STORIES OF SUCCESS

WWF-South Africa’s Graduate Development Programme for emerging environmental leaders
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The Worldwide Fund for Nature (WWF) has a vision of inspiring people to live in harmony with nature, for the sustainable development of South Africa, and the wellbeing of all. This vision focuses our work on securing the natural assets and ecosystems that support the socio-economic wellbeing of all citizens of our country, through a number of focus areas of work. These include marine resource management, land stewardship, sustainable agriculture, freshwater conservation, responsible mining, energy planning, and adaptation and mitigation in the face of constant challenges around climate change. Given the scale of environmental challenges, this vision and programmatic work is undertaken through partnerships with key role players that work for the benefit of present and future generations.

All would agree that we live in times of increasing scope and complexity of environmental risks and challenges. Similarly, there is significant opportunity for innovation and creativity in responding to these challenges. In recognising the need for increasing both the scope and the depth of our professional capacity, one of WWF-South Africa’s key objectives is to support the growth and development of proficient governance, internally and with key partner organisations and constituencies. Key contributions to this objective are made through WWF’s Environmental Leaders Programme aimed at supporting the development of current and future leaders for the environment.

In focusing on the development of a cadre of creative and innovative future leaders for the environment, this programme offers new graduates an internship opportunity that supports their transition from learning into work. Since the programme’s formal inception in 2011, 30 Masters, 20 first degree and Honours graduates and 5 matriculants have been propelled into a career orbit where they are able to make a meaningful impact in ensuring a positive relationship between human wellbeing and environmental health.

This publication shares some of the achievements of the Graduate Development programme and introduces a new cadre of strong, confident environmental professionals who promise to nurture the environment as if the quality of all our lives depends on it.

**Morné du Plessis**  
*Chief Executive Officer: WWF-South Africa*
THE GRADUATE DEVELOPMENT PROGRAMME
for emerging environmental leaders
WWF South Africa’s Graduate Development Programme supports new graduates as they make the transition from learning into work. It aims to attract new entrants to work for the environment, enables access to exciting career fields, and supports development towards their career vision for the environment.

As an internship it provides new graduates with a structured induction programme and opportunities to explore, discover and grow as professionals towards a successful future in the environmental sector. Our interns are placed with dedicated mentors in areas of work related to their academic backgrounds and career interests. The interns participate in a series of programme activities through which they develop their career vision and plan relevant development activities with their mentors.

Their career development journey through the internship is supported by a series of workshops in which they explore the environment sector, the role players and their respective mandates, and the South African environmental and socio-economic policy framework. Through these workshops they also explore a range of key workplace-based competences, such as ethics, relationships, responsibilities, rights, communications and managing work efficiently, in preparation for applying for their next job.

Networking is a key opportunity facilitated by the programme. By attending meetings, workshops and conferences related to their areas of work, interns are able to access key professional networks and establish key supportive networks with other interns. Through facilitated engagement, they become a peer group and support the development of each other and the group as a whole.

Diversity is a key feature of our internship programme. Interns enter into the programme from diverse geographic and academic backgrounds. They hail from different parts of South Africa, from across the 23 universities and across various disciplines in agriculture, economics and management, engineering, law, natural and social sciences.

The internship gives interns – who are often unaware of the career potential in the sector – opportunities to explore their individual career interests and niche. Over the past three-years of this programme, we have watched apprehensive, overwhelmed new entrants develop into strong and confident professionals and find their way into exciting new jobs for the environment.
OUR MASTERS INTERNS
WWF has a long tradition of hosting and supporting the development of new graduates as interns. Graduates across academic levels of national diplomas, first degrees, Honours and Masters were initially funded through the Sanlam Leaders for Living Waters Programme.

In 2011, with funding support from the Hoffman Foundation, the Sanlam Leaders for Living Waters and the Environmental Leaders Programme, we added more structure to our internship programme. We recruited our first group of Masters interns, who were hosted and mentored within various WWF-South Africa programmes and units. These six interns – Dale, Daisy, Jaco, Megan, Simonne and Wisaal – were the trailblazers for our structured internship programme. After an exciting one-year internship, four of them found further employment with BirdLife SA, Coastal & Environmental Services, CapeNature, and Milpark Business School. Jaco and Wisaal stayed with WWF-South Africa. After one year, having found her career interest in human capital development, Simonne returned to WWF as our Graduate Development Officer and coordinates the internship placement and development programme.

