

## **Pretoria local rises from Till Packer to Deputy Divisional Manager at Africa's largest retailer**

Starting as a till packer 25 years ago, Nando Tembe has grabbed every opportunity for training, experience and promotion, leading to her latest appointment as Usave's Deputy Divisional Manager for Gauteng in which she oversees 92 supermarkets.

Tembe, from Pretoria, had wanted to further her studies after finishing school, but financial constraints led her to seek employment and land her first job at Shoprite as a till packer in 1997.

Determined to develop herself and build her career, she signed up for the Shoprite Group's internal training courses and programmes and obtained qualifications in Retail Business and Retail Management from the University of the Witwatersrand.

"I knew that I would have to go the extra mile to be successful in my career and be extraordinary in every task that I perform," says Tembe (46).

"My passion for retail has helped me work my way up the career ladder and because I can relate to the employees on the ground, I enjoy sharing my knowledge and experience – grooming and developing those employees who yearn for growth. I get so much joy out of my job."

Her recent promotion is the culmination of 25 years of hard work.

"I always wanted to be the best in whatever I do. With anything that must be implemented, I have always wanted to do it, and do it right."

Tembe is especially cognisant of the opportunities for women in the Group. "It is good that women are given a chance to get the positions we are getting now and we have proven that we can do it. For all the young women out there, I want you to know that hard work and dedication can get you anywhere in the company."

Tenacity, resilience and dedication helped Tembe to climb the retail ladder. Her various positions have included Cash Office Controller, Trainee Manager, Administrative Manager, Branch Manager, Regional Administrative Manager, Regional Manager and now, Deputy Divisional Manager for Usave Gauteng.

As South Africa's largest private sector employer, the Shoprite Group employs more than 145 000 employees, of which 65% are women.

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