BUSINESS

Sanlam Namibia boasts N\$4.6bn in assets, eyes oil and gas business p. 05



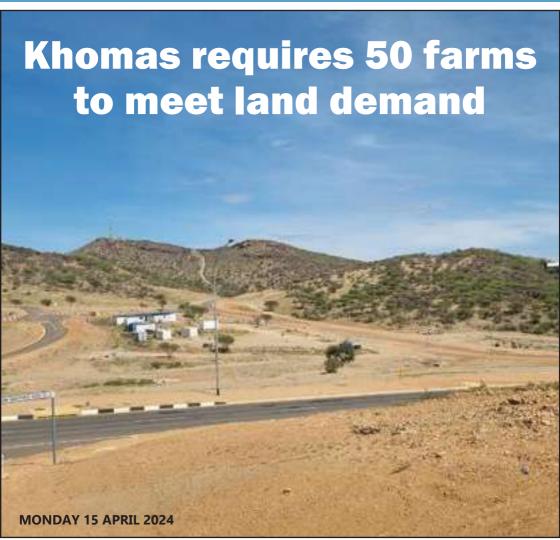


APPOINTMENT
Bank Windhoek appoints
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BR/EF

News Worth Knowing



MAIN STORY

Khomas requires 50 farms to meet land demand

homas Regional Governor Laura Mcleod-Katjirua says five farms need to be acquired annually within the national budget to reach a total of 50 farms to alleviate the strain on land demand in the region.

The Governor noted that the region faces a severe shortage of expansion land due to rapid population growth and urban migration.

This comes as only 14 farms have been acquired since independence attributed to the Ministry of Agriculture, Water and Land Reform struggling to meet the increasing demand for land allocation.

"Since independence, the Ministry has acquired only 18 farms of which four farms are transferred from the Ministry of Agriculture to the Ministry of Land. This number is insignificant to the population expansion of the Khomas Region meaning the Ministry has purchased only 14 farms according to the Commercial Land Reform Act since independence," Mcleod-Katjirua said.

She said the Khomas Region, which lacks a communal area, holds the country's largest population of 494,605, driven by migration to urban areas for social and economic opportunities.

"The shortage of land in the region is critical, evident and can be justified by the alarming number of people farming in urban areas



Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
 - 17 April 2024
 - 19 June 2024
 - 14 August 2024
 - 23 October 2024 4 December 2024
- Chamber of Mines of Namibia 45th Annual General Meeting (AGM), Wednesday, 24th April, 2024 at 14.30 Arebbusch Travel Lodge, Windhoek
- AviaDev Aviation Development Summit 19-21 June 2024 at Movenpick, Windhoek
- Africa Hospitality Investment Forum (Ahif). 25-27 June 2024 Mövenpick Hotel, Windhoek, Namibia
- Global African Hydrogen Summit (GAh2S)
 Windhoek, Namibia from 03 05 September 2024

The shortage of land in the region is critical, evident and can be justified by the alarming number of people farming in urban areas (boundaries of the city).

(boundaries of the city), the overcrowded limited grazing areas of Satanslaught, Mix settlement, Baumgartsbrunn and the daily dumped generational farm workers in the various corridors of our vast Khomas region," she said.

The Minister of Agriculture, Water, and Land Reform, Carl Schlettwein, addressed ongoing challenges in land reform efforts, emphasising financial constraints and issues with existing support schemes.

"It's tough. With more people to resettle, limited funds, and high farm prices, effective land reform becomes increasingly difficult," the Minister noted.

Schlettwein also pointed out shortcomings in the affirmative action loan scheme, highlighting how many farmers struggled to repay loans due to financial pressures.

Despite efforts to review and improve the scheme, the Minister expressed concerns over funding limitations and lack of influence over relevant institutions.

During the year under review, the

Ministry acquired a total number of 12 farms measuring 58,868.9615 hectares for N\$101 million, which was allocated to 23 beneficiaries.

