

**BUDGET**  
Limited public participation  
hinders Namibia's  
budget transparency  
p. 09



**WORKPLACE**  
Ethics  
and the  
Workplace  
p. 11



**OPEC**  
Cautious approach  
for Namibia before  
considering joining OPEC  
p. 17



# THE BRIEF

News Worth Knowing

## Govt considers fish quotas, TVET levy to fund NSFAF



FRIDAY 07 JUNE 2024

## MAIN STORY

# Govt considers fish quotas, TVET levy to fund NSFAF

**M**inister of Higher Education, Technology and Innovation Itah Kandjii-Murangi announced a plan to overhaul the Namibia Students Financial Assistance Fund (NSFAF) funding system, through a multi-layered funding model to ensure long-term sustainability.

The government is exploring innovative approaches, including the potential leveraging of fish quotas and the expansion of the Technical and Vocational Education and Training (TVET) levy into a comprehensive education levy.

"The idea of broadening the TVET levy to an education levy is under consideration, which involves engaging stakeholders for broader buy-in," Kandjii-Murangi explained.

Recognising Namibia's wealth in natural resources, she noted that the government is also exploring the potential of using regional fish quotas to support educational funding.

Kandjii-Murangi said this initiative aims to address existing disparities in educational support, particularly for students with excellent academic records but whose parents' income fall above the financial threshold for NSFAF assistance and to expand the funds financing capacity.

"The current NSFAF model



## Crucial Dates

- Bank of Namibia Monetary Policy announcement date:  
19 June 2024  
14 August 2024  
23 October 2024  
4 December 2024
- 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

predominantly supports students from low-income backgrounds, leaving those with excellent academic records but parents above the financial threshold underserved," Minister Kandjii-Murangi stated.

She noted that the current NSFAP model predominantly supports students from low-income backgrounds, leaving those with excellent academic records but parents above the financial threshold underserved.

Thus, the proposed multi-layer funding model aims to address this gap by providing partial funding options to cover either tuition or non-tuition expenses for students whose parents can afford some but not all educational costs.

Minister Kandjii-Murangi also emphasised the need for an efficient recovery process for the Fund.

"Recent improvements have already seen recoveries exceeding N\$17 million this year," she noted.

In addressing immediate educational needs, the government has worked with public institutions such as UNAM, NUST and vocational training centres to provide opportunities for students who narrowly missed secondary school requirements.

"This initiative ensures that more

students can pursue higher education and professional training, supporting the country's educational and developmental goals," said the Minister.

This comes as the Fund has over the years struggled to meet fund needs due to poor repayments of past beneficiaries and an overwhelming increasing number of new beneficiaries.

Within the last year, the ever-increasing demand for financial assistance has led the Ministry of Finance to increase the allocation to NSFAP from N\$1.6 billion in 2023 to N\$2.4 billion for the current financial year, a 50% budget increase.

The TVET levy came into being, following the publication in the Government Gazette on the 27th of January 2014 of the final notice by the then Minister of Education, to impose the levy on eligible employers.

Under this notice, all Namibian-registered employers with an annual payroll of N\$1 million, or more, are required to pay one percent of the value of their actual annual payrolls as a levy to the NTA's National Training Fund, every month.

In turn, the NTA is to apply such funds towards upskilling and training Namibians in key national priority training and occupation areas.

# Meet Speedee

The all-new card payment solution for businesses

[www.fnbnamibia.com.na](http://www.fnbnamibia.com.na)

Terms and conditions apply.

First National Bank of Namibia Limited. Reg. No. 2002/0180. A subsidiary of FirstRand Namibia Limited





- > Card acceptance device
- > No cash risk
- > Faster customer payments
- > Paperless and eco-friendly

# Interim Results

for the six months ended 31 March 2024

Mobile Telecommunications Limited ("MTC" or "the Group")  
(Incorporated in the Republic of Namibia)  
(Registration number: 94/459)  
Share code: MOC  
ISIN: NA000A3CR803



## INTERIM SUMMARISED CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE SIX MONTHS ENDED 31 MARCH 2024

	Notes	Unaudited Six months ended 31 Mar 2024 N\$'000	Unaudited Six months ended 31 Mar 2023 N\$'000	Audited Year ended 30 Sept 2023 N\$'000
Revenue	2.3	1 571 609	1 483 924	3 046 878
Other income		823	1 058	3 075
<b>Total income</b>		<b>1 572 432</b>	<b>1 484 982</b>	<b>3 049 953</b>
Expenses		(1 084 178)	(951 065)	(1 950 244)
<b>Profit from operations</b>		<b>488 254</b>	<b>533 917</b>	<b>1 099 709</b>
Investment income		47 103	33 859	70 659
Finance costs		(13 025)	(10 056)	(21 771)
<b>Profit before taxation</b>		<b>522 332</b>	<b>557 720</b>	<b>1 148 597</b>
Taxation		(160 012)	(170 678)	(354 422)
<b>Profit for the period</b>		<b>362 320</b>	<b>387 042</b>	<b>794 175</b>
Other comprehensive income		–	–	–
<b>Total comprehensive income for the period</b>		<b>362 320</b>	<b>387 042</b>	<b>794 175</b>
<b>Earnings per share</b>				
Basic and diluted earnings per share (Cents)	2.5	48.31	51.61	105.89
<b>Headline earnings per share (Cents)</b>		<b>48.31</b>	<b>51.60</b>	<b>105.92</b>

## INTERIM SUMMARISED CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2024

	Notes	Unaudited Six months ended 31 Mar 2024 N\$'000	Unaudited Six months ended 31 Mar 2023 N\$'000	Audited Year ended 30 Sept 2023 N\$'000
<b>Assets</b>				
<b>Non-Current Assets</b>				
Property, plant and equipment	2.4	1 616 849	1 515 021	1 633 734
Right-of-use assets		235 288	182 322	225 342
Intangible assets		793 424	744 648	781 439
Loans to employees		1 222	1 154	1 525
Contract assets		58 522	17 824	23 151
Long term deposit		3 142	15 969	50
		<b>2 708 447</b>	<b>2 476 938</b>	<b>2 665 241</b>
<b>Current Assets</b>				
Inventories		108 440	