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News Worth Knowing



Kelp Blue secures 15-year kelp cultivation licence

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16

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MAIN STORY

Kelp Blue secures 15-year kelp cultivation licence



... eyes Latin America, sub-Saharan Africa markets

Kelp Blue has secured a 15-year commercial license for cultivating Giant Kelp (*Macrocystis pyrifera*) across a 6,400-hectare offshore site.

Kelp Blue Namibia Managing Director, Fabian Shaanika, said the license is expected to facilitate significant business expansion and enhance carbon sequestration efforts.

"Having a longer tenor and a bigger scale allows us to scale up this business as our business model relies on a scale both from a product output perspective and from a

Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
14 August 2024
23 October 2024
4 December 2024
- Mining Expo and Conference (07 - 08 August 2024)
- Namibia Oil and Gas Conference (20 - 22 August 2024)
- Global African Hydrogen Summit (GAh2S)
Windhoek, Namibia from 03 - 05 September 2024

carbon sequestration standpoint," he told The Brief.

Kelp Blue aims to sequester 30,000 tons of carbon annually by 2025, and over 1 million tonnes by 2050 (in Namibia).

He said during the pilot phase, the company had harvested over 50 tonnes of seaweed resulting in over 50 thousand litres of final product.

"The licence allows us to scale up these volumes and eventually we will produce over 40 million litres of biostimulant per annum in future," Shaanika said.

With regards to markets, he said the company was targeting new export markets such as Latin America.

"Our current market focus is Europe with immediate plans to expand into Latin America as well sub-Saharan Africa," he said.

Meanwhile, he said the company's Biostimulant organic fertiliser was still to be approved in Namibia despite having secured approval in over 10 countries worldwide.

"We submitted our application earlier this year to the Ministry of Fisheries and Marine Resources, soon after receiving our Environmental Clearance Certificate from the Ministry of Environment, Forestry and Tourism. Our product is approved in well over 10 countries globally, with registration in progress in 30 more countries," Shaanika said. "Product registration delays essentially mean that we are not able to sell the products locally (in Namibia). It also means that we are unable to export the product as a 100% final product from Namibia. It impedes full

local beneficiation."

Biostimulant is an organic fertiliser that not only enhances plant growth by providing micro- and macronutrients but it also regenerates the soil through the promotion of plant growth-promoting bacteria and pathogen antagonists in suppressive soils- something that, in general, chemical fertilisers are unable to do.

Within the first half of the year, two shipments with seaweed extract were exported to the Netherlands to service a N\$416.59 million (US\$23 million) sales agreement and to continue field trials.

By 2027, Kelp Blue anticipates employing up to 400 people in Namibia, maintaining its commitment to diversity and inclusiveness.

"Kelp Blue employs 92 people in Namibia, with 96% being Namibians. Nearly 50% are female, and over 50% are from Lüderitz. Around 30% hold a BSc or MSc degree. The company spends about 6% of its budget on staff training, and the average employee age is 26," he said.

Kelp Blue's kelp forests in Shearwater Bay have boosted resident marine species from 135 to nearly 800 species.

"Many commercially important species such as mullet, hake, and crayfish, now lay their eggs in the kelp forest, which increases the juvenile survival rate by perhaps 100x," said Shaanika.

The company is planning to raise N\$1.4 billion through the world's first commercial blue bonds, scheduled to debut on the Namibian Stock Exchange in late 2024.

INVITATION FOR BIDS

Provision of Insurance Brokerage for a period of **3 years**

Levy (Non-Refundable): **N\$ 300.00** (Cash only)

Collection of Bidding Document: **Procurement Management Unit Office**

Bid Submission Due Date: **31st July 2024 @11:00**

NWR
NAMIBIA WILDLIFE RESERVE

Issue Date: 8 July 2024



**NATIONAL
AGRONOMY &
HORTICULTURE
AWARDS
2024**



CALL FOR ENTRIES

The Namibian Agronomic Board (NAB) annually hosts the National Agronomy and Horticulture Awards (NAHA) ceremony aimed at recognizing and awarding the value chain actors (producers, processors, traders, service providers, and school gardens) that have contributed significantly to the development and growth of Namibia's crop industry.