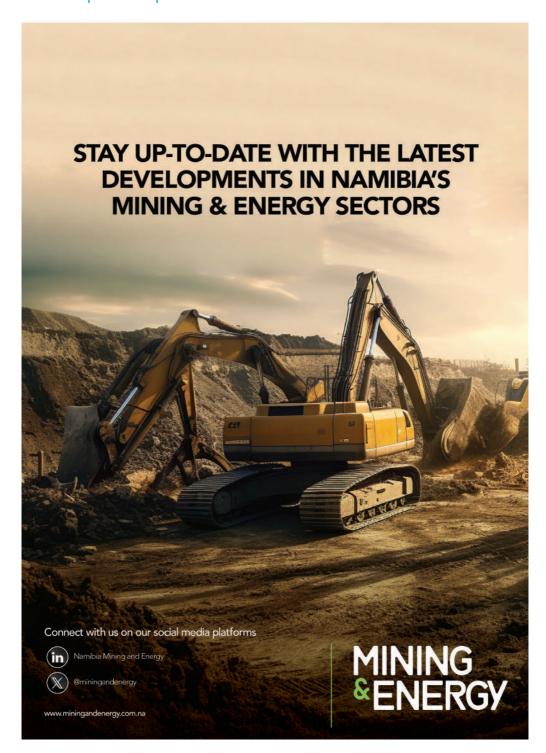
Furthermore, the Ministry acquired four farms measuring 19,137.5938 hectares for N\$18 million for the Neckartal Dam Irrigation Project.

The Minister highlighted the significant population growth in Namibia, which has surged to about 3.03 million, more than doubling since independence in 1990.

He said this rapid increase, with a growth rate of approximately 27%, poses considerable pressure on resources within the Ministry's jurisdiction.

"The population growth puts pressure on all the resources under the jurisdiction of our Ministry, and we must ready ourselves to embrace this pressure. Going in the future will be more difficult, not easier, since the resources, whether land for agriculture or water, have not grown," the Minister cautioned.





Sanlam Namibia boasts N\$4.6bn in assets, eyes oil and gas business

anlam Namibia says its assets increased by N\$500 million to N\$4.6 billion in 2023 from the N\$4.1 billion reported in 2022.

The insurance company said it forecasts to pay out nearly N\$22 billion in policy liabilities over the next few years.

Sanlam Namibia CEO, Tertius Stears, said the company has been performing well with its capital being 11.3 times more than the legal minimum requirement.

"And at this point in time, as you can see, the minimum term is one time more than the capital and we are up 11 times, 12 times over the last few years, showing that we can really take on further liabilities," he said on Monday.

Stears further explained that the insurance giant also paid out nearly N\$120 million for funeral claims alone, over N\$100 million for other types of claims (like life insurance payouts), and more than N\$12 million in cashbacks to clients who hadn't made any claims in a while in 2023.

"But we currently pay out 97% of our funeral claims and 81% of savings claims within seven hours. And to prove to clients that in this very dire time or time of need, we are then trying to turn your claims around as quickly as possible," he said.

The Sanlam CEO said the company had granted





REQUEST FOR PROPOSAL (RFP)

The MNA Fund is a statutory body established to design, develop, promote, and implement motor vehicle accident and injury prevention measures. The Fund provides assistance and benefits to all people injured and dependants of those killed in motor vehicle accidents in accordance with MNA Fund Act, Act 10 of 2007.

SUPPLY AND INSTALLATION OF A BIOMETRIC ACCESS CONTROL SYSTEM REF:G/ONB/MVA FUND - 02/2023/2024

The Motor Vehicle Accident Fund of Namibia (MVA Fund) hereby invites suitable qualified and competent Namibian companies to submit proposals for a Biometric Access Control System at the MVA Fund Service Centres

Bid documents with detailed information are available at MVA Fund Windhoek Service Center at a cost of N\$300.00. Proposals should be addressed to the Procurement Management Unit, MVA Fund Service Centre, Church Street, Erf No. 8730, Windhoek, and only be submitted electronically on the link to be provided upon acquisition of the Bidding document.

A Clarification Meeting will be held on Wednesday, 03 April 2024, @10h00 at the Windhoek Service Centre.

