

relationships with professionals in their industry. These connections can be valuable for future career opportunities, mentorship, and references.

- **Real-World Experience:** Interns have the chance to work on real projects and contribute to the company's goals. This experience helps interns apply theoretical knowledge gained in their studies to practical situations, enhancing their problem-solving abilities and professional growth.
- **Professional Development:** Internships often include professional development activities such as workshops, seminars, and mentorship programs. These opportunities can help interns develop essential skills like communication, teamwork, time management, and leadership.
- **Exposure to Industry Practices:** Interns gain insight into the operations, processes, and best practices of the industry they are interning in. This exposure can provide a deeper understanding of the sector and help interns align their career goals accordingly.
- **Compensation and Benefits:** While some internships may offer a stipend or salary, others may provide benefits such as travel allowances, access to company facilities, or employee discounts. The specific compensation and benefits package will depend on the company's policies and the internship program.
- **Potential Employment Opportunities:** Internships can serve as a pathway to potential future employment within the company. If interns demonstrate exceptional skills, work ethic, and fit within the organization, they may be considered for full-time employment opportunities once their internship concludes.

Contacts

- **Application Submission:** Submit an online application through the EXXARO Careers website during the specified application period.
- **Document Submission:** Provide all required documents, such as a comprehensive CV/resume, academic transcripts, and any other documents specified by EXXARO.
- **Screening:** Applications will be screened, and selected candidates will be invited for further assessments, which may include interviews and/or assessment centers.
- **Internship Placement:** Successful candidates will be assigned to specific internship roles based on their qualifications, interests, and the availability of positions.
- **Onboarding and Induction:** Interns will undergo an orientation program to familiarize themselves with EXXARO's culture, values, and policies.
- **Internship Period:** Interns will work closely with their assigned teams, participating in day-to-day activities and project-based tasks.
- **Performance Evaluation:** Regular performance feedback and evaluations will be conducted throughout the internship period.
- **Completion and Transition:** At the end of the internship, interns will receive a completion certificate and may be considered for potential employment opportunities within EXXARO, based on performance and availability.