The NAB is pleased to announce that the 2024 NAHA awards will be hosted in the North Central Production Zone, at Olushandja on the 19 September 2024.

ENTRY FORMS

The entry forms for the competition can be accessed from the links under each category. For more information kindly contact Ms. Victoria Petrus at Victoria.Petrus@nab.com.na or on 061379516.

DUE DATE: 25 JULY 2024

The NAB hereby, invites **all registered Crop Producers, Traders, Exporters and Service Providers of horticulture** in all production zones to compete in the following categories;

Horticulture Producers Awards:

<https://forms.office.com/r/RPkrP4krt5>

- Outstanding Horticulture Producer of the Year
- Emerging horticulture producer of the year
- Outstanding Horticulture Innovator of the Year
- Horticulture youth producer

Horticulture traders awards:

<https://forms.office.com/r/sqj9Mk3Gdd>

- Outstanding Horticulture trader of the Year
- Emerging Horticulture trader of the year

Horticulture Exporters Awards:

<https://forms.office.com/r/WYVmMVdHwk3>

- Outstanding Horticulture Exporter of the year
- Emerging Exporter of the year

Horticultural Service Provider Award

<https://forms.office.com/r/UjqVpNCyhz>

- Outstanding Horticulture Service Provider of the Year

MINIMUM SELECTION CRITERIA

- Must be registered with the NAB as a producer, trader, or exporter of horticultural products.
- Traders must comply with the minimum 47% MSP requirement
- Service Provider must be a Namibian registered company.
- Horticulture youth producers should not be older than 35 years.



NAMPORT to finalise 25-year concession with TIL by Q4 2024

The Namibian Ports Authority (NAMPORT) says the 25-year concession agreement with Terminal Investment Limited (TIL), to operate the new Container Terminal at the Port of Walvis Bay, will be finalised by the fourth quarter of 2024.

NAMPORT Manager for Marketing and

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Stakeholder Engagement Cliff Shikuambi says the project is at an advanced stage of completion.

TIL, a subsidiary of MSC Mediterranean Shipping Company, was selected as the preferred bidder in a competitive process that also included Abu Dhabi Ports.

"NAMPORT is presently finalising the process of concessioning the New Container Terminal (NCT) to Terminal Investments Limited as per the award conditions, the parties are now engaged in negotiations to conclude final details of the agreement. The project is at an advanced stage of completion, with expected completion by Q4 of 2024," said Shikuambi.

He said the concession aims to attract private investment to enhance efficiency, competitiveness, and employment opportunities.

"This followed the decision of considering the concession to attract private investment for much-needed capital investments, grow volumes throughput, and enhance operational efficiencies as part of the drive to amplify competitiveness and, preserve and create employment," he said.

The concession agreement will see TIL take over the operation of the terminal, handling cargo instead of an upfront payment to NAMPORT. The exact terms and conditions of the agreement are still being finalised, including the details of personnel transitions. The decision to concession the N\$4.2 billion new container terminal, commissioned in 2019, was driven by significant changes in the shipping industry and challenging economic conditions.

TIL, founded in 2000, operates 60 terminals across 31 countries, handling at least 60 million TEUs annually. The company's global reach and experience are expected to bring significant benefits to the Port of Walvis Bay and the Namibian economy.

In addition to the Walvis Bay project, NAMPORT is also planning to initiate port expansion at Lüderitz next year to support the country's growing oil and gas, and green hydrogen industries.

These developments underscore NAMPORT's commitment to positioning Namibia as a key maritime hub in Southern Africa.



Namibia placed 9th in AI readiness among African countries

Namibia ranks in ninth position among African countries most prepared for the adoption of Artificial Intelligence (AI) in 2024, a recent report by the International Monetary Fund (IMF) says.

The ranking on the AI Preparedness

Index (APII) suggests Namibia has made strides in developing the infrastructure and environment necessary to leverage AI technologies. The APII evaluates countries based on four critical factors—digital infrastructure, human capital, technological innovation and legal frameworks.



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Duty Station: Otjiwarongo
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Job Grade: C3

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CLOSING DATE: 26 July 2024

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These elements are considered crucial for the successful integration of AI into various sectors of the economy.