With this return on investment and the continued support of the Hoffmann Foundation and the Sanlam Leaders for Living Waters, in 2012 we recruited Imelda, Justin, Lameez, Stephanie, Thabo and Matome. The first five were placed with WWF programmes. Matome, an LLB graduate with an interest in environmental law, was another trailblazer, as the first external placement with our partner, the Centre for Environmental Rights (CER). Significant success with these six new interns was evident in that they were all retained by WWF-South Africa in project contractual positions at the end of the internship. Matome was offered a position of articles with the CER.

Capitalising on the success of this structured programme, we were able to recruit 18 interns still supported by the Hoffmann Foundation and Sanlam Leaders for Living Waters, as well as the WWF Nedbank Green Trust. At capacity with hosting nine interns internally, we secured placement opportunities with eight partner organisations, including the Alternative Information Development Centre, the CER, the Council for Scientific and Industrial Research, Nature’s Valley Trust, Sustainable Energy Africa, South African National Parks and The Green House.

As this programme continues to grow, we look forward to placing more Masters interns in careers through which they can develop from strength to strength.
2011 MASTERS INTERNS

Daisy Kotsedi
Integrated Catchment Management Programme, WWF-SA
BSc Botany and Microbiology, BSc (Hons) Botany, MSc Botany
Nelson Mandela Metropolitan University
“The internship programme gave me exposure to the working world, the dynamics within an organisation and a wide range of environmental management issues associated with it.”

Dale Wright
Biodiversity and Wine Initiative, WWF-SA
BSc and BSc (Hons) Zoology, Biodiversity and Evolutionary Biology, MSc Conservation Biology
University of Cape Town
“I had a very positive experience and would encourage young people to go for internship opportunities.”

Jaco du Toit
Living Planet Unit, WWF-SA
BA Decision Making and Value Studies, BPhil and MPhil Sustainable Development Planning and Management
University of Stellenbosch
“The internship was pivotal in defining my career. I met some of the people who have had the most profound impact on my life and I was given a priceless opportunity to build a CV that makes me employable in the environmental sector.”
Megan van der Bank

Environmental Leaders Programme and Marine Programme, WWF-SA
BSc, BSc (Hons) and MSc Biodiversity and Conservation Biology
University of the Western Cape

“The internship opened my eyes and mind to many of the broader political, environmental and socio-economic issues in South Africa.”

Simonne Stellenboom

Finance and Business Support, WWF-SA
BCom, BCom (Hons) Corporate Finance and MPhil Law (in progress)
University of the Western Cape

“The internship was a defining moment for me. It unlocked a passion I knew I had but was not confident enough to pursue.”

Wisaal Osman

Sustainable Fisheries Programme, WWF-SA
BSc Zoology and Ecology, BSc (Hons) Marine Biology and MSc Applied Marine Science
University of Cape Town

“Through my internship I learned the value of working in a dedicated and motivated team who believe that the work and projects we do will result in a positive change in the environment for the benefit of society.”
2012 MASTERS INTERNS

Imelda Haines
Freshwater Programme, WWF-SA
BSc Applied Geology, PGD Integrated Water Resources Management, MSc Environmental and Water Science (in progress)
University of the Western Cape
“The internship taught me the importance of having strong working networks and building professional relationships.”

Justin Phama
Land Programme, WWF-SA
B.Tech and M.Tech Nature Conservation
Tshwane University of Technology
“The internship was a highly structured and intense programme that aimed to bridge the gap between academia and the work environment. The mentorship element was central to ensuring a smooth transition into a professional position.”
Lameez Eksteen
Environmental Leaders Programme, WWF-SA
BA, BA (Hons) and MA Geography and Environmental Studies
*University of the Western Cape*

“The internship was a great experience. The networking opportunities with various groups of stakeholders stand out as a highlight for me.”

Stephanie Rainier
Marine Programme, WWF-SA
BSc Environmental and Geographical Science and Ocean and Atmosphere Science, BSc (Hons) and MSc Ocean and Atmospheric Science
*University of Cape Town*

“The internship opened me up to a number of different situations, sometimes challenging, in the working environment. It also introduced me to a number of key stakeholders within the environmental community.”

Thabo Mthembu
Global Climate & Energy Initiative, WWF-SA
*University of Cape Town* and *Albert-Ludwigs University of Freiburg, Germany*

“The internship helped me to set out a vision for my career by helping me to identify my strengths and weaknesses. Working in a cross-cultural organisational context also impressed upon me the importance of working in teams to achieve a common goal.”
2013 MASTERS INTERNS

ENVIRONMENTAL LAW

Eishe Heitmann

Centre for Environmental Rights
LLB and LLM Environmental Law (in progress)
University of Cape Town

“My internship experience so far has been one of learning about the environmental sector, networking, growing as a professional, and expanding knowledge and skills in my area of work.”

