



BURSARY PROGRAMME

AGRICULTURE SPECIFIC APPLICATION CRITERIA

OVERVIEW

At Santam we understand that effective risk management is crucial and it is in this aspect where Santam Agriculture aims to make a real difference in helping farmers create a sustainable future.

The Santam Agriculture experts have comprehensive knowledge of, and experience in the agricultural industry in underwriting and loss assessments of crops to help clients manage their risks pro-actively. They understand the fundamentals of farming and how the sun, ground and water play an integral part in the responsible development of the country and the Santam business.

CLOSING THE SCARCE SKILLS GAP

Santam have been focused on creating a pipeline of students that will support Santam’s Agri efforts through specialist knowledge transfer. We want to close the scarce skills gap in Agriculture Crop insurance by growing talented students organically through vacation work and practical exposure in underwriting, sales and relationship management.



- IF YOU ARE AN AGRICULTURE BURSAR AND/OR GRADUATE YOU CAN EXPECT:**
- a career journey, with a rolling forward approach (the intent is for graduates to be permanently retained as trainee area managers);
 - to automatically participate in the graduate programme;
 - to participate in vacation work;
 - to be allocated a mentor;
 - to be invited to relevant business engagements/conferences, as required.

QUALIFICATIONS AND EXPERIENCE



- 2- or 3-year Agricultural studies with focus on crop production
- Agricultural degree/diploma with plant production and/or soil science as preferred subjects
- Microsoft Excel skills
- Assertiveness
- Good communication (verbal and written)
- Negotiation skills
- Good interpersonal skills
- Flexible, team-worker, collaborative
- Self-starter, drives results
- Customer focus
- For support services; business requirement dependent

CORE COMPETENCIES



- Excellent communication skills (verbal and written)
- Good people skills
- Multilingual (geography dependent)
- Self-driven
- Learning agility
- Critical thinking
- Self-awareness
- Confidence

PLEASE NOTE

Preference will be given to Employment Equity candidates.

