



AUDITOR - GENERAL  
SOUTH AFRICA

We're crafting  
careers with a  
purpose

# Graduate opportunities

at the Auditor-General of South Africa





**WE LEAD.**

**WE EXCEL.**

**WE INNOVATE.**

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# 1. INTRODUCTION

Welcome to the Auditor-General of South Africa (AGSA), where we redefine the landscape of public sector auditing with professionalism, purpose, and a whole lot of passion!

You've secured a quality education, now let us help you secure a quality career. Get ready for a journey that gives you the power to effect positive change, to propel innovation and shift our country forward.

## OUR CULTURE

At AGSA we believe in leading through excellence. Our people are our focus, they are the backbone to all we do. Our culture is warm, diverse, and accepting. We value each individual and their personal preferences, allowing everyone to find their place within the organisation. Through Team AGSA we are able to influence and provide insight to ensure our work drives accountability, transparency and a shift in public sector culture.



# OUR VALUES

At AGSA, we care for each other, build trust, do the right thing, and strive for excellence.



We **care** for each other



We do the **right** thing



We build **trust**



We **excel** in all we do

**We encourage our team to... Be the values. Talk the values. Live the values.**

## DID YOU KNOW?

The AGSA was established in 1911

The AGSA is the supreme audit institution (SAI) of South Africa

Each year our teams audit the country's 257 municipalities and their 30 entities

Our purpose and function is to audit and report on all financial spending of government and its entities

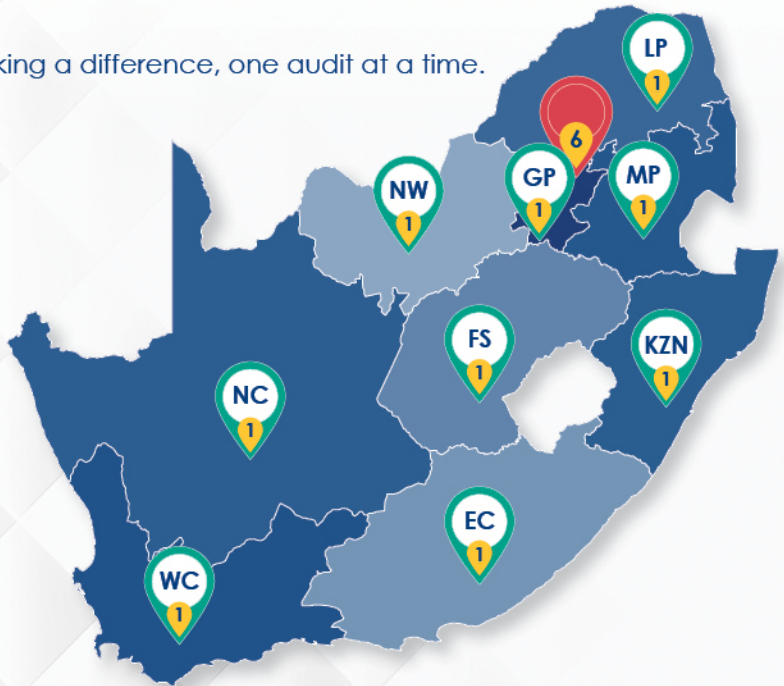
# OUR OFFICES

With offices stretching across South Africa, we are at the forefront of public sector auditing, conducting audits of government departments, entities, and municipalities to ensure accountability and transparency in the use of public funds. Our auditors work tirelessly to assess the financial management practices, compliance with legislation, and performance of public entities, providing valuable insights and recommendations to drive improvement and efficiency in the delivery of public services.

With 15 training offices across the country, including six at our Head Office in Pretoria, you will be spoilt for choice! We've got offices in Gauteng, Western Cape, Eastern Cape, Northern Cape, Free State, North West, Mpumalanga, KwaZulu-Natal and Limpopo.

From bustling cities to serene landscapes, our auditors leave no stone unturned in ensuring transparency and accountability in public spending.

Join us in making a difference, one audit at a time.



Head office Pretoria



9

Provincial offices



15

Training offices across the country

# OUR PERKS



Hybrid working model



Competitive salary packages



Employee wellness programme



Mentorship programmes



International opportunities



Bursary programme



Professional development



Exam support



Full financial support



Study support



Medical aid, life  
and funeral cover

## 2. WHO ARE WE?

**With great power comes great accountability!**

At the AGSA, we're not just auditors! We are the custodians of public trust and accountability. We have been a beacon of integrity and excellence for over 113 years, standing firm and proud as South Africa's supreme audit institution.

Join us and become part of a legacy that has produced over 2 000 outstanding Chartered Accountants CA(SA)'s that are shaping our nation's future. Now that's audit excellence done the ethical way.

**Is AGSA part of government?**

The AGSA is not a government entity. It is a Chapter 9 institution mandated by our Constitution to audit all public entities. We are the only institution that can audit municipalities, national departments, and state-owned entities.





