

Name: Sengiphiwe Ndlovu
Title: Business Developer
Educational Background: Bachelor of Social Sciences and Post Graduate Diploma in Marketing, UCT.
Employment Background: Retail Product Manager in the UK before returning to South Africa and working in market development. Santam 2006.



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Many young professionals feel they must work long hours in order to prove their worth to their employers, often to the detriment of their physical health. Thirty year old Sengiphiwe Ndlovu, Business Developer at Santam, does not have that problem. She believes the trick to maintaining stability between work and home life is up to the individual. “A person can only push so much and so far, and no more. You have to set boundaries. I am a mom and I need a good work-life balance.”

It’s just as well she and Santam see eye to eye on that one. “I have worked for a couple of companies, and find that Santam is different. People here understand that one has other responsibilities as well. If I have an emergency, I inform my manager and he allows me attend to it.”

When its crunch-time, however, Sengiphiwe is happy to pull her weight and put in the extra hours. “If I have a deadline that can’t wait, I pick up my son from crèche, grab a Happy Meal, and bring him (and his toys) back to the office with me.”

As a Business Developer, Sengiphiwe looks after the marketing of different regions. “I guide them in terms of marketing, and help with marketing initiatives. I also identify partners in the industry, and make sure that our service is always top notch.”

When she decided to join Santam, Sengiphiwe didn’t really know much about the company, which

was part of the intrigue. “It was a well thought-through process. The pros outweighed the cons, plus it meant no more traffic!”

The way Santam looks after its employees, even in the little things, is one of the things that makes Sengiphiwe so happy at her job. “Santam has extra added perks, over and above benefits like pension. There is a service for staff called ‘Yell for Yellow’. If you need them to run errands for you during the day, they will. During the weekend you only have a limited amount of time to run errands, so you really appreciate the little things that make your life easier. I’ve used them so much - I’ve asked them to pick up my ID from Home Affairs; pay traffic fines; take laundry to the dry cleaners; pick me up from my house - all for free!”

Sengiphiwe is very happy with where her career is at the moment, though she’s quick to add that she’s always looking out for opportunities to advance her career.

“While waiting in the foyer when I came for my job interview, I was amazed that the receptionists of such a big organisation knew each person by name. People are friendly and Exco members interact with everyone. You are more than just a number, you are treated as an individual, whether you are a lower level or higher level employee.”

Santam

Head Office: Cape Town, South Africa

Number of Employees: 2605

Employees’ Educational Background: Matric, graduates and postgraduates.

Recruitment Needs (2008-09):

This varies, as we recruit continuously.

Apply: Via our website www.santam.co.za, in the Careers @ Santam portal.

Your future at Santam:

Santam invests in continuous development for its employees and offers study assistance. The foundation for every employees’ development is the performance management process carried out twice a year and continuous career discussions.

Vision: To be the best in everything we choose to do.

www.santam.co.za