



SOUTH AFRICA

# JOIN US AND HOST AN INTERN TO GROW OUR FUTURE LEADERS

Become a partner in growing innovative environmental leaders, committed to building a better world for all

WWF South Africa's Graduate Internship Programme provides a bridge for new graduates as they transition from learning to work for the environment, supporting increased employability and the development of skills to power South Africa's green economy.



## Our future leaders

Since 2011 the programme has placed **first degree, Honours and Masters graduates from across South African universities**, reflecting a broad cultural representation of the most passionate young leaders for the environment.

GROWING TO GREAT HEIGHTS



7 interns in 2011

50 interns from 2017



66% Women

85% Black

from 21 SA universities



7 historically disadvantaged

6 rural

Through a structured learning programme graduates are exposed to a range of development activities and networking opportunities that support their journey to becoming highly skilled, confident professionals.

## How it works



HOST AN INTERN FOR 12 MONTHS

Interns are guided by a dedicated, in-house mentor in tasks related to their academic background and career vision and supported by training for interns and mentors.



### Interns learn about

- Career planning and development
- The environment sector and career possibilities
- The professional, individually and as part of a team
- Holistic wellness
- Workplace skills
  - Ethics
  - Communications and relationships
  - Rights and responsibilities
  - Learning from feedback
  - Managing work

## A PLACEMENT PARTNERSHIP



**Hosts** provide mentoring, workstations and operational budgets for fieldtrips and meetings, etc.



**WWF** funds the training workshops including venues, catering and learning materials.



**WWF** organises and fully funds travel and accommodation for the interns' workshops.

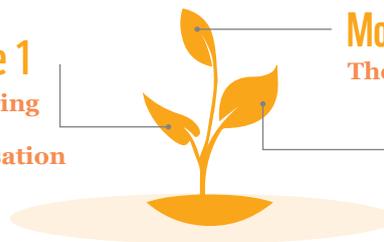
**Hosts** need to cover travel and accommodation for the mentor's training.

# Planning together: our respective roles

 <p><b>April to July</b> internship placements are identified</p>	 <p><b>August to September</b> we call for applications</p>	 <p><b>October to December</b> interns are selected</p>	 <p><b>January to March</b> contracting between WWF, hosts and intern</p>
<p><b>WWF</b> calls for expressions of interest to host interns</p> <p><b>Hosts</b> decide on the number of interns they would like to place, develop terms of reference and identify suitable mentors, vetted by WWF</p>	<p><b>WWF</b> advertises the internships at universities and through social media</p> <p><b>Hosts</b> circulate the advert across their professional networks</p>	<p><b>WWF</b> processes applications, compiles shortlists and provides hosts with interviewing and selection guidelines</p> <p><b>Hosts</b> arrange and conduct interviews and select suitable candidates motivated for placement</p> <p><b>WWF</b> vets final placements</p>	<p><b>WWF</b> signs a placement agreement with each host</p> <p><b>Hosts</b> sign an employment contract with the intern, and develop a structured learning programmes for growth and development</p>

All mentors participate in 2 x 2 day compulsory training workshops in March and May

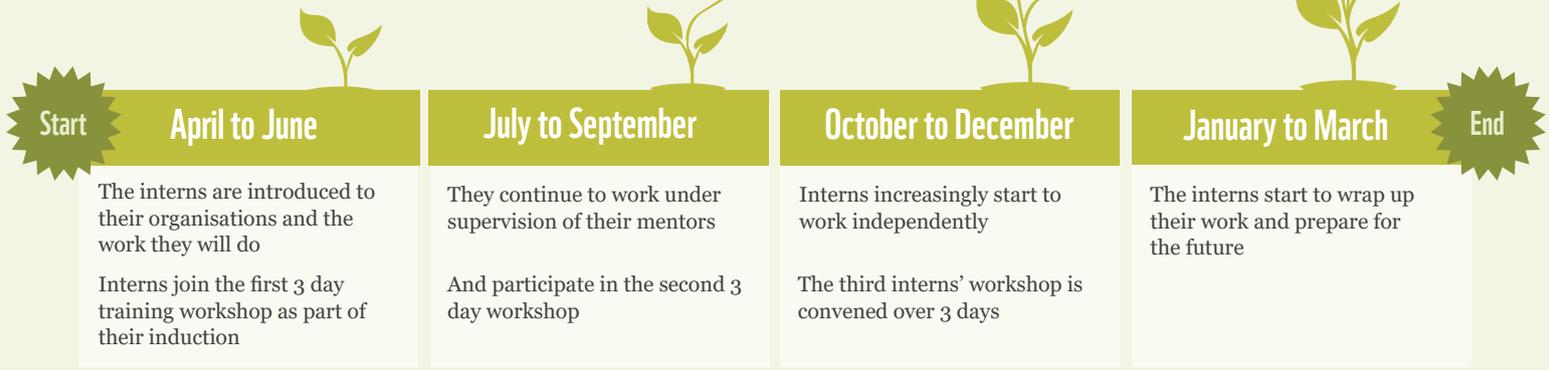
**Module 1**  
Mentoring in your organisation



**Module 2**  
Theories of mentoring

**Module 3**  
Tools for mentoring

## The internship: a year of opportunity, growth and development



The intern and mentor develop a plan for growth and development and assess progress each quarter.



### Partner with WWF

and you can play a valuable role in growing South Africa's leaders and green skills, supporting our transition to a green economy and building capacity for improved environmental governance



To champion the earth's capacity to provide a source of inspiration, sustainable food, water and clean energy for all.

FOR NATURE. FOR YOU.

[wwf.org.za](http://wwf.org.za)

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