

ASPIRANT PROSECUTOR INTERNSHIP PROGRAMME

within the National Prosecutions Service (NPS)



**GAIN PRACTICAL
PROSECUTORIAL
EXPERIENCE**



NATIONAL PROSECUTING AUTHORITY
South Africa

www.npa.gov.za
National Prosecuting Authority of South Africa

**Justice in our society, so that people
can live in freedom and security.**

OBJECTIVE

of the Aspirant Prosecutor Programme

The Aspirant Prosecutor Programme is an internship programme within the National Prosecuting Authority (NPA) that entails in service training, which assists law graduates in gaining practical prosecutorial experience. The programme runs for twelve months, after which the completion thereof enables competent candidates to be appointed at entry-level prosecutorial positions in the NPA. The programme helps to ensure that qualified prosecutors provide additional prosecutorial capacity in the lower courts.



THE PROGRAMME

REQUIREMENTS

Any person in possession of a South African LLB Degree or equivalent foreign qualification, which was certified as such by SAQA, which includes at least the following courses: Law of Evidence, Criminal Law, Criminal Procedure, Civil Procedure and Interpretation of Statutes are invited to submit their applications to attend the above-mentioned prosecutorial training. Alternatively, final year LLB students with the courses listed above provided they would have completed the degree before commencement of the programme. Applicants must be South African



Duration

The duration of the programme is twelve (12) months. It is anticipated that the next Aspirant Prosecutor Programme will commence on 03 August 2020.



Stipend

All aspirant prosecutors will receive a monthly stipend for the duration of the programme. The applicable salary level will depend on the amount of relevant experience that the candidates have.



Applications

All applications must be sent to the email address is the advert. To find out more about the application process, read our 'Recruitment Process' and 'Q&A' sections of this document.



Trainers / Centres

NPA officials conduct the training and this takes place at designated magistrate's courts. More info will be given upon application acceptance.

RECRUITMENT

Process

An advertisement is placed:

- in selected media,
- on the NPA website
- on NPA social media platforms (Facebook and Twitter)



www.npa.gov.za



@theNPAofSA



@NPA_Prosecutes

Any person who meets the requirements mentioned above may direct his/her application to the centre where she/he wishes to be trained. Upon receiving all applications, human resources will shortlist all applications received. All shortlisted candidates will be invited to register for an entry examination via email.

SELECTION PROCESS

Shortlisting Process

Based on the advert requirements, there will be a pre-selection phase.

After the pre-selection phase, applicants who qualify are invited to register for the entry.

The purpose of the entry examination is to assist with the sifting of applications.

Upon registration, applicants are each given a Training Prosecutors Manual from which they prepare themselves for the entry examination.

Amongst other criteria, the mark obtained by a candidate, makes him/her eligible for invitation to be interviewed.

Following the interviews, candidates at each centre are recommended to undergo the training.

Upon completion of the aforementioned programme, candidates enter into a contract with the NPA whereby they are appointed for a period of twelve months.

PROGRAMME OUTCOMES

for Aspirant Prosecutors

- Aspirant Prosecutors will receive minimum of six weeks classroom tuition.
- Thereafter Aspirant Prosecutors receive practical or in-court training.
- Aspirant Prosecutors conduct real cases in court, demonstrating their competencies and skills.
- Aspirant Prosecutors learn about court ethics and rules of court during trials and outside.
- During trials, they learn about court proceedings from the court composition, opening statements/ putting a charge, cross-examination, address on merits, mitigation and aggravating processes.
- In administration: Aspirant prosecutors are taught how to prepare a docket before trial and also what to do with the docket after trial.
- Working with various stakeholders & role players to ensure that justice is served to victims of crime
- Court roll daily, doing formal bail applications, trials, plea and sentencing agreements.



I can now serve as an inspiration to my children and fellow women, who might think that it is not possible to achieve your dreams amidst many obstacles.



ASSESSMENT OF LEARNERS (Aspirant Prosecutors)

- Aspirant prosecutors are assessed on a continuous basis to determine their competencies.
- Before the expiry of the programme, final assessment is conducted on each Aspirant Prosecutor.
- Only those that are found to be competent: may be appointed into entry level prosecutor posts in the NPA.

The programme is managed by designated NPA officials.