According to the report, Namibia scores 0.08 in digital infrastructure, 0.01 in innovation and economic integration, 0.12 in human capital and labor market policies, and 0.12 in regulation and ethics.

“These four dimensions are likely relevant for smooth AI adoption. In turn, each dimension is computed by normalising and averaging a rich set of sub-indicators including, but not limited to, the presence of relevant digital infrastructure, sustained human capital investment, inclusive STEM expertise, labour and capital mobility, a vibrant R&D ecosystem, and

the adaptability of legal frameworks to digital business models,” the report says.

The report further says Namibia and Botswana round out the top 10, tied for ninth place with an identical score of 0.417.





Morocco and Ghana are closely matched in AI readiness, occupying the seventh and eighth spots respectively, both scoring 0.428.

Rwanda demonstrates rapid progress by securing fifth place with a score of 0.449, edging out Cabo Verde in sixth place with a score of 0.438.

South Africa holds the third position, scoring 0.491, slightly ahead of Tunisia in fourth place with a score of 0.479.

Seychelles outpaces the continent in AI preparedness with a score of 0.531, significantly ahead of Mauritius which secured second place with a score of 0.521.

The AIPI index relies on a combination of objective data and subjective assessments, making it a valuable tool for policymakers to identify areas for improvement rather than a definitive ranking system.



Building Today, a better Africa tomorrow.

Republic of Namibia

Namibia Water Corporation Ltd

Invitation for Bids [IFB]
Works
(Without Prequalification)

IFB Number:

Employer:

Project:

Contract title:

Country:

Loan No. / Grant No.:

Procurement Method:

OCBI No:

Issued on:

W/OIB/NW-001/2025

Namibian Water Corporation Limited (NamWater Ltd)

Oshakati Water Purification Plant Extension (C-NOSH116)

Construction Contract for the Oshakati Purification Plant Extension

Namibia

2000200004682

Open Competitive Bidding (International) (OCBI)

W/OIB/NW-001/2025

12 July 2024

1.

The Government of the Republic of Namibia has received financing from the African Development Bank hereinafter called the Bank toward the cost of the Oshakati Purification Plant Extension and intends to apply part of the proceeds toward payments under the contract for the Construction Contract for the Oshakati Purification Plant and Associated Works. For this contract, the Borrower shall process the payments using the Direct Payment disbursement method, as defined in the Bank's Disbursement Guidelines and procedures for Investment Project Financing.

2.

The Namibia Water Corporation Limited now invites sealed Bids from eligible Bidders for the Construction of the Oshakati Water Purification Plant Extension and Associated Works.

3.

Bidding will be conducted through the Open Competitive Bidding (International), OCBI procedures as specified in the Bank's [Procurement Framework](#) dated 2015) and is open to all eligible Bidders as defined in the Procurement Framework.

4.

Interested eligible Bidders may obtain further information from Namibia Water Corporation, [BidsAfd@namwater.com.na](#) and inspect the Bidding document during office hours (08h00 to 17h00) at the address given below.

5.

The Bidding document in English may be purchased by interested eligible Bidders upon the submission of a written application to the address below and upon payment of a non-refundable fee of **NAD3,000**. The method of payment will be cash/EFT. The document will be sent by Electronic transfer or Hard Copies to be collected from NamWater as per the Bidder's preference.

6.

Bids must be delivered to the address below on or before 11h00AM on 28 August 2024 Electronic Bidding will not be permitted. Late Bids will be rejected. Bids will be publicly opened in the presence of the Bidders designated representatives and anyone who chooses to attend at the address below on **11h15 on 28 August 2024**.

7.

All Bids must be accompanied by a Bid Security of **NAD19 million** (Namibian Dollars Nineteen Million Only) in the form of an unconditional bank guarantee.

8.

Attention is drawn to the Procurement Framework requiring the Borrower to disclose information on the successful bidder's beneficial ownership, as part of the Contract Award Notice, using the Beneficial Ownership Disclosure Form as included in the bidding document.

9.