Closing date extended from: 08 April 2024 to Wednesday, 17 April 2024

Contact Person: Kleopas Bonfasius
Manager: Procurement & Property Management
Tel: +264 61 289 7051
Enquiries: bonfasius@mwafund.com.na

For further information and submission, please visit our

website at: http://www.mvafund.com.na

www.mvafund.com.na



The insurance company said it forecasts to pay out nearly N\$22 billion in policy liabilities over the next few years.

scholarships exceeding N\$5 million to over 60 students as well as internship programmes that attract over 1,000 applications annually and support for entrepreneurs to the tune of N\$7.5 million.

"And what's wonderful about the interns, many of them

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have become full -time employees. Then also on the health side, I think cancer is probably one of our big projects and it's one of our big challenges out there in the community and we've become very accustomed to that," Stears said.

He also announced that the company is set to re-open its branch at Lüderitz in anticipation for the new customer base that will need servicing due to the recent oil and gas activity in the southern town.

"I think if you work in a country like Namibia, vou only realise how vast and how far we have to travel sometimes to see our colleagues and most importantly our clients. We will be reopening our branch in Lüderitz not only in anticipation of the oil and gas that is literally going to pump out of the sea but also in anticipation of a lot of clients that will be there" he said.



Rundu Abattoir granted export certification and approval to sell South of the redline

reat and meat products from Rundu Abattoir will now be traded south of the redline and exported to international markets, following certification by the Directorate of Veterinary Services,

which upgraded the abattoir to Class A status.

The announcement was made by the Livestock and Livestock Products Board (LLPB), which said that trading will occur under the strict supervision of the Directorate













of Veterinary Services.

"LLPB has approved the registration of Rundu Abattoir, managed by Meatco, as an A-class export abattoir after it received export status registration from the Directorate of Veterinary Services. This certification is only awarded after implementing strict animal health and food hygiene processes. As a result of this certification, meat and meat products from Rundu Abattoir can be exported to countries outside Namibia and to areas south of the veterinary cordon fence, under strict supervision of the Directorate of Veterinary Services. The Livestock Products Board hopes that this certification will lead to increased prices for livestock producers in the affected area," said LLPB.

Additionally. LLPB announced compulsory brand of an "N" on livestock intended for export to South Africa after the Director of Animal Health in South Africa

notified the Namibian livestock industry in March about the livestock improvement legislation (Act 62 of 1998) that must be followed for importing livestock into South Africa.

"This requirement is specific to South Africa and states that a permit issued by the Registrar of Livestock Improvement in South Africa is necessary, along with a veterinary import permit from South Africa, to export livestock to South Africa. This new requirement will be effective from 1 April 2024 and also mandates that livestock must be marked with the Namibian 'N-character' at the time of export. Importers must obtain a permit from the Livestock Improvement Office in South Africa before applying for an RSA Veterinary import permit, as per a letter dated 5 April 2024," LLPB said.

Namibia exports beef to Norway, China, Botswana, South Africa, Ghana, and Angola.













TransNamib appoints new CEO

esmond Ernst Van Jaarsveld has been appointed as the new Chief Executive Officer (CEO) of TransNamib, effective from 17 April 2024.

He replaces Johny Smith, who resigned from the rail company in February last year to join Grindrod Rail.

Van Jaarsveld, who has over 30 years of professional experience in various industries, including over 25 years at senior executive leadership levels within the transportation, logistics, and distribution sectors within the Southern Africa region, is the former Managing Director of DP World.

Van Jaarsveld holds a Master of Science and Bachelor of Science (Honours) degrees from the University of Stellenbosch. He has completed a Management Development Programme with the University of Stellenbosch Graduate Business School, among other various management and coaching certificates.

"Desmond Van Jaarsveld is an excellent addition to TransNamib, and on behalf of the board of directors, I extend my congratulations to him for taking on this important role. TransNamib and rail infrastructure play a critical role in positioning Namibia as a logistics leader in the region, and we are confident that Mr. Van Jaarsveld will lead TransNamib towards sustainable growth," TransNamib Chairman Theo Mberirua said.

"He has proven his fit for the role for the current time and current challenges



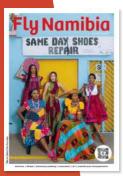
that TransNamib faces. He comes with an impressive history of success leading major national and international companies in demanding times. I am confident that his leadership of TransNamib will further strengthen our industry and benefit the company."

