

THE ORGANISATION

Potentia was established in 1998 and today with offices in both Windhoek and Cape Town; we provide a spectrum of Human Resources management services primarily within three core fields, namely Recruitment, Organizational Development and HR Project Management. Working in concert, these activities we believe serve both individuals, and organizations; guiding them on a path of meaningful transformation, development and results delivery. In our dedication to standards of service excellence we continually aspire to be the niche brand of choice in the industry. Our clients are considered our business partners with whom we strive to forge mutually beneficial long-term relationships and their customer satisfaction rating is what we measure our success and continued existence against. Most of our clients are industry leaders in fields such as health, service, mining, insurance, aviation and media. The fulfillment of our social responsibility forms an integral dynamic of our business values.

YOUNG PROFESSIONALS

The Programme

Potentia seeks to source and engage with prospective young career-oriented graduates and professionals. This intervention aims to assist individuals to become well versed with their inherent capabilities and how best to associate these with career ambition. This process essentially underscores the significance of appreciating the promotion of talent for the common good. The project will be phased to target specific fields of studies. Currently we are seeking to solicit application from the fields of Accounting, Business, Economics, Finance and Management Sciences.

Applications will be evaluated on the following criteria:

- Academic qualifications
- Motivation/statement of interest
- Presentation of the application
- Language and writing skills
- Level of professional experience
- Skills profile

You will then be invited to attend a competency based assessment, which is aimed at assessing your inherent capabilities. Should your profile turn out favorable, you will be invited to attend a pre-liminary interview that will clarify your field of interest, industry preference, career aspirations, values, beliefs, etc as well as the way forward.

Requirements

- **Nationality:** Namibian citizens and or permanent residence.
- **Age:** Candidates **MUST** be at least **28 years** of age.
- **Education:** A university degree, with majors in Accounting / Business / Economics / Finance / Commerce and or Management Sciences from a recognized institution of higher learning.
- **Experience:** Initial professional experience is an asset, but is not mandatory.
- **Languages:** Fluency in the National language of Namibia (English).
- **Attitude:** A commitment to working in a multicultural context, mature individual seeking to establish a career, value driven and prioritizes essential universal/global principles that are critical pre-requisites for a well-functioning and accountable commercial environment, principles such as integrity, serving the common good etc. socially and emotionally bright with exceptional interpersonal effectiveness, consider work a form of worship, honoring ones unique and latent talents, as well a service to humanity, far sighted therefore displays tenacity and perseverance in securing long-term career goals, operates well as an integral team player to endorse the interest of the organization, its values and people, committed, enthusiastic and adopts a humble posture of learning in undertaking projects / career opportunities and a leadership interest that promotes a servant hood attitude.

INTERESTED?

The closing date is 18 March 2011 and suitably qualified Namibians are encouraged to apply. We request that you forward your CV to shivwana@potentia.com.na before the closing date. Please note that only candidates that meet the specifications will be contacted. **All shortlisted candidates will be required to undertake an assessment test. Only electronic CV's will be accepted. No CV's and attached documents will be returned.**



POTENTIA

www.potentia.com.na