

Evraz Highveld Steel & Vanadium: the strength in our business is you.



Evraz Highveld is part of a multinational steel and vanadium business that celebrates the talents of its diverse workforce. The efficient manufacturing of our products, which have been used in a variety of projects, including OR Tambo airport in Johannesburg, the Soccer City stadium and Nelson Mandela Bridge, relies on the capability of our equipment. And that puts engineering at the heart of everything we do.

Metallurgical Engineering: Metal is our business, so our technologists are involved in developing and improving the quality of all our grades of steel. This is a varied role, so your remit may include plant operations and development, plant process chemistry and metallurgy and quality assurance.

Industrial Engineering: Continuous improvement is core to our business. As an industrial engineer, you will be involved in a wide variety of projects looking at the design of our business and recommending improvements.

Mechanical Engineering: As a result of our integrated iron and steel making operations, there is a vast range of equipment that you could be involved with, from cranes that carry 200 tonnes of dead weight to intricate hydraulic systems in our rolling mills. Whichever division you join, you will be part of a team that includes engineers, foremen and artisans, where you will use the latest technology to play your part in ensuring our high standards of quality, safety, cost and efficiency are met.

Electrical Engineering: Electrical engineers are central to our business needs. You could be involved in projects ranging from enhancing the automation of our key production facilities to dealing with power distribution or concentrating on general electrical systems. The size and range of our operations can offer a wide variety of challenging work.

Whichever engineering branch you are skilled for, you will need to be highly motivated, flexible and have the ability to apply your technical knowledge.

You will need to be able to demonstrate good team working skills, and the ability to solve problems. You also need to be able to show that you like to get things done, as good engineers are results driven.

If these opportunities appeal to you, we have bursaries available for individuals in their third or final year of studying for an engineering or science-based degree. You need to have good marks for your varsity course and good grades at Matric to qualify.



Qualifications for Bursary Applicants

Who should apply?

For the academic year 2013, third or final year BEng students who achieved good year grades during varsity studies and the following grades at Matric:

Required subjects	Old curriculum Symbols	New curriculum Mark
Maths	HG A	7
Science	HG B	6
English	HG C	5

- You must have passed all courses for which you have registered at the university for the study period up to now.
- Applications must be for full time studies towards an academic degree at an accredited South African university. Applicants must be South African citizens with a valid ID number.

Whilst academic qualifications are important, we are also looking for those individuals who will go on to be the leaders of the future. You must also possess the following qualities:

- Leadership and networking skills
- Flexibility and adaptability – the pace of change in our industry is relentless
- Adherence to our values:

Enrichment through collaboration

Value created for our customer

Respect for people

Accountability for actions and results

Zeal for continuous improvement

Note:

EHSV reserves the right to withdraw the offer of an Evraz Highveld bursary if the candidate has performed substantially below the academic performance presented during the application process.

All applicants invited to attend an interview must be willing to undergo psychometric testing.



Qualifications for In-Service Training Applicants

Who should apply?

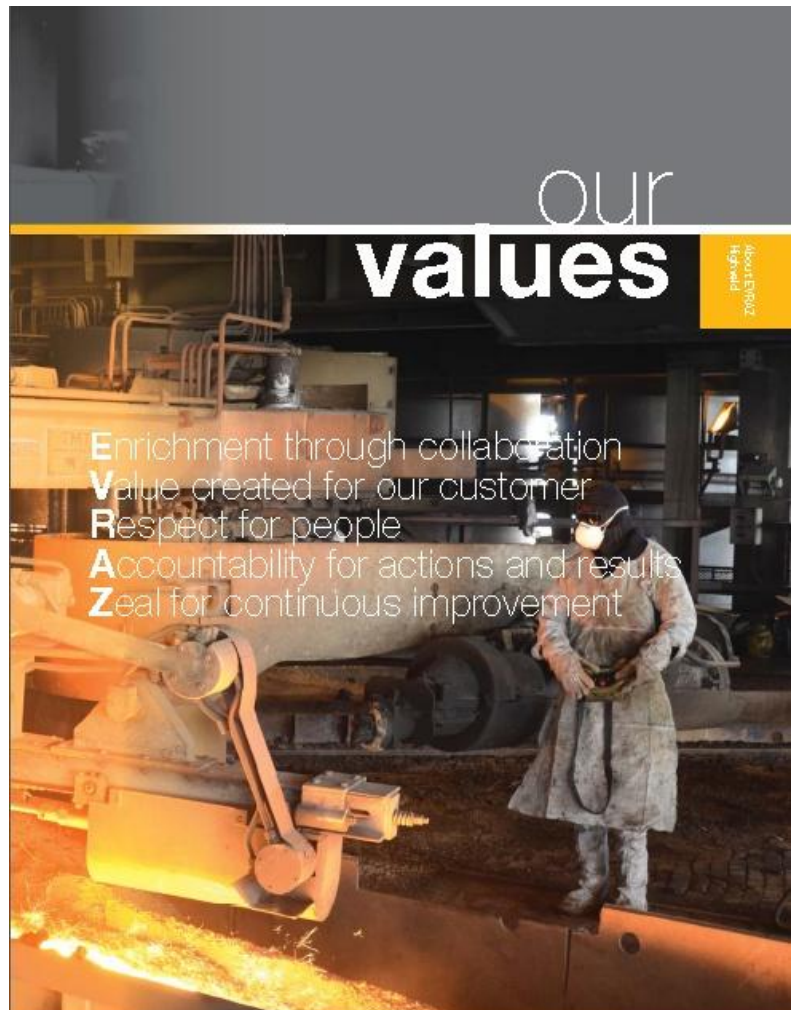
Applications are invited from suitably qualified candidates for in-service training (P1 and P2) for 2013. We offer a one year training programme for candidates to complete the practical component of their National Diploma course.