# 3. OUR GRADUATE PROGRAMME

We're skilling the next gen of ethical auditors equipped to protect the public purse.

## Is that you?

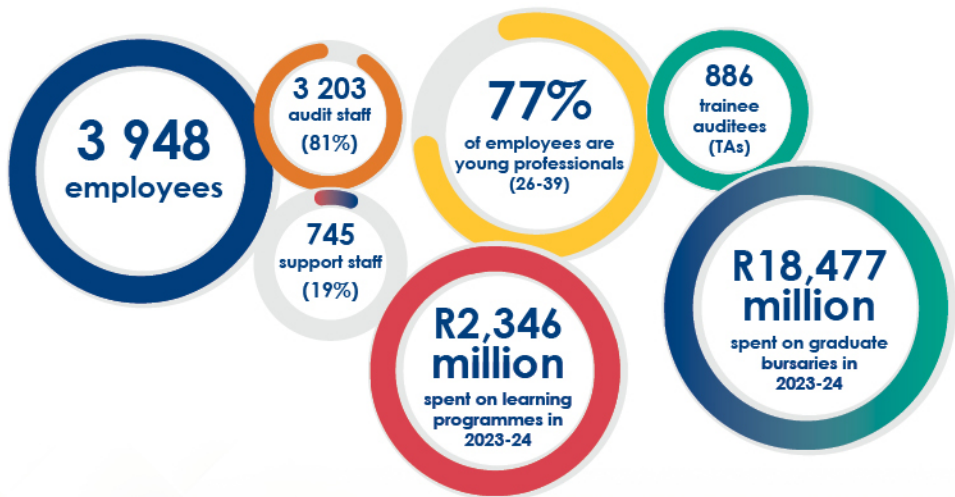
Dive into a world of endless possibilities with AGSA's Graduate Programmes. At AGSA, you won't just start your career; you'll ignite a passion for auditing and accounting that propels you to new heights. From tailored training to diverse audit assignments, paired with mentorship and international opportunities, we've got the recipe for your success.

## And hey, did we mention the perks?

Think competitive packages, study support, and a whole lot of guidance from our AGSA family.

### Why we should be your number one choice?

- **Training and development:**  
Customised training and development programmes that are tailored to your career aspirations.
- **Diversification:**  
Exposure to diverse audit assignments across various government entities and sectors.
- **Mentorship:**  
Mentoring from seasoned professionals and access to senior leadership.
- **Exposure:**  
Opportunities for client interaction, international secondments and professional qualifications.
- **Great prospects:**  
Competitive remuneration packages and benefits.



## Unleash a world of opportunities just for YOU

At AGSA, we're committed to your success from day one.

Imagine **full financial support** and **study leave** for board courses like the Initial Test of Competence (ITC) board course, the Accounting Professional Training (APT), and Assessment of Professional Competence (APC). Plus, we've got your back with financial aid for board exams and a generous 20 days of study leave per qualification, and that's just the beginning. You also get 100% **full medical aid cover**, **funeral cover**, and **life cover** for your peace of mind. Oh yes, there's more! Get ready for qualification-based **salary increases**, top-notch **mentorship programmes**, and intensive APC classes and **preparation boot camps**.

Our trainee programme for CA(SA)s is one of the largest in the country and opens doors to a world of opportunities – both nationally and internationally.

## Now, let's talk global!

While not every young professional gets international secondment opportunities, we've got thrilling international audits, like our recent UNESCO project until 2029.

## Did you know?

The United Nations Educational, Scientific and Cultural Organisation (**UNESCO**) has appointed Team AGSA as its external auditor for term 2024-29. Through our participation, we continue to contribute towards creating a stronger global community of supreme audit institutions and our audit track record has proven to be extensive globally.



Dive into our vibrant environment through vacation work programmes like the 3-day Leap Programme and other exciting graduate programmes offered through our university partnerships and career services.

**Our graduate programmes include:**

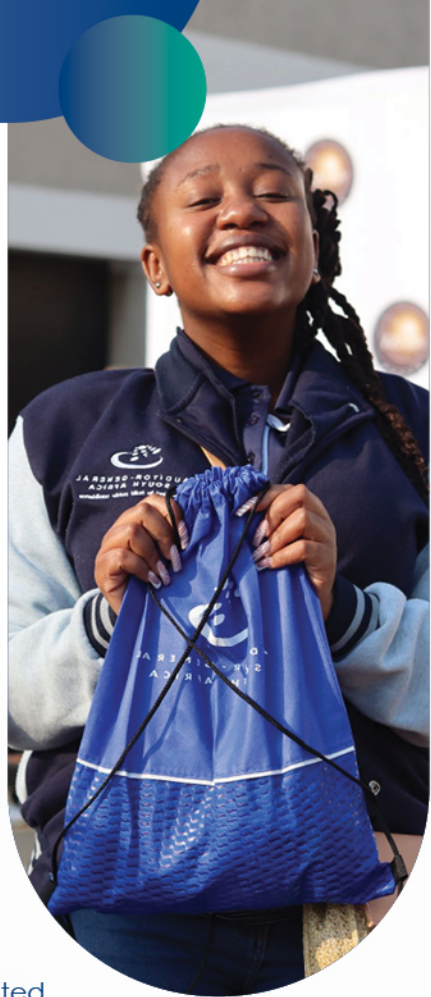
- Chartered Accountant South Africa (SAICA learnership)
- Associate General Accountant AGA (SA)
- Data Analytics Training Programme
- Finance and Accounting Services Sector Education and Training Authority (FASSET) internship
- Information and Technology Internship
- A Forensics training programme