Mberirua also expressed gratitude to interim CEO Webster Gonzo, who has served in the role since last year.

"I would like to extend our gratitude to Mr. Webster Gonzo for his tremendous work with the Board to ensure the continuity of TransNamib's operations during this period. His efforts have been invaluable, and they have positioned our new CEO to lead an organization that is well-prepared to represent the interests of our shareholders and the Namibian nation," he said.



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The Ministry of Labour, Industrial Relations and Employment Creation has only 68 Labour Inspectors in place, out of a budgeted 163 positions that need to be filled.

"The structure caters for 163 Labour Inspectors combined to conduct inspections concerning Basic Conditions both employment and Occupational Safety and Health. However, only 68 positions are filled, leaving 95 positions vacant. Out of these, 62 positions are not funded due to limited budgetary provisions, and 33 positions are in the process of being filled as a result of labour turnover," Labour Minister Uutoni Nujoma said.

He said due to these limitations, Labour Inspectors could only conduct a total of 2,250 workplace inspections countrywide. Of these, 1,544 labour inspections were to verify compliance with basic conditions of employment, and 706 inspections were to verify compliance with occupational

health and safety standards as well as the safety of dangerous machinery.

This has resulted in the Ministry recovering only N\$1.8 million on behalf of complainants from noncompliant employers.

further challenge delivery of hampering the services is the limited, aged, and worn-out fleet. This can Labour Inspectors, Arbitrators, and Employment Officers utilising one vehicle for the whole regional office, while some regional offices remain without any vehicle to enable these staff members to carry out this important national mandate," the minister said.

In addition to inspections, the Minister also said the Ministry's Arbitrators handled a total of 5,612 labour cases in 2023.

Through conciliation and arbitration processes, 2,818 disputes were successfully resolved, with the remaining 2,794 on track for finalisation.

Bank Windhoek appoints Shikage as Strategic Communication Specialist

Bank Windhoek has appointed Wetumwene Shikage as the Bank's Strategic Communication Specialist in the Marketing and Corporate Communication Services (MCCS) department, effective Friday, 1 March 2024.

In her new role, Shikage will support the Strategic Communication Manager in collating and writing content for internal and external communication.

"She will use internal tools and channels to maximize Bank Windhoek's internal communication effectiveness and ensure consistent messaging, imagery, and identity. She will achieve this approach by working closely with stakeholders to execute Bank Windhoek's internal communication efforts," said Bank Windhoek's Executive Officer of Marketing and Corporate Communication Services, Jacquiline Pack.

Pack added that Shikage's key role is to ensure that communication messaging is of a high standard, accurate, engaging, and aligned with the Bank's strategy.

"Her skillset also includes project management, copywriting, stakeholder engagement, event planning, and public relations. She has worked with corporate and youth brands on projects that aim to assist Namibian youth in determining and defining their career choices and interests," said Pack.



Shikage who is in her final year at the Namibia University of Science and Technology (NUST), working toward a Bachelor's Degree in English and Linguistics, has over five years of experience compiling print and digital media content for the media industry.



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he Ministry of Health and Social Services (MoHSS) says it needs N\$60 million to construct a specialised bunker to house the necessary nuclear technology equipment to establish a fully functional cancer treatment centre at Oshakati.

According to MoHSS Minister Kalumbi Shangula, the only existing radiotherapy centre is in Windhoek. This poses a challenge for patients who must travel long distances to receive treatment. "We do have the equipment, but it needs to be housed in what we call a bunker. This is a significant expense, in the region of N\$60 million," he explained. Shangula also expressed concern over the increasing number of cancer cases in Namibia. He emphasised the importance of making cancer treatment

in Namibia is on the rise, and it's a significant concern for the Ministry. Therefore, we are doing everything possible to ensure that our people can access

technology more accessible to

"The number of cancer cases

Namibians.

the technology that is already available globally," he said.

Shangula further explained that Namibia has been utilising nuclear technology for diagnosing and staging cancer. This is crucial as it helps determine the best course of treatment for each patient. He added that nuclear technology is also used in agriculture for tasks such as checking groundwater and disinfecting food.