Matome Kapa

Centre for Environmental Rights
LLB
University of the Witwatersrand

“The most enjoyable aspect of the internship is being able to utilise the knowledge and skills I have acquired to bring solutions to communities at the grassroots level who would otherwise not have been able to find them.”

Olivia Smith

WWF-South Africa
LLB
University of the Western Cape

“Through my internship I have not only gained more knowledge regarding the field of law but I have been able to see how it is practically applied in the conservation sector. The experience has also given me the basic skills needed to enter into the working environment.”
Luvo Vanyaza
Sustainable Energy Africa
B.Tech and M.Tech Chemical Engineering
Cape Peninsula University of Technology
MSc Sustainable Energy Engineering (in progress)
University of Cape Town

“I have found that networking within the sector, listening to sound advice from mentors and staying informed about developments within my sphere of work to be the recipe to advancement within my career.”

Natasha Rambaran
The Green House
BSc, BSc (Hons) and MSc Biological Sciences (in progress)
University of KwaZulu-Natal

“The opportunity to be part of South Africa’s green economy has been the highlight of my internship. I am being exposed to the type of work that I have always wanted to be involved in.”

Vuyiseka Majali
Alternative Information Development Centre
B.Soc.Sci Industrial Psychology and Social Anthropology, B.Soc.Sci (Hons) and M.Soc.Sci Social Anthropology
University of Fort Hare

“An internship is a space to learn and explore various possible interests and sometimes put you outside your comfort zone. The most rewarding, exciting hour is when you realise what you are capable of.”
2013 MASTERS INTERNS

MARINE CONSERVATION

Babalwa Mqokeli
Nature’s Valley Trust
BSc Biological Science
University of Zululand
BSc (Hons) and MSc Ecological Science
University of KwaZulu-Natal
“This internship has allowed me the opportunity to put my qualifications to use and has also taken me a step closer to my future career through conservation and environmental education, as well as research.”

Nausheena Parker
WWF-South Africa
BSc, BSc (Hons) and MSc Biodiversity and Conservation Biology (in progress)
University of the Western Cape
“What this internship has taught me so far is that the recreational fishing sector is a lot bigger than I originally thought! The most enjoyable aspect of the internship has been working as part of a very supportive team.”

Nonhlanhla Nyalungu
South African National Parks
BSc Biological Science, BSc (Hons) Zoology
University of Zululand
MSc Marine Biology
Rhodes University
“I want to be involved in formulating solutions to address some of the problems that threaten South Africa’s estuaries and their biota. I intend to use what I learn through this internship to implement the management of South Africa’s aquatic environment.”
Louise Palframan
Wildlife Environment Society of South Africa
BSc Marine Biology and Ocean & Atmosphere Science, BSc (Hons) Zoology, MSc Conservation Biology
University of Cape Town

“What my internship has taught me so far is that more often than not conservation is more about people than it is about the environment itself. Through my work I am learning what it is that I am really passionate about, which is giving me a clearer idea of the kind of work I would like to be doing in the future.”

Anisha Dayaram
WWF-South Africa
BSc Ecology, Environment and Conservation and Zoology BSc (Hons) Ecology Environment and Conservation, MSc Resource Conservation Biology
University of the Witwatersrand

“The most enjoyable aspect of the internship has been travelling to wetlands in parts of the country I have not seen before and meeting the enthusiastic and dedicated people involved in their conservation.”

Fhumulani Mathivha
WWF-South Africa
BESc, BESc (Hons) and MESc Hydrology and Water Resources
University of Venda

“The most enjoyable aspect of the internship has been the communication with different stakeholders during field visits. Interacting with these people makes me understand problems that are faced by different water users and trying to find solutions with them is so fulfilling.”

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Luyanda Ndlela
Council for Scientific and Industrial Research
BSc Microbiology and Plant Pathology, BSc (Hons) and MSc Microbiology (in progress)
University of KwaZulu-Natal
“The most enjoyable aspect of the internship has been learning more about myself as a scientist and a woman through meeting people and handling different issues.”

Nikara Mahadeo
WWF-South Africa
BSc, BSc (Hons) and MSc Environmental Science
University of KwaZulu-Natal
“My internship experience so far has been a stimulating learning curve that has given me valuable exposure within the sector. What this internship has taught me so far is that knowledge and insights from those wiser and more experienced is key for career development.”