Monitoring/management tools include:

- Monthly reports on the performance of each aspirant prosecutor.
- A Training Guide provided to NPA Aspirant managing officials.

SUCCESS STORIES

from Aspirant Prosecutors



Ms Rhoda Garder

Rhoda is an Aspirant Prosecutor at the Strand Magistrates Court. She finds law very interesting and wanted to practice law at a very early age. Circumstances however did not allow her to pursue her interest earlier, but she persevered and sacrificed to obtain her law degree. "I can now serve as an inspiration to my children and fellow women, who might think that it is not possible to achieve your dreams amidst many obstacles. I have been blessed and humbled by the opportunity of being part of this program. It has inspired me to want to aspire for higher office, to expand my knowledge and understanding of the law. This programme has enhanced my legal skills and I am a more dedicated person for it".

For her, the program and tasks are challenging. **"The programme has taught me to read more, to get an understanding of what I need to apply and when to apply it. I am a better Law Graduate now than before the programme, and I am eager to achieve and learn on a daily basis"**.

"I am working with helpful, experienced and knowledgeable colleagues who are always willing to assist me. My mentor, Ms Van Heerden is an inspiration and pivotal in my learning process. The judiciary has also been patient and helpful. I certainly aspire to be permanently employed in the NPA and I see myself growing and prosecuting in the Regional Court. The court environment is very busy and you have to prepare to face your daily challenge. I find this very challenging, yet very inspiring".

Ms Jessica Du Plessis

Jessica is an Aspirant Prosecutor at the Mitchell's Plain Magistrates Court. Jessica wants to practice and learn to become the best Peoples Lawyer/Prosecutor she can be, to assist victims without fear, favour and prejudice "It Has been my goal to become a prosecutor since primary school: Serving society, so that public can say justice has been served". I was overwhelmed with gladness and felt blessed, when I started the Aspirant Programme at Mitchell's Plain Court. I was scared in the beginning, representing matters in Court. I was however, favorably encouraged by my colleagues which made me feel confident. I just have to take note and observe what I must put in practice, and what is being expected of me as a prosecutor. Magistrates have different rules and ways of doing things in their Courts, and as an Aspirant you have to act and learn fast to adapt quickly, as Magistrates rule and regulate".



"One must strategise and believe in yourself and be comfortable in planning court rolls each day. Court work involves managing court rolls, postponements, plea and trials, sentences and outstanding charge sheets and dockets. Outstanding dockets needs to be requested as soon as you learn the docket is not at court. It is very important to liaise with investigating officers, colleagues, clerks of the court, court ordinances as well as interacting with Khulisa Social workers, and more".

"It is also important to consult with victims/complainants on how they feel and what decisions need to be made. One must also consider not prejudicing the accused. One must look at first or repetitive offenders, and if it is a minor, one might show leniency. In some cases, bail must be applied for, and serious offences must be handled extremely judiciously. Being a prosecutor, one has to guide the court in making correct decisions".

"I learned a lot from my superiors and colleagues, and is still learning. I am free to ask anyone of my colleagues to assist me with any problem or advice. They are always willing to assist me where they can. Not once did they make me feel inferior, or excluded me in their meetings, because I am an Aspirant Prosecutor".

"My aspirations are: To assist people to live in freedom and security, to be fair, and to carry out my duties professionally. I want to treat victims with fairness, respect and dignity. To bring NPA vision to the people, and to practice the values of the NPA.



Mr Monde Mbane

Monde is a passionate Aspirant that works at the Cape Town Magistrates Court. He wanted to become a Prosecutor ever since he did his articles at legal Aid South Africa in 2008. "I wanted to be a prosecutor because you get to deal with the public directly and help them with their problems".

The Chance to become and Aspirant Prosecutor inspired him to work harder and to read more about changes in law. **"This chance has also inspired me to show more compassion, but also be critical of the different scenarios we get faced with in court. The experience has been very exciting because every day brings its own unique challenges. You get to work with different people every day. And you must learn to adapt and try to solve complex matters"**.

For Monde his colleagues have been helpful, especially when he first started. "They assisted me with most of the work and they also helped to boost my confidence in addressing the court. Whenever I am stuck and needing help, they are always willing to assist".

Monde strives to be permanently employment as a Prosecutor within the NPA. Then after he wants to grow by prosecuting in the Regional Court. His ultimate aim is to join the High Court unit in the DPP (Director of Public Prosecutions) office.