"There is a wide application of nuclear technology both in the health sector and in other areas of socio-economic development in Namibia," he said.

This announcement comes as Namibia could potentially become a hub for nuclear energy production. Companies such as Rosatom Central and Headspring Investments are considering constructing nuclear plants in Namibia.



VACANCIES

 $NAMCLEAR\ is\ the\ Namibian\ Automated\ Clearing\ House\ (ACH)\ and\ is\ a\ designated\ Financial\ Markets\ Infrastructure\ (FMI)\ for\ the\ Namibian\ payment\ industry.$

As an equal opportunity employer, Namclear invites competent & suitably qualified candidates to apply for the following vacancies:

- 1. Manager: Human Capital (D4)
- 2. Company Secretary and Legal Advisor (D2)
- 3. Corporate Social Responsibility & Stakeholder Relationship Officer (C4)
- 4. ICT Service Desk Administrator (C3)

Interested persons, please visit the following websites for more information:

- 1. https://www.namclear.com.na/vacancies/
- 2. https://nieis.namibiaatwork.gov.na

Only short-listed candidates will be contacted.

CLOSING DATE: 24 APRIL 2024



Charting the course: Key trends shaping organizational strategies in 2024

By Robert Smith

In the dynamic landscape of modern business, change management remains a steadfast pillar guiding organisations through tumultuous shifts and transformative endeavours. As we reflect on the strides made in the past year, marked by unprecedented global challenges and accelerated digital transformations, it becomes increasingly apparent that the winds of change continue to blow with unrelenting force.

Looking ahead to 2024, businesses are poised to embark on a journey that demands not just adaptation but proactive anticipation of evolving trends. From integrating advanced technologies to prioritising employee well-being amidst organisational flux, the realm of change management stands at the precipice of a new era, where agility, empathy, and innovation intertwine to sculpt the future of organisational resilience and success.

As we embark on this journey through the shifting tides of change management in 2024, it's crucial to acknowledge the pivotal role of staying attuned to emerging trends. With businesses and organisations rapidly evolving in response to myriad influencing factors, the imperative to anticipate and adapt to change has never been more pressing. This year presents a unique opportunity to delve into the factors shaping the world of change management and explore the strategies, technologies, and approaches that will guide organisations through the turbulence of transformation. Through a series of several articles, we will delve into the top trends of 2024 and uncover the insights that will equip change management practitioners, business leaders, and enthusiasts with the tools they need to navigate the ever-evolving landscape effectively.

1. Organisational Agility and Redefining Work Structures:

The rise of remote and hybrid work models has fundamentally transformed how organisations operate, prompting a re-evaluation of traditional work structures and methodologies. In response to this shift, organisations are increasingly embracing organisational agility and redefining their work structures to adapt to the changing landscape.

One key aspect of this trend is the move towards collaborative networks of selfmanaging teams. Rather than relying on rigid hierarchical structures, organisations are flattening their hierarchies and empowering teams to make decisions autonomously. This agile approach enables teams to respond quickly to changing circumstances, allowing for rapid cycles of work and iteration.

By embracing self-managing teams, organisations can foster a culture of innovation and creativity, as team members are encouraged to take ownership of their work and experiment with new ideas. This approach also promotes collaboration and cross-functional communication, as teams work together towards common goals.

2. Integrate Agile and Change Management.

However, while the agile approach offers many benefits, it also presents challenges. Traditional methodologies like Agile, which were designed for co-



First date of publication: 25 March 2024

DBMNEGBO2 - LABORATORY ANALYSIS FOR THE DETERMINATION OF PHYSICAL, CHEMICAL AND BIOLOGICAL. IN MARINE SEDIMENTS AND SEAWATER SAMPLES.