Nhlanhla Ncube
WWF-South Africa
BSc and BSc (Hons) Environmental Management and MSc Environmental Sciences (in progress)
University of the Witwatersrand
“My internship experience so far has been amazing and enjoyable. The most enjoyable aspect of the internship has been the mentorship I have received. I have learnt a lot and gained more exposure to the real work environment.”
Zoe Visser
WWF-South Africa
BA Social Anthropology and English Literature, BA (Hons) Social Anthropology and MA Environmental and Geographical Sciences
University of Cape Town
"This internship is challenging me to create a new vision for my career that encompasses my growing interest in graduate development and career guidance."

Noxolo Kabane
WWF-South Africa
BSc Botany and Microbiology, MA Development Studies
Nelson Mandela Metropolitan University
"What this internship has taught me so far is that I must seize the moment, take advantage of the opportunities at my disposal and have fun. I have been meeting the different partners within the sector and have been exposed to the different work they do and the impact they are making."

Sthembile Ndwande
National Labour and Economic Development Institute
B.Agric, B.Agric (Hons) and M.Agric (in progress)
University of KwaZulu-Natal
"What this internship has taught me so far is the extent of the economic inequality in South Africa, and how the class struggle can lead to failure of all environmental initiatives if not well considered or if its existence is not appreciated."
OUR GROEN SEBENZA INTERNS
In 2012, the South African National Biodiversity Institute (SANBI) secured funding from the National Treasury’s Jobs Fund, through the DBSA as the fund administrator. With this funding award, SANBI committed to the placement of 800 youth in a programme to catalyse access to employment and create jobs for ecosystems management. These 800 placements would include 500 graduates and 300 matriculants to be placed in partner organisations in the biodiversity sector.

WWF-SA, one of 33 partner organisations to this programme, in 2013 supported the placement of 25 youth through its Graduate Development Programme: 20 graduates at first degree and Honours levels and 5 matriculants. Three of these placements were made internal to WWF-SA – two in the corporate services of Business Development and Communications, and the third as a Land Reform Stewardship Officer in our Grasslands Programme.

The remaining 22 placements were made with WWF-SA partner organisations, including the Centre for Environmental Rights, Emanti Management, Flower Valley Conservation Trust, Maluti Water & Community Engineering, Nature’s Valley Trust, Nuwejaars Wetland Special Management Area, South African National Parks, Waterberg Biosphere Reserve, the Wildlife and Environment Society of South Africa, and Woolworths.

These interns are placed for a period of two-and-a-half years. They are supported internally by a designated mentor and externally through the national programme of support, as well as the WWF-SA programme of induction and support, as previously discussed.

The aim of the Groen Sebenza placements, much like the intention of the WWF-SA Graduate Development Programme, is to support the development of these youth towards increased job readiness as they prepare to enter the job market for the environment.
GROEN SEBENZA INTERNS

FYNBOS CONSERVATION

Eugene Gordon
Flower Valley Conservation Trust
Matriculant
“Growing up in the small town of Robertson, surrounded by our beautiful, majestic fynbos, I always dreamed about becoming a Park Ranger.”

Londeka Zondi
Flower Valley Conservation Trust
ND Ecotourism Management, B. Tech Tourism Management (in progress)
Durban University of Technology
“I would love to research and work with the effects of decreasing biodiversity on our planet. I feel it is a crucial issue that is not addressed enough.”

Lumka Madolo
Nuwejaars Wetland Special Management Area
ND Environmental Management, B. Tech Environmental Management (in progress)
Cape Peninsula University of Technology
“What sparked my interest in the environment is my father. He loved to go to the mountain with me and tell me stories about nature. He made me curious about the environment.”
Mntambo Nakwa

Flower Valley Conservation Trust  
BSc Biological Sciences, BSc (Hons) Botany  
Walter Sisulu University

“I am driven by a passion for science as well as the need to study, understand and protect the natural environment.”

Nelnishia Lourens

Flower Valley Conservation Trust  
ND Management Assistant (in progress)

“I live in a beautiful area, surrounded by the most beautiful fynbos. In order to protect this floral kingdom we need to work with landowners to clear alien plants.”