The address (es) referred to above is (are):

Client: Namibia Water Corporation Ltd

Attention: Namibia Water Corporation Ltd

Address: 176 Iscor Street, Aigams Building

Floor/Room number: Ground Floor, Cash Office-Bid Box, Aigams Building

City: Windhoek

ZIP Code: N/A

Country: Namibia

Telephone: +264 (61) 712270

Electronic mail address: [BidsAfd@namwater.com.na](#)



The Benguela Current Commission (BCC) has called for a review of Namibia's aquaculture sector growth potential, suggesting the Master Plan's projections may have been overly optimistic.

BCC said with oyster and abalone farming now commercially established, it emphasised the importance of securing EU market access to drive expansion and profitability.

"Oyster and abalone farming are commercially established and set to grow organically from the sound value chain base that has been established. The need is to open new markets, with EU shellfish health certification being critical in the short term. If EU market access can be secured, the existing farms can expand to profitable economies of scale," said the BCC.

The development follows a recent acquisition of an Environmental Clearance Certificate (ECC) by the Ministry of Fisheries and Marine Resources and BCC to develop marine aquaculture in Namibia specifically

in the coastal towns of Swakopmund, Walvis Bay (in Erongo Region) and Lüderitz in the //Karas Region.

Meanwhile, the Ministry said Namibia needs a shellfish sanitation regulation to get EU certification, which it currently doesn't have.

"For Namibia to get an EU certification, the country is first required to have a shellfish sanitation regulation in place. Which currently, the country does not have," said Fisheries Ministry spokesperson Uaripi Katjiukua.

Meanwhile, the report further highlighted Namibia's challenging physical environment for marine aquaculture and the importance of supportive government policies and a strong regulatory framework in establishing a commercial aquaculture sector focused on oysters, abalone and mussels.

"Sulphur eruptions in 2008 and toxin-related closures due to harmful algal blooms have significantly constrained

aquaculture production in Walvis Bay, leading to closures and consolidations," the report noted.

Despite efforts, production of economically significant mariculture species has declined from 2016 to 2021, accompanied by a 25% decrease in sector employment rates, largely due to variable environmental conditions along the Atlantic coast. According to a report by the BCC, "aquaculture production has remained stagnant at around 600,000 tonnes over the last decade, posing challenges to meeting the targets of the Master Plan for Aquaculture in Namibia."

BCC said a logical new opportunity is for the existing oyster value chain to diversify into other bivalves such as scallops and clams, which is again contingent on EU market access.

"The future of mussel culture is uncertain given the complete dependence on Walvis Bay and the erratic production due to closures as a result of DSP and the threat of sulphur eruption events," said the overview.

Banguela recommends that Rock lobster (*Jasus Lalandii*) could be a small commercial niche opportunity, through the growing of puerulus harvested off oyster and mussel lines.

However, "there is no established commercial technology for this and a pilot project would be required to test the feasibility.

Excess small mussels from the mussel farm in Walvis Bay could provide a low-cost feed source."

Namibia's ambitions for finfish culture face a near-term setback as the country lacks the ideal water conditions needed for successful cage aquaculture.

Additionally, the BCC points out that raising marine fish in land-based systems (shore-based recirculating systems) isn't a viable alternative due to high production costs and the distance to markets.

BCC said any investment in marine finfish hatchery and grow-out production would require a substantial minimum production volume (500-1000t) with access to a premium market.

"As the Namibian market is very small, an export market would be required," said the Commission.

This comes as the 2013-2023 Master Plan for Marine Aquaculture in Namibia aimed to increase total aquaculture production to 5,500 tonnes by 2023. Targets included expanding oyster and abalone production, establishing new farms at Oranjemund, developing marine finfish recirculation at Walvis Bay, launching tuna ranching, and initiating pilot projects for new species by 2017.

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18	19	20	21	22	23	24
25	26	27	28	29	30	31

MORE DETAILS COMING SOON.



Addressing unconscious bias: Creating a fair workplace to enhance morale

By Junias Erasmus

In today's diverse and dynamic work environment, addressing unconscious bias is crucial for creating a fair workplace and enhancing employee morale.

Unconscious bias refers to the automatic judgments and stereotypes that influence our behavior without our conscious awareness. These biases can significantly impact hiring, promotions, team dynamics, and overall employee satisfaction, often undermining the principles of fairness and equity within an organization.