Eligible Subjects
Mechanical engineering
Electrical engineering (or allied fields)
Chemistry (or allied fields)
Metallurgical engineering

- You must complete S4 by November 2012 to be eligible for entry in early 2013.
- Applicants must be South African citizens with a valid ID number.

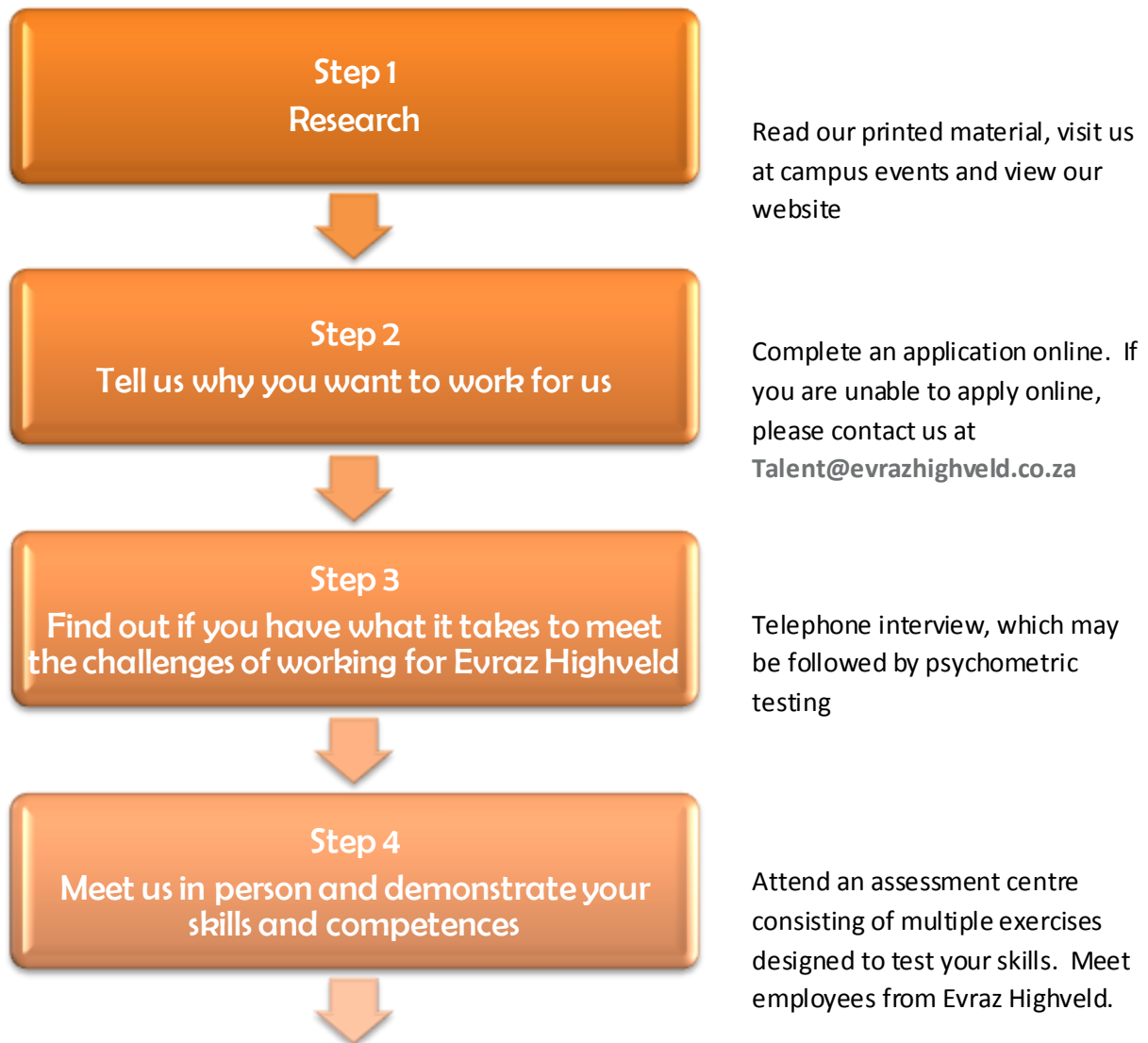
For this programme, we are looking for people with the following qualities:

- Flexibility and adaptability – the pace of change in our industry is relentless
- Excellent analytical skills and good attention to detail
- Good communication skills
- Adherence to our values:



Applying

How do I apply?