Thilivhali Murivhami

Walker Bay  
ND Nature Conservation  
Mangosuthu University of Technology

“Environmental conservation doesn’t just mean protecting cute animals. It is in fact essential to our own survival. My interest in the environment is conserving, and creating awareness within the community on how to live in a clean and safe environment.”
GROEN SEBENZA INTERNS

MARINE CONSERVATION

Mballi Mbonambi
BirdLife South Africa
BSc Geography and Zoology, BSc (Hons) Zoology
University of Zululand

“This internship has been a great opportunity to learn more about marine biological research. I want to make a difference in the conservation of threatened seabird species by working closely with the fishing industry.”

Nelishka Singh
Nature’s Valley Trust
BSc Zoology and Ecology, BSc (Hons) Ecology
University of the Witwatersrand

“It has been a very busy few months with lots of learning opportunities. Through my internship I have immersed myself in the work situation and am gaining valuable and deep insight into my field of passion.”

Noluyolo Limba
Nature’s Valley Trust
ND Nature Conservation (in progress)
University of South Africa

“The first few months of my internship feel like two years already. The experience that I have gained so far is amazing, and I have met many interesting people.”
Nomfundu Nkabi
South African National Parks
BSc Biological Sciences BSc (Hons) Zoology
Walter Sisulu University
“I want to improve communities by creating environmental awareness and letting people know that they must be careful of what they put into the environment.”

Yanga Manyakanyaka
Nature’s Valley Trust
Matriculant
“Unfortunately, due to being influenced at home to get a so-called well-paying job, I spent five years in an industry that I had no passion for. I had to resign so that I could do work that I feel passionate about – taking care of the environment.”

Awelani Sadiki
Emanti Management
BSc and BSc (Hons) Environmental Management
University of Venda
“During high school I loved geography and agriculture. These subjects opened the gates for me to enrol in Environmental Management, which today helps me to teach my community why the natural environment needs to be conserved.”

FRESHWATER CONSERVATION
**GROEN SEBENZA INTERNS**

**Fhatuwani Aron Magonono**

*Emanti Management*

BSc and BSc (Hons) Hydrology and Water Resources  
*University of Venda*

“Through this internship I am gaining valuable work experience in my field of study. I think the experience that I am getting will prepare me to get a better job in my career field and to be successful in my career.”

**Komsana Zimasa**

*Emanti Management*

BA Geography and Environmental Studies, BSc (Hons) Integrated Water Resource Management  
*University of the Western Cape*

“Fresh young minds are needed to come up with solutions for how to deal with environmental issues in a changing world. My interest in the environment is to uplift the poorest of the poor who are adversely affected by the results of environmental degradation.”

**Miranda Veyi**

*Maluti Water*

ND and B.Tech Environmental Management  
*Cape Peninsula University of Technology*

“My ideal career involves meeting the basic human needs of present and future generations and promoting the efficient, sustainable and beneficial use of our resources in the public interest.”
Ntombezinhle Buthelezi
Maluti Water
BSc Hydrology and Botany, BSc (Hons) Ecology
University of Zululand
“The internship has been a great experience so far. My mentors have taught me discipline in the workplace and I have learnt how to deal with different kinds of people both in the workplace and the communities in which we work.”

Sandisiwe Gqokoma
Maluti Water
ND and B.Tech Environmental Management
Cape Peninsula University of Technology
“My passion is to make a difference in the lives of other people, and to manage and understand nature with the hope that I can show future generations how to do the same.”

Zizipho Zodwa Njikenjike
Emanti Management
ND and B.Tech Environmental Management
Cape Peninsula University of Technology
“I grew up in a disadvantaged village where we had few resources to provide for the community. I decided to study Environmental Management in the hope that it would bring knowledge about how to use environmental resources, like water, sustainably.”
GROEN SEBENZA INTERNS

PEOPLE AND THE ENVIRONMENT

Malukhanye Mbopha
Wildlife Environment Society of South Africa
BSc Environmental Studies, BSc (Hons) Geography
Walter Sisulu University

“I have a strong passion for supporting transparent decision-making processes. The marginalisation of local people in environment-related decision making often results in environmental degradation.”

Nonkazimlo Mafa
WWF-South Africa
B.Agric Agricultural Extension and Production
University of Fort Hare

“My mentor has been a great inspiration. I have learned from the way that he addresses rural people, making sure that he respects them and values their views. People quickly start to trust him and share their opinions.”
Teboho Sebogodi
Centre for Environmental Rights
LLB and LLM Environmental Law and Governance (in progress)
Northwest University
“I want to work closely with government and the NGOs that stand for environmental rights. I want to be the voice that speaks for those who are most affected and can’t speak for themselves.”