Debarraine Namibia is a marine diamond recovery company operating in the Atlantic 1 Mining Licence Area (ML47). Currently, diamond recovery operatoris occur at 10 at 10 at 10 mining Licence Area (ML47). Currently, diamond recovery operatoris occur at 10 at 10 at 10 mining Licence (ML47). Currently, diamond recovery operatoris occur at 10 bit season from the analysis of season from a proximately a feet of diamond converges on the season on the season dia unrounding environment and to monitor the time of recovery after disturbance. Debarraine Namibia is seeking a reliable and technically proficient laboratory to support the analysis of seawater and sediment samples using the latest environment analysis instruments and techniquement samples using the latest environment analysis instruments and techniquement samples using the latest environment analysis instruments and techniquement samples using the latest environment analysis instruments and techniquement samples using the latest environment analysis instruments and techniquement and techniqu

SCOPE OF WORK:

The scope of work will primarily focus on physical, chemical, and biological analysis of marine sediment and water samples. The requirements for laboratory services include, but are not limited to:

1. Sediment Analysis

- Particle size distribution analysis Total Organic Carbon (TOC) analysis
- Total Organic Nitrogen (TON) analysis
- Trace metals analysis Dissolved Inorganic Carbon (DIC)
- Environmental DNA (eDNA) Sediment and seawater analysis

CLOSING DATE: 19 April 2024 at 12H00, by electronic submission

- Company or Laboratory Profile
- Clear outline of expertise in physical, chemical and biological analyses in the marine environ At least two Senior staff members should possess a cumulative experience of at least 10 years in conducting physical, chemical, and biological
- analyses of sediment and seawater samples. Highlight at least five (5) projects undertaken related to marine sediments and seawater analysis
- Relevant equipment list.
- Outline of the analysis techniques employed.

The laboratory should possess the necessary accreditations and certifications, such as ISO 17025, for the aforementioned analytical methods. Furthermore, Debmarine Namibia requires a laboratory with experienced personnel who can provide prompt and accurate analytical results, as well as the associated statistical data analysis, quantification of results, interpretation and reporting

ELECTRONIC SUBMISSION OF DOCUMENT:

institutions are encouraged to apply

Email Address: **Tenders@debmarine.com**Subject line: DBMNE0502 - LABORATORY ANALYSIS FOR THE DETERMINATION OF PHYSICAL, CHEMICAL AND BIOLOGICAL IN MARINE SEDIMENTS AND SEAWATER SAMPLES.

ENOUIRIES: The Procurement Office

Tel: +264 61 297 8460

Email: Tenders@debmerine.com Subject line: DBMNE0502 - LABORATORY ANALYSIS FOR THE DETERMINATION OF PHYSICAL, CHEMICAL AND BIOLOGICAL IN MARINE SEDIMENTS AND SEAWATER SAMPLES

DISCLAIMER:

Debmarine Namibia shall not be responsible for any costs incurred in the preparation and submission of a response to this Expression of Interest and furthermore reserves the right not to extend this Expression of Interest into any future tenders, negotiations and/or

Debmarine Namibia will not accept submissions rendered after the closing date and time.



located teams, may struggle to adapt to the complexities of remote and hybrid work environments. As a result. organisations mav to seek a balance between methodologies like Waterfall and Agile to ensure optimal project delivery.

Waterfall. sequential approach to project management, may offer more stability and predictability in certain situations. However, it lacks the flexibility and adaptability of Agile, making it less suitable for fast-paced environments where change is constant.

Ultimately. organisations must carefully consider their unique circumstances goals when redefining their work structures. By embracing organisational agility fostering collaborative networks of self-managing teams, organisations can adapt to the challenges of remote and hybrid work models while remaining innovative competitive in today's rapidly evolving business landscape.

3. Employee Well-being **Empathy-driven** and Leadership:

The evolving landscape of the modern workplace has brought a heightened focus on employee well-being and mental health, recognising them not merely personal concerns as crucial determinants of productivity, engagement, and

organisational success. This paradigm shift underscores the growing awareness among employers that the mental and emotional health of their workforce directly impacts overall performance and effectiveness.

At the forefront of navigating this shift are mid-level managers who play a pivotal role in balancing empathetic leadership with meeting increased business objectives. These managers are tasked with fostering a supportive and inclusive work environment while simultaneously driving performance and achieving organisational goals.

This requires a delicate balancing act that highlights the importance of emotional intelligence and empathetic digital management.