Unconscious bias manifests in various ways, from preferring candidates who share similar backgrounds to favoring certain demographics in performance evaluations. These biases can lead to a homogenous workforce, stifle diversity of thought, and create a work environment where certain groups feel marginalized. When employees

perceive that their workplace is unfair, their morale, motivation, and productivity can plummet. This not only affects individual performance but also hinders the organization's overall success.

To address unconscious bias, organizations must first acknowledge its existence and understand its impact. This begins with comprehensive training programs that educate employees and leaders about the nature of unconscious bias and its effects on decision-making. Such training should not be a one-time event but an ongoing effort to keep the conversation alive and relevant.

Beyond training, implementing structured and objective processes for hiring, performance evaluations, and promotions can mitigate the influence of bias. For instance, using standardized interview questions and evaluation criteria can ensure that all candidates are assessed on an equal footing. Additionally, blind recruitment

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practices, where identifying information is removed from applications, can help reduce biases related to gender, race, or age.

Creating a culture of accountability is also vital. Leaders must model inclusive behavior and hold themselves and others accountable for fostering a fair work environment. Regularly reviewing and analyzing workplace data can help identify patterns of bias and areas needing improvement. Employee feedback should be encouraged and valued, providing insights into their experiences and perceptions of fairness within the organization.

Mentorship and sponsorship programs can further support a fair workplace by ensuring that all employees, especially those from underrepresented groups, have access to career development opportunities. Such programs can help bridge the gap created by unconscious bias and promote a more inclusive environment.

Addressing unconscious bias

is not just a moral imperative but a business necessity. A fair workplace where employees feel valued and respected leads to higher morale, increased engagement, and better overall performance. Organizations that prioritize fairness and actively work to eliminate biases will not only attract and retain top talent but also drive innovation and achieve long-term success.

Tackling unconscious bias requires a multifaceted approach involving education, structured processes, accountability, and continuous improvement. By committing to these efforts, organizations can create a fairer workplace, boost employee morale, and build a culture that embraces diversity and inclusion.

****Junias Erasmus is a Consumer Education Specialist at NAMFISA. He is also a Scholar & a Motivational Speaker. This article is written in his personal capacity. For inquiries, contact him at Junias99@gmail.com***



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Madison Metals secures licence for uranium and rare metals in Namibia

Namibia's Ministry of Mines and Energy has granted a licence for base and rare metals, industrial minerals, and nuclear fuels for Exclusive Prospecting Licence 8905 (EPL-8905), which lies at Madison West within Mining Licence 86A (ML-86A), the same licence area that hosts the Khan Copper Mine.

The new licence expands Madison's scope of exploration and development to include uranium, copper, gold, silver, and other precious metals.

"This strategic move aligns with Madison's commitment to advancing uranium production and exploring high-value base and rare metals opportunities. The addition of copper exploration on the Namibian licence, alongside that of uranium, expands Madison's potential for producing more of the in-demand critical metals needed for the global energy transition," the company said.

Madison said the development signifies a major milestone for the company as it continues to build its portfolio and capitalize on the growth opportunities in the uranium mining sector. Madison is earning a 90% interest in ML-86A and EPL-8905 through cash payments, while 10% carried is held by Namibian partners.

"We are thrilled to announce the expansion of our EPL-8905 licence to include nuclear fuels as a significant step forward for Madison," said Duane Parnham, Executive



Chairman and CEO of Madison. "This achievement marks a pivotal moment in our uranium advancement strategy on the heels of our recent successful drilling results. It also introduces new dimensions to our asset portfolio through the rich copper resources of the Khan Copper Mine. We look forward to the exciting opportunities this development will bring."

Madison Metals is an upstream mining and exploration company focused on sustainable uranium production in Namibia and Canada.
- miningandenergy.com.na



THE

BR/EF

MOOKS & ADORA In the Morning

06:40

Mon-Fri



Letshego appoints Morgan Beukes as IT Risk and Information Security Manager

Letshego Holdings Namibia has appointed Morgan Beukes as its new IT Risk and Information Security Manager.

Prior to joining Letshego, Beukes served as a senior IT audit consultant at Deloitte, where he gained valuable experience in auditing IT infrastructure, identifying gaps in cybersecurity frameworks, and ensuring the effective operation of internal controls.

