



# INVESTING IN YOUNG TALENT

FUTUREGROWTH

/ ASSET MANAGEMENT

As a specialist investment company, Futuregrowth aims to make a positive difference in society while earning sound investment performance for our clients. To do this, we recognise the importance of hiring talented, passionate investment professionals.

We believe that skills development and knowledge transfer takes place best within the workplace as theory comes to life through practical experience and learning. Through our participation in the Old Mutual Graduate Acceleration Programme (GAP), we offer internships to suitable, recently graduated individuals, who are keen on pursuing a career in asset management.

## Meet Thina Manga

### **What type of role were you in when you started the GAP programme at Futuregrowth?**

When I started at Futuregrowth in 2012 (it's so hard to believe that it was more than five years ago!) I was part of the Specialist Investment Administration team which forms part of the Operations team. Something that they don't teach us at university is the practicalities of how things actually work/happen in the markets, so as a newcomer to the asset management industry this was the perfect place for me to lay the foundation of my knowledge base.

### **Once you had completed the programme, what opportunities were available to you within Futuregrowth?**

Once my first 18 months came to an end, I had to apply my mind to where I wanted my career to go. Having worked closely with the investment team, I knew that this was where I wanted to be. In late 2014, an Investment Analyst position opened up and I decided to apply and thankfully got it. Since the beginning of 2015, I have been working as an Investment Analyst, mostly on property transactions. In a smaller company you get a good understanding of what it takes to perform in a variety of roles which is helpful in framing your thoughts when it comes to the career path you'd like to follow.

### **What do you value most about working at Futuregrowth?**

One of the things that I appreciate about working here is that the developmental investing culture is deeply ingrained in Futuregrowth's fabric. It's quite satisfying being in a position where the kinds of transactions that I work on resonate with who I am as a person and the things that I genuinely care about.



Join our eighteen month programme to take the opportunity to learn from some of the best in the industry; add real, tangible value daily and build your career.

### Who are we looking for?

We favour Previously Disadvantaged (PDI) candidates with the following qualifications:

- B.Business Science
- B.Commerce Hons (FAPM)
- B.Commerce Hons (Investment Management, Economics, Finance or Accounting)
- B.Commerce (General - Majors: Accounting, Finance, Statistics, IT)

### What can you expect?

- You can expect a structured eighteen month learnership programme within Futuregrowth.
- You will be required to complete an investment related qualification to support your learning (CFA, FMI, etc) during the eighteen month period.
- You will gain valuable work experience while fulfilling a critical role within a specific team.

### GAP learnerships since 2011

**15** GAP INTERNS APPOINTED SINCE 2011. 3 STARTED IN 2016, 2 IN 2017 AND 3 IN 2018.

// ALL ARE PDI AND **10** ARE BLACK AFRICAN.

// **12** WHO JOINED BEFORE 2018 HAVE BECOME PERMANENT EMPLOYEES.

// **4** HAVE BEEN PROMOTED TO ANALYSTS IN THE INVESTMENT TEAM AND **1** TO PORTFOLIO MANAGER. **3** ARE BLACK AFRICAN.

### How to apply

As we are participating via the Old Mutual GAP, they will facilitate the initial recruitment process.

**Visit [www.oldmutual.co.za/graduate-accelerated-programme](http://www.oldmutual.co.za/graduate-accelerated-programme)**

Complete the online application form. Please be sure to select your business focus area from the various options offered and mention that you are interested in working at Futuregrowth.

The screening process will include a competency based interview and the completion of psychometric assessments. Candidates who successfully complete the initial recruitment phase will then be shortlisted for interviews with Futuregrowth.

For specific questions about Futuregrowth and the positions available, please email [cpastor@futuregrowth.co.za](mailto:cpastor@futuregrowth.co.za). For more general questions about the GAP Learnership at Old Mutual, please email [gap@oldmutual.com](mailto:gap@oldmutual.com).

## People are at the heart of what we do

- / We grow our own trees at Futuregrowth -- allowing people to learn and expand in their career, both here and, sometimes, elsewhere.
- / We all contribute towards achieving the purpose of the organisation.
- / We've chosen to stay small enough to have a unified, connected, trusting and sharing culture.
- / Futuregrowth has a culture of openness and sharing of information, ideas, and learnings.
- / It's a learning place -- questions are answered willingly and openly.
- / We're a family.