**Our audit methodology**

When it comes to audits, we're at the forefront, working with both Modified Cash Standards (MCS) and the Generally Accepted Accounting Practice (GRAP) standards, similar to the International Financial Reporting Standards (IFRS).

If you're passionate about audit and want to be a part of an organisation that values diversity, champions excellence, and fosters growth, then look no further than AGSA.

**Join us and get on board a journey where your ambitions are fuelled, and your potential is limitless!**



# 4. YOUR CAREER PATH AT AGSA

**Dream big, because at AGSA, your growth knows no limit.**

We sharpen talents and empower our graduates to thrive no matter their circumstance. Whether you're into financial auditing, performance auditing, or diving deep into Information Systems auditing, we've got a career path that is bound to peak your interest.

From auditing government entities to optimising public spending, the possibilities for growth and impact are endless. Be part of the team that ensures that our citizens needs come first? Our work ensures that departments carry out their duties to provide efficient and effective service delivery to all. Be a part of the team that is shifting public sector culture. Become a culture shifter!

At the AGSA, we have amazing opportunities to climb the career ladder and specialise in your chosen field – your journey to the top starts right here.

**Curious about YOUR career growth at the Auditor-General of South Africa?**

Dare to dream! Imagine yourself in a leadership role, like a Senior Audit Manager. Imagine a role where your expertise truly shines. At AGSA through hard work and dedication your dreams turn into reality.

At the AGSA, we're all about nurturing your potential through continuous professional development. So, get ready to soar to new heights with our tailored training and learning opportunities.

**Go on, it's time to ignite your passion, build on your experience and gain expertise! #ChooseAGSA**



# LIFE BEYOND THE DESK

**Join a culture where work meets play.**

At AGSA, we believe in nurturing not just careers, but friendships and partnerships. From team-building adventures to giving back to the community, life here is anything but ordinary. Prepare to be a part of something bigger than yourself, where every day brings new opportunities to learn, grow, and connect.

## 5. JOINING AGSA

**Eager to kick-start your journey to an exhilarating career with AGSA?**

Visit our website to explore the ins and outs of our Graduate Programme and discover the latest job openings waiting for you.

Ready to seize the opportunity? Submit your application online today, and let your passion, skills, and potential shine.

Join our dynamic team of audit professionals committed to making a difference and driving positive change across South Africa.

Realise your potential and shape a brighter tomorrow. Together, we can leave an indelible mark on our nation's path to a more transparent future.

**Apply now and set sail on an extraordinary career journey with AGSA.**

Your impact awaits!

For more information email  
[graduaterecruitment@agsa.co.za](mailto:graduaterecruitment@agsa.co.za)



# FREQUENTLY ASKED QUESTIONS (FAQS)

## **Does the AGSA offer bursaries?**

Yes, we offer bursaries based on academic excellence. Applications are open annually between 15 August and 15 September, covering full tuition fees, books, accommodation, and a monthly allowance. Minimum requirements: Matric - 60% in English and Maths; 1st-2nd year for 3rd year studies - 60% average on core modules; 3rd year for CTA - 55% average on core modules.

## **What are the minimum qualifications needed to join the AGSA?**

You need to have completed CTA to join us. Subsequent to a successful interview process, a contract will be provided in your CTA, subject to completion of CTA.

## **Can I start my articles and study CTA part-time?**

Our primary intake is for candidates who have successfully completed their CTA. Subject to leadership approval we may allow part-time CTA studies for new candidates under different programmes.

## **Do I need any work experience to join the AGSA?**

No, graduates are welcome to apply for entry-level positions with us, however, relevant work experience may be beneficial.

## **What opportunities are available for graduates at AGSA?**

Graduates can apply for entry-level positions, such as an Audit Trainee, Data Analyst trainee, ICT internships and more. You may also get the opportunity to participate in our other structured training programmes.

## **What kinds of skills and attributes are valued by the AGSA?**

We value individuals who are analytical, logical, detail-oriented, and have excellent communication skills. Additionally, a commitment to ethical behaviour and working with integrity is highly valued.

## **How do I apply for a job at the AGSA?**

Visit our website to view current vacancies, complete an online application, and submit your resume and other supporting documents.

## **What is the recruitment process like when applying to the AGSA?**

The recruitment process may include an initial screening of resumes, a written or online assessment, an interview, and possible background checks.



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SOUTH AFRICA



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