Selection

How does the selection process work?

1. Applications should be submitted to Evraz Highveld by no later than 14 September 2012, for the 2013 academic year. Please clearly indicate whether you are applying for a bursary or in-service training.
2. Applications should preferably be submitted to talent@evrazhighveld.co.za by using the application form available on this website. Applicants who do not have internet access and do not have access to an internet cafe in their area may contact our Recruitment Helpline on 013 690 9298 for support.
3. All short listed applicants will be interviewed by telephone. Successful candidates will be invited to a selection centre.
4. Selection centres normally take place during **October** each year. Applicants will be required to attend a full day session where they will be assessed by means of a structured interview as well as a group exercise and presentation.
5. Applicants will be reimbursed for travel expenses to attend the selection day up to a maximum amount, as predetermined by Evraz Highveld.
6. The outcome of the selection day is communicated to applicants within one week of the selection day. Please note that no correspondence will be entered into prior to this date.
7. Successful candidates will then be provided with comprehensive documentation relating to the Evraz Highveld bursary scheme as well as a written contract and other documentation for completion.
8. Bursaries are awarded for commencement in the following academic year and no payments are made in respect of studies already completed.



Bursary details

What does an Evraz Highveld bursary include?

The Evraz Highveld bursary is a comprehensive bursary which includes the following:

1. 100% of the prescribed university tuition fees (including exam fees) and registration fees.
2. An amount equal to the average rate for accommodation in a single room at a university hostel at the university at which the Evraz Highveld bursar is studying. This rate is determined by Evraz Highveld in conjunction with the university.
3. An amount for meals based on three meals per day as determined by the university.
4. A one-off payment of R7 000 towards the cost of a laptop.



Note:

- Prescribed tuition/exam fees and registration fees are paid directly to the university.
- Students will be required to pay for the subjects that they need to repeat.
- Monies for accommodation are paid directly to the university if the student is staying in university administered accommodation.
- In cases where the student elects to stay in non-university administered accommodation, monies in lieu of accommodation and meals will be paid directly to the individual. In such instances, the amounts will be limited to that described in points 2 and 3 above.
- Payments in respect of the above are made twice a year. The first payment is made at the beginning of the first semester and the second payment is made at the beginning of the second semester.
- Full details of the payment process and the requirements which must be met are communicated to successful applicants once a bursary has been awarded.



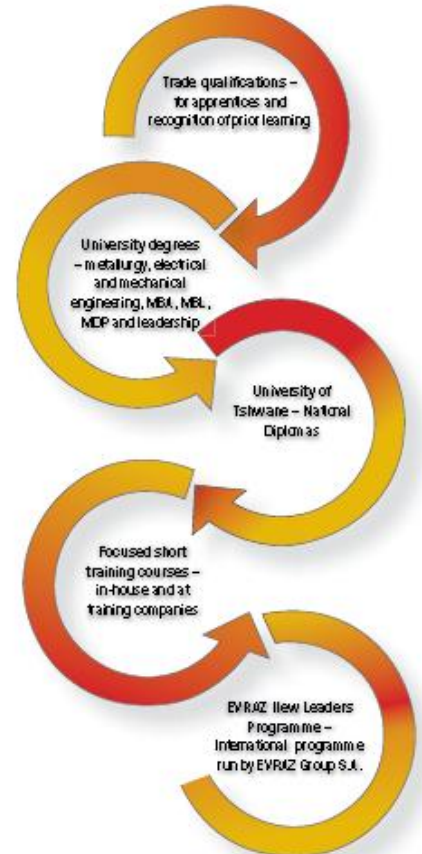
Successful applicants will be bound contractually to work at Evraz Highveld after graduation for a period equal to the tenure of the bursary.

Learning & Development

On graduation, what can I expect?

- In 2011, Evraz Highveld spent R48 million on training and development. In 2012, we have budgeted to spend almost the same amount again.
- Our engineers-in-training are an important part of the family, and when you graduate, you will participate in graduate induction and on-boarding training
- You will have the opportunity to participate in in-house and external training courses.
- Learning & development is more than just the courses you will attend. It includes exposure to real life work problems that will challenge you and test your ability to apply your knowledge in a practical way.
- We want our bursars to be part of Evraz Highveld for the long-term, so you will have a mentor to help guide your career development and a buddy to ensure you always have someone to give you some friendly advice.

Training programmes



The strength in our business is you