For Monde, Court is very exciting and challenging. "You never know what to expect but with good preparation, one always makes good decisions at the end".

Ms Mudau Matodzi Petronella

Mudau works at the Thohoyandou Magistrate Court. "I wanted to become a prosecutor since I literally watched court proceeding on TV. I liked it very much and then got an opportunity to join the NPA in 2007 as a PA. I experienced being in court and witnessed how Justice was done for other people. I became inspired by Justice and fell in love with Prosecutions".



"The chance to be an Aspirant has greatly inspired me. I learn principles of law and to apply them to cases. I also relate case laws to different aspects of cases that I deal with. The experience of being an Aspirant is very interesting. I come across recent case laws and also how to interpret and apply the law of provisions. The court environment is very challenging, hence it is also a learning environment where I experience an application of law at hand, as well as court ethics".

"My colleagues have been very helpful through this journey. The Control Prosecutor who is also my tutor, is of great assistance, as well as the Senior Prosecutor. They have been helpful and very patient with me and all my questions. I wish to grow in the NPA. I see myself proceeding in the Regional Court, High Court as well as in the Specialized Crime Unit within NPA".



Ms Vhengani Cynthia Mulaudzi

Vhengani is and Aspirant Prosecuting in the Modimolle District Court. She found herself working in the court environment as a clerk, which groomed her to develop a love for prosecution. " I became passionate about criminal law and hence pursued legal studies due to my love for justice and to make a difference in society. I take pride in performing the daily duties in the court room as this reassures the community at large that justice will always be served and the rights of each and every individual should be respected".

For Vhengani: **"The experience of being an Aspirant Prosecutor has been one of learning on a daily basis and teaching myself discipline and not forgetting to never take things at face value, always investigating further and requesting more information to avoid malicious prosecution"**.

Vhengani's mentors awarded her the opportunity to observe, learn and adjust. She feels confident that she will do well with their continuing support. "I have tasked myself to understand more about criminal law as I am aiming to become Constitutional Court Judge one day. I also see myself on the list of those people who carried out justice justly without any fear or being biased". Vhengani loves serving the people. "The court environment I work in is safe, clean and comfortable to work in. The stakeholders are on par and the work space allows for leaning from colleagues".

FREQUENTLY ASKED QUESTIONS

Aspirant Prosecutor Programme

What qualifications must I have in order to apply for this programme?

A South African LLB degree or equivalent foreign qualification, certified as such by SAQA. Alternatively, final year LLB students who would have completed the degree before commencement of the programme. Applicants must be South African.

What major subjects should be included in my LLB degree in order to apply?

Law of Evidence, Civil Procedure, Criminal Law, Criminal Procedure & Interpretation of Statutes

What relevant certificates do I need to attach in my application?

Submit your CV, a certified copy of your ID, degree & matric certificate. Only submit a service certificate if you have one. If you have not attached your matric certificate in your application, you do not need to re-apply.

Do I need to complete the Z83 form in full even when I have no work experience or have attached a CV?

Yes, please complete the Z83 in full as per the advert and attach your CV.

How do I apply?

All applications must be sent to the email provided in the advert.
Aspirantprosecutors2020@npa.gov.za

When is the closing date for applications for the 2020 intake and when does it commence?

Please check our website and social pages for next dates.

How long is the programme?

12 months

Will I be paid during the training programme?

Yes, the salary amount will be R198 411- R230 259 per annum.

The applicable salary level will depend on the amount of relevant experience that the candidates have, but will be within the indicated range. For example, those who have completed articles will be assessed as having more experience and therefore may be placed at a higher salary than those who have not.

Do I need to indicate the centre where I wish to be trained on the Z83 form?

Yes, the applicant must indicate the centre where she/he wishes to be trained in the Z83 form under the reference number when he/she applies. If you have indicated it on the email, please re-apply.

Can I indicate more than one centre in my application?

No, you will be disqualified if you do that.

Can I send multiple applications, in each one choosing a different centre?

No, you will be disqualified if you do that.

Is there an age restriction in order to apply for this programme?

There is no age restriction.

FOR FURTHER INFORMATION

Visit our website and the NPA social media platforms:



www.npa.gov.za



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