

EXXARO Resources Limited, a leading South African diversified resources company, is offering internship opportunities to talented individuals seeking hands-on experience in their chosen fields. The EXXARO Internship Program aims to provide participants with practical exposure and valuable skills development within the mining and energy sectors. This is an excellent opportunity for interns to gain industry insights, contribute to real projects, and enhance their career prospects.

- **Project Support:** Assist the designated team or department in executing projects, including research, data analysis, and documentation.
- **Learning and Development:** Actively engage in training programs, workshops, and mentorship sessions to enhance technical and professional skills.
- **Collaborative Participation:** Work collaboratively with cross-functional teams, contributing ideas and supporting initiatives.
- **Report Preparation:** Prepare accurate and concise reports, presentations, and other relevant documentation as required.
- **Process Improvement:** Identify opportunities for process optimization, efficiency enhancement, and cost-saving measures.
- **Compliance and Safety:** Adhere to all company policies, procedures, and safety regulations to ensure a safe working environment.

- **Education:** Currently enrolled in or recently graduated from a relevant Bachelor's or Master's degree program in a related field (e.g., Engineering, Geology, Environmental Science, Finance, Human Resources).
- **Academic Excellence:** Strong academic record with a minimum cumulative GPA as specified by EXXARO for the specific internship program.
- **Technical Skills:** Proficiency in relevant software applications and tools related to the internship role (e.g., MS Office, data analysis tools, engineering software).
- **Communication Skills:** Excellent verbal and written communication skills, with the ability to effectively collaborate and present ideas.
- **Analytical Thinking:** Strong problem-solving and critical-thinking abilities to contribute to projects and process improvements.
- **Adaptability:** Willingness to learn and adapt in a dynamic and challenging work environment.
- **Leadership Potential:** Demonstrated leadership qualities, such as teamwork, initiative, and accountability.
- **Passion for the Industry:** Genuine interest in the mining and energy sectors, along with a desire to make a positive impact in these fields.

- **Learning and Development:** Internships provide valuable hands-on experience and the opportunity to enhance technical skills and industry knowledge. Interns can learn from experienced professionals, participate in training programs, and gain exposure to various aspects of their field.
- **Networking Opportunities:** Internships allow interns to connect and build

Exxaro Resources

Intern

3 Months

Mining &&&&&&
Metals

Emalahleni, Mpumalanga, South Africa, 1035, Emalahleni, Mpumalanga, South Africa

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May 4, 2026

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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.