Luvo Mjayezi
WWF-South Africa
BA Literature, History and Cultural Studies
Nelson Mandela Metropolitan University
“Through my internship I am learning a lot about business policies and corporate engagement.”

Suzan Thobela
Woolworths
B.Agric Agricultural Management B.Agric (Hons) Agricultural Economics
University of Limpopo
“I grew up in an environmentally diverse community – we had a lot of things we needed (water, food, animals). One day when I was in high school I asked myself: ‘what if all these things disappear?’ That is when I decided to pursue a career in the environment just to play my part in conserving our natural resources.”
OUR MENTORS
It is well known that the success of an internship programme and the development of interns stands on the strength of the mentors who guide and support their development. With the quality of mentorship that has contributed to our programme over the past three years, we are confident that its success stands on the strength of our committed mentors.

Our WWF-SA mentors of 2011, including Glenda, Joan, John, Louise, Nianda and Mao, set the standard for mentoring excellence through their dedication and commitment to supporting the growth and development of our interns. They were a tough act to follow, but our 2012 mentors, including Christine, Glenda, Janine, Melissa at the Centre for Environmental Rights, Natasha and Tasneem, were not going to be beaten and easily rose to the challenge with equal excellence. We thought that matching these stories of excellence in 2013 might be an impossible challenge, but this was not to be. Again we were readily able to mobilise mentors for our new intake of 43 interns, across WWF-SA as well as 20 partner organisations, with multiple mentors in some of them.

The expansion of the internship programme is significant not only in terms of the increasing pool of new leaders, but similarly in expanding and strengthening our mentoring capacity for developing environmental leaders within WWF-SA and beyond into its partner organisations.

Further support is offered to the internship programme through a Mentor’s Network, in which mentors engage with each other to share examples of best practice, collectively develop responses to individual and/or collective challenges, share opportunities to support the development of not only their own interns but others in the group as well, and generally support the work of each other as mentors in their respective contexts. We often refer to our mentors as a group committed to and focused on the development of the group of interns as a whole. With great pride we salute the efforts of our mentors in this programme and thank them for their valuable contribution towards developing future leaders for the environment.
WWF Nedbank Green Trust, one of the leading funds within the conservation and “green” sectors, is proud to be a part sponsor of WWF-South Africa’s Graduate Development Programme. This programme supports the development of future leaders for the environment who serve both the environment and development agenda of South Africa.

With current unemployment at an estimated 25.6%, as reported by Statistics South Africa in its *Quarterly Labour Force Survey 2013*, such programmes prepare graduates for the world of work and empower them to gain access to and actively participate in the economy for the environment. The Trust receives funding through the Nedbank Green Affinity programme, which since inception has raised close to R150 million for almost 200 projects.

– Zanele Ntuli, Communications & Marketing Officer: WWF Nedbank Green Trust

At Sanlam we understand the importance of creating long-term value which we benefit from and which future generations can enjoy. To us, it seems as though the environment and financial sectors are very similar in this regard. Both have the intention of reminding individuals about the importance of building a legacy in the present and then paying this forward to their desired futures. Our decision to get involved with the leadership programme was firmly based on our belief that you should set standards of excellence in all that you do and that, as a leading global corporate, we need to think ahead and invest in our desired future. Being presented with an opportunity to help empower future environmental leaders is something which we felt compelled to support. It is pivotal for business and society to work together to be successful, and the inclusive, shared value approach to this programme echoed that. We are glad that young people are stepping forward as custodians of the future and of our environment, since these two destinies are so inextricably linked.

– Francois Adriaan, Head: Group Corporate Affairs

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WWF is one of the world’s largest and most experienced independent conservation organisations, with over 5 million supporters and a global network active in more than 100 countries. WWF’s mission is to stop the degradation of the planet’s natural environment and to build a future in which humans live in harmony with nature, by conserving the world’s biological diversity, ensuring that the use of renewable natural resources is sustainable, and promoting the reduction of pollution and wasteful consumption.
Graduate Development Programme

100%
the percentage of graduates recruited by the Graduate Development Programme between 2011 and 2012 that were retained in the environmental sector

55
the number of internship opportunities created between 2011 and 2013 by WWF-SA’s Graduate Development Programme

20
the number of sector partners hosting WWF-SA interns in 2013

49
the number of mentors recruited and trained through the Graduate Development Programme

Why we are here
To stop the degradation of the planet’s natural environment and to build a future in which humans live in harmony with nature.

www.wwf.org.za