



TETA ILDP CANDIDATE SELECTION CRITERIA, CANDIDATE REQUIREMENTS AND ORGANISATIONAL COMMITMENT STATEMENT

Candidate selection criteria

The candidate should:

- 1 Be currently in a supervisory/middle management position, employed and have the potential to be appointed to senior management level within a two or three year period.
(There must be an indication that the individual has been identified as talent in the organisation and that they are on a career path where their move to senior management will be expedited)
- 2 Have exposure to transformation and empowerment initiatives
- 3 Have the responsibility of providing support to senior management in the planning and implementation of key strategic functions of their organisation.
- 4 Be currently employed in Operations, Supply Chain/logistics and Information Technology.
- 5 Have the relevant qualification/training and exposure in the subsector and or:
 - At least 3 years middle management experience in the area of their expertise including excellent all-level interpersonal, communication skills, as well as developed leadership ability.
 - In a situation where a delegate does not have a qualification, Grade 12 / Matric certificate with extensive (5 years) supervisory / middle management experience is required with evidence of demonstrated and developed capabilities in the areas of leadership and management.
 - Must have completed certificates of various occupationally directed short courses so as to assist in recognition of prior learning against the NQF.
- 6 Candidates should be from the Forward & Clearing, Rail, Freight Handling, Maritime and Road Freight sub sectors

Candidate Requirements:

Each candidate will be expected as a minimum to:

1. Demonstrate that they have a commitment to excellence and innovation and that their practices support this intervention.

2. Commit to all local and international study blocks and complete all aspects of the programme, all form of assessment and a sub-sector specification learning project. None of the elements of the programme are optional.
3. Refine the approach to the business case by meeting as agreed between group members.
4. Formally present the business case to senior executive panels on both the international and local legs
5. Abide by academic rules and regulations for University
6. Participate in social and business functions during the programme as an ambassador for South Africa, the South African transport sector and the TETA.
7. Fully participate in the in-residence component. Due to workload, participants will be expected to stay with the group in an accommodation which is in close proximity to the learning institution during study blocks
8. Complete each study local study block which will run from Monday to Saturday inclusive.
9. Complete evaluation forms and contribute to feedback sessions throughout the programme.
10. Have a valid South African passport with at least -one year validity (until 31 January 2015) and three completely blank pages in the back of the passport.
11. Be eligible for and obtain a VISA by meeting all the requirements specified by the host country for such a visa including interviews at the requisite embassy or consulate.

Organizational Commitments:

- 1 By nominating the candidates, the constituencies/stakeholders will be demonstrating their commitment to providing mentorship support and guidance for nominees from the start to completion of the program.
- 2 TETA reserves the right to be reimbursed for the cost of the program in the event that the candidate is selected and later withdrawn at any stage of the program for company and/or personal reasons, other than reasons related to the requirements of the program.