"I look forward to contributing my skills and experience to drive continuous growth and address the challenges in this new setting. My goal is to collaborate with different teams to ensure we align with Letshego's strategic goals and implement the appropriate internal controls to mitigate various risks," said Beukes.

Beukes holds a Bachelor's degree in Computer Science (Honors) from the University of Namibia (UNAM).

"Beukes's expertise will enhance Letshego's information security and IT risk management controls, highlighting the company's dedication to providing secure and reliable



financial services to its customers," Letshego said.

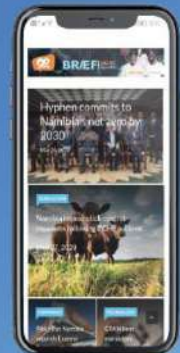
Letshego Holdings Namibia is one of the leading financial services providers in Namibia, offering a range of micro-lending and banking services through its network of 17 branches across the country.

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Promoting support systems for employees with serious illnesses

By Noreen Arangies

I received devastating news from one of Namibia's top specialist physicians. He said, "Mrs Arangies, I am sorry to tell you that your bone marrow biopsy results reveal Acute Myeloid Leukemia (AML), and unfortunately, Namibia lacks the necessary facilities and a haematologist to provide treatment."

This news completely shattered my world, as 60% of my bone marrow was infected with cancer blast cells, leaving me with very little time. The days and months that followed this devastating news can only be described as "the valley of the shadow of death."

I was airlifted to a haematology centre in Cape Town, where I spent nearly a year in a bone marrow transplant ward, isolated for months due to weakened immunity from intensive chemotherapy.

My arduous journey left me with mental and emotional scars, but thanks to God's grace, I found a stem cell donor abroad and survived. Recovery has been challenging, but I'm thankful for the support of medical professionals, medical aid, insurance, family, friends, prayer partners, work colleagues, and support groups.

The Impact of Serious Illness on Employees

When an employee is diagnosed with a severe health condition, they face significant emotional and physical difficulties. They must adjust to a new psychological reality and may temporarily rely on others for everyday tasks. Prolonged illness can cause fear and worry, especially if they are the sole breadwinner. Professional implications, such as productivity and career progression, can suffer due to consistent sick leave.

Employers may pressure them to perform work tasks when they cannot, or they could potentially lose their jobs due to extended absences.

According to the Global Cancer Observatory, Namibia has high rates of breast, cervical, and prostate cancer. Additionally, 5.4% of Namibia's population is affected by Type 2 Diabetes Mellitus (T2DM). Ignoring this problem will not make it go away. Developing strategies to address non-communicable diseases and implementing comprehensive employee wellness programmes in organisations is crucial. Candid conversations and educational programmes on managing personal and professional challenges due to severe health issues are essential in the workplace.

Current Gaps in Corporate Support Systems

Some may argue that a more comprehensive wellness program is unnecessary, but an organisation's most valuable asset is its employees. Anyone could unexpectedly face a serious medical condition. It happened to me, and I was completely healthy before cancer turned my life upside down.

We need to identify and address current gaps in corporate support systems, such as inadequate policies and a lack of awareness about the needs of seriously ill employees.

Critical Components of Effective Support Systems

Medical treatments necessitate considerable financial resources, highlighting the significance of comprehensive health insurance and additional financial assistance options like critical illness policies. Some companies

offer life insurance policies for employees. It may be beneficial for companies to consider offering a critical illness or savings option as an additional employee benefit.

Flexible work arrangements, like remote work options and flexible hours, can improve work performance for employees facing severe medical conditions. Comprehensive mental health support, including counselling and therapy, is also vital and greatly benefits individuals struggling with mental health challenges related to a severe health condition or medical treatment. It assisted me in overcoming PTSD following my prolonged hospital isolation.

These measures create a supportive environment, enhance organisational culture, and improve the employer's reputation. Who wouldn't want to work for an employer genuinely concerned about their well-being during major life events?

Leadership and Advocacy

Organisational leaders have an essential role in advocating for and implementing support systems. Empathetic and compassionate leaders can greatly assist employees with life-threatening illnesses by promoting open communication and peer support groups.

By conducting education and awareness campaigns, providing legal and financial guidance, and fostering a culture of compassion and respect, leaders establish an inclusive environment that prioritises the well-being and dignity of all employees.

My firsthand experience has deepened my empathy and motivated me to advocate for others facing similar struggles.

I believe it is essential to help increase awareness of their needs and highlight the importance of better support systems, particularly in the workplace.

I urge all organisations and leaders to prioritise and establish comprehensive support systems for employees facing severe illnesses, foster caring workplaces and enhance employee experiences during challenging times.

Adversity touches us all. No one is

immune to the possibility of serious illness—it could affect a loved one or even ourselves.

**Noreen Arangies is Communication Content Specialist, Capricorn Group*



We are a leading agricultural organization dedicated to advancing the sector through innovative practices and cutting-edge technology. We are currently seeking qualified and motivated individuals to join our team in the following position:

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- Key Responsibilities:**
- Develop and implement mechanization strategies to enhance agricultural productivity.
 - Assess and recommend appropriate machinery and equipment for various agricultural activities.
 - Train farmers and staff on the operation and maintenance of agricultural machinery.
 - Collaborate with stakeholders to promote mechanization initiatives.
- Qualifications:**
- Bachelor's degree OR Masters in Agricultural Engineering, Mechanical Engineering, or related field.
 - Minimum of 5 years of experience in agricultural mechanization.
 - Knowledge of modern agricultural machinery and technology.
 - Excellent communication and training skills.

2. AGRICULTURAL PROJECT MANAGER

- Key Responsibilities:**
- Plan, execute, and manage agricultural projects from inception to completion.
 - Coordinate with stakeholders to ensure project objectives are met.
 - Monitor project progress, prepare reports, and manage budgets.
 - Identify and mitigate project risks.
- Qualifications:**
- Bachelor's degree OR Masters in Agriculture, Project Management, or a related field.
 - Minimum of 5 years of experience in managing agricultural projects.
 - Strong leadership, organizational, and communication skills.
 - Project Management Professional (PMP) certification is an advantage.

3. IRRIGATION EXPERT

- Key Responsibilities:**
- Design and implement efficient irrigation systems for diverse agricultural projects.
 - Conduct water resource assessments and develop sustainable water management strategies.
 - Monitor and evaluate the performance of irrigation systems to ensure optimal functionality.
 - Provide technical support and training to staff and farmers on best irrigation practices.
- Qualifications:**
- Bachelor's degree OR Masters in Agricultural Engineering, Water Resources Management, or a related field.
 - Minimum of 5 years of experience in irrigation system design and management.
 - Proficiency in using irrigation software and tools.
 - Strong analytical and problem-solving skills.

4. RICE BREEDER

- Key Responsibilities:**
- Develop new rice varieties with improved yield, quality, and resistance to pests and diseases.
 - Conduct field trials and research to evaluate the performance of new rice varieties.
 - Collaborate with other researchers and institutions to advance rice breeding programs.
 - Provide technical guidance to farmers on rice cultivation practices.
- Qualifications:**
- PhD or Master's in Plant Breeding, Agronomy, or related field.
 - Minimum of 3 years of experience in rice breeding.
 - Strong background in genetics, plant pathology, and biostatistics.
 - Excellent research and data analysis skills.

JOB VACANCY ANNOUNCEMENT

5. AGRICULTURAL MECHANIZATION ENGINEER

- Key Responsibilities:**
- Design, develop, and improve agricultural machinery and equipment.
 - Oversee the installation, testing, and maintenance of machinery.
 - Ensure compliance with safety standards and regulations.
 - Provide technical support and training to machine operators and technicians.
- Qualifications:**
- Bachelor's degree OR Masters in Agricultural Engineering, Mechanical Engineering, or related field.
 - Minimum of 5 years of experience in agricultural machinery design and maintenance.
 - Strong technical and mechanical aptitude.
 - Proficiency in CAD software and other engineering tools.

JOB VACANCY FOR CHIEF FINANCE OFFICER (CFO)

A Reputable Agro Group of entities is seeking to recruit a dynamic, result-oriented, passionate with ethical values for the position of **CHIEF FINANCIAL OFFICER** for the overall responsibility of strategic planning, implementation, managing and running of all the finance activities of the company, including business planning, budgeting, forecasting, risk and governance as well as negotiations and obtaining and maintaining investor relations and partnership compliance.

The CFO will interact with senior stakeholders and other company members as the key executive management team member. The CFO job description includes:

- Responsibilities**
- Aligning financial planning and strategy with business planning and the Group's strategy, including multi-year budgets, trend analysis and scenario modelling
 - Providing leadership, direction and management of the finance and accounting team
 - Providing strategic recommendations to the Group CEO and executive management team.
 - Managing the processes for financial forecasting and budgets, and overseeing the preparation of all financial reporting
 - Advising on long-term business and financial planning
 - Provide commercial insight and leadership across the business to exceed business plan targets.
 - Responsible for ensuring the risk and compliance management framework is embedded and operational for the Group
 - Establishing and developing relations with senior management and external partners and stakeholders • Reviewing all formal finance, HR and IT-related procedures

Qualifications:

The role of CFO is very senior; hence a high level of experience is expected for anyone applying for this role. Professional certification (CPA / ACCA / CIMA) or equivalent A bachelor's degree in the following will be expected for this role: Accounting, Finance or Economics.

An MBA is also highly desirable. At least 10 years of experience in the finance industry and proven leadership and management experience are essential –examples of when they have demonstrated excellence in the workplace.

Candidate must possess excellent interpersonal and communication skills with the executive presence to work with senior management, investors, and external stakeholders. They must be able to engage with staff at all levels of the organisation and exercise sound judgement.

NB: Gender Equality, Women are encouraged to apply. Applicants should be willing to travel outside Namibia.

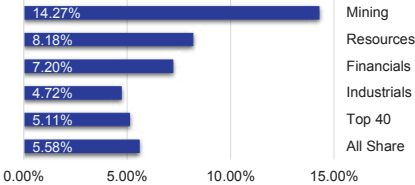
How to Apply: Interested candidates should send their CV & Cover Letter to HR@abanga-group.com. The deadline for submission of applications is 30th July,2024. Please specify the position you are applying for in the subject line of your email. Join us in transforming the agricultural landscape and positively impacting food security. We look forward to welcoming dynamic and passionate professionals to our team.



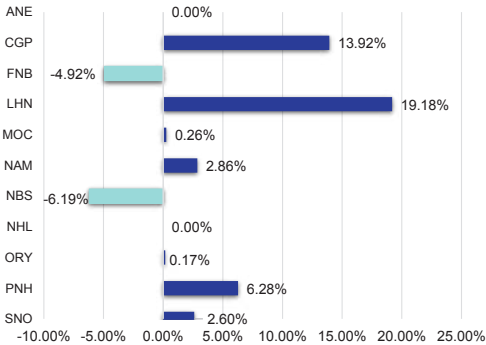
Commodities	
Spot Gold	2446.31
Platinum	992.67
Palladium	957.61
Silver	30.99
Uranium	85.50
Brent Crude	84.09
Iron Ore	102.80
Copper	9717.24
Natural Gas	2.19
Lithium	12.45

Currencies	
USD/ZAR	18.0931
EUR/ZAR	19.6823
GBP/ZAR	23.4271
USD/CNY	7.2685
EUR/USD	1.0878
GBP/USD	1.2947
USD/RUB	88.4449
CPI	4.60%
Repo Rate	7.75%
Prime Rate	11.50%

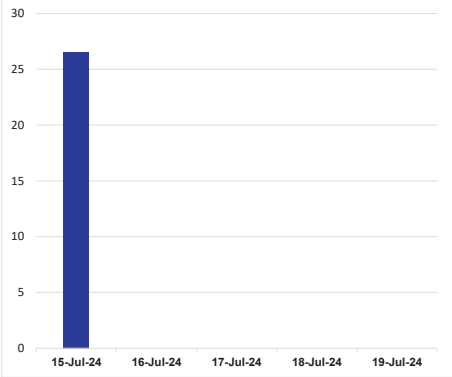
JSE Indices: Year to date movement %



NSX Local Stocks: Year to date price movement %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to date movement %