Empathetic leadership involves understanding and addressing the needs, concerns, and emotions of employees, demonstrating genuine care and concern for their wellbeing.

Mid-level managers must cultivate empathy in their interactions with team members, actively listening to their concerns, providing support and encouragement, and fostering a sense of belonging and psychological safety within the team.

Moreover, as business objectives become increasingly demanding, mid-level managers must navigate the delicate balance between empathetic leadership and meeting performance targets.

This requires the ability to effectively prioritise tasks, delegate responsibilities, and provide constructive feedback, all while maintaining a supportive and empathetic demeanour.

In the digital age, where remote work and digital communication are prevalent, empathetic digital management becomes especially crucial. Mid-level managers must leverage technology to facilitate meaningful connections and foster a sense of community among team members, despite physical distance.

This may involve utilising video conferencing platforms for face-to-face interactions, implementing virtual team-building activities, and providing additional support and resources for employees struggling with



First date of publication: 25 March 2024

DBMNE0497 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

DESCRIPTION:

Debmarine Namibia is looking for a contractor with the right expertise and experience to undertake a geotechnical site investigation utilising existing proven site investigation techniques to obtain detailed geotechnical data.

SCOPE OF WORK:

The locations are primarily the inshore portions of the license area known as Mudbelt South, Mudbelt Central and Mudbelt North and consist of Holocene material overlying course gravel and cobbles. A central area characterized by very thick gravel orebodies will also most likely be part of the targets. Water depths range from 90m to 140m. The data will be used to build a site ground model in conjunction with the geophysical data and previous geological data already available across the site.

CLOSING DATE: 19 April 2024 at 12:00, by electronic submission.

REQUEST FOR ELECTRONIC TENDER DOCUMENT:

Registered businesses interested in providing such services are requested to obtain tender documents with reference number DBMNE0497 GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

Email Address: Tenders@debmarine.com

Subject line: DBMNE0497 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

ENOUIRIES:

The Procurement Officer Tel: +264 61 297 8460

Email: Tenders@debmarine.com

Subject line: DBMNE0497 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

DISCLAIMER:

Debmarine Namibia shall not be responsible for any costs incurred in the preparation and submission of a response to this tender and furthermore reserves the right not to extend this tender into any future tenders, negotiations and or engagements.

Debmarine Namibia shall not accept submissions rendered after the closing date and time.



remote work challenges.

Ultimately, by prioritising employee well-being and embracing empathetic leadership, mid-

VACANCIES



The Namibian Agronomic Board (NAB) is a statutory body that is governed by the Agronomic Industry Act, Act no: 20 of 1992. It is mandated to promote the Agronomic industry and to facilitate the production, processing, storage and marketing of controlled products in Namibia. The NAB is looking for suitable and competent candidates for the following positions:

1. Position: Public Relations Officer (Permanent) x1 Reporting to the Chief Executive Officer Duty Station: Windhoek

2. Position: Human Resource Officer: Payroll & Benefits (Permanent) x1

Reporting to Manager: Human Resource & Admin Duty Station: Windhoek

Visit the NAB website https://www.nab.com.na/about-us/vacancies/ to register and apply through the e-recruitment system. For further queries, please contact Ms. Caroline Ndlovu on telephone number: 061 379 530.

Applicants should ensure that uploaded copies of academic qualifications and national identification are certified. Only shortlisted candidates will be contacted.

No faxed or emailed applications will be accepted.

Closing Date: Friday, 26 April 2024 at 23h59

f in nab.com.na

CLOSING DATE: 26 April 2024 before 17H00 (Only short-listed candidates will be contacted)

VACANCIES



Suitably qualified candidates are invited to apply for the following positions at the Communications Regulatory Authority of Namibia (CRAN) in Windhoek, Namibia.

MANAGER: ICT AND INNOVATIONS (D4)

GOVERNANCE OFFICER (D2)

Applicants meeting the above criteria should register their applications including motivation letter, CV, and relevant qualifications at Direct Hire by clicking on the following link:

https://cran.mcidirecthire.com/External/CurrentOpportunities

CRAN IS AN EQUAL OPPORTUNITY EMPLOYER. WOMEN AND PERSONS WITH DISABILITIES ARE ENCOURAGED TO APPLY.

s: Private Bag 13309, Windhoek, Namibia Tel: +264 61 222 666 Fax +264 61 222 75

level managers can create a positive and supportive work environment that fosters engagement, resilience, and organisational success.

Through their efforts, organisations can nurture a culture of empathy, compassion, and collaboration, driving performance and innovation in today's dynamic and everchanging workplace landscape

In the upcoming articles of this series, we will delve deeper into the remaining organizational trends of 2024, focusing on the Demographic Shifts in the Workforce, Adoption of Emerging Technologies and AI, as well as Sustainability and Compliance.

By exploring these crucial aspects, we aim to provide a comprehensive understanding of the evolving landscape of organizational strategies in 2024 and equip readers with valuable insights to navigate the challenges and opportunities that lie ahead. Stay tuned for

more insights and analysis in the subsequent articles.

*Robert has decade-long tenure "and Change" at and currently holds of Senior the role Copywriter while also serving as a Change Management Solution Designer. Write to him at robert@andchange. com or learn more at andchange.com.











Bringing stories closer to home: MultiChoice Namibia's renewed commitment to local entertainment

Experience optimised viewing with curated content and channels created just for you.

From the premium experience of DStv to the accessibility of GOtv and the on-demand delights of Showmax, MultiChoice Namibia (MCN) has crafted a holistic ecosystem to cater to its customers diverse entertainment tastes and needs.

MCN emphasised on these points and its commitment to local content at its Table Talk event hosted in Windhoek on Wednesday, 10 April 2024 under the theme 'Content All Around You'.

"The team has outdone itself this year, taking our value offer to new heights, using the latest technology to enhance accessibility, boosting the number of platforms we offer as we develop our hyperlocal strategy of authentic African content for Namibian audiences," remarked MultiChoice Namibia Managing Director, Roger Gertze.

"Our customers are at the heart of our business, and everything we do is about delivering enhanced experiences for them, and content that entertains, informs, inspires, and reflects their hopes, dreams and aspirations," Gertze added.

As the biggest funder of local content in Namibia, MCN Board Chairperson, Mona-Lisa Jakobs touched on Ombura, the second phase of the MultiChoice Namibia local content project which will this year produce 6 films, I documentary and I lifestyle series which will be released on the DStv, GOtv and Showmax platforms later this year.

Jakobs also highlighted upcoming and exciting new content from kykNET, Mzansi Magic, M-Net, sports, and shared a refresher of the anti-piracy conversation that MCN is currently championing.

From the roar of the crowd to the thrill of victory, DStv puts customers right in the heart of the sporting spectacle, while GOv democratising access to premium sports content, making it accessible to all.

And when it's time to unwind and indulge in some on-demand entertainment, DStv Stream, GOtv Stream and Showmax Add to Bill are go-to destinations where local content is king. This includes local sports on NTV, educational content through One Africa Television, the latest updates on NBC and so much more.

"Bringing Namibia the best TV in the world, at the best prices to creating innovative, digital, self-service products that save you time and money, MultiChoice Namibia strives to create products and services that are convenient for customers' added Jakobs.

MultiChoice is more than just a provider of leading Namibian pay-TV entertainment experiences, it is a trusted companion on a journey of discovery and delight. Multichoice Africa — where every experience is crafted with care and designed to elevate your entertainment to new heights.

PNWA donates over 10,000 pairs of shoes since 2022

roject Never Walk Alone (PNWA) says since inception in 2022 donated 10,169 shoes to disadvantaged schools in eight regions.

This comes as the project kicked off its 2024 shoe donation drive by delivering 169 pairs to the Monica Geingos Junior Secondary School in Otjiwarongo. The shoes were sponsored by the former First Lady as well.

"Students treated were to performance by Twazis and walked away with new shoes, boosting their confidence. The PNWA team is now set to travel to Mariental on the 18th of April to distribute more shoes." a release by the non-profit read.

The release also said the project's next stop will be in the Zambezi where they plan to donate over 1,800 pairs.

Beverley Naris, Manager of Logistics & Events at PNWA, expressed her gratitude to all the project's partners for their generous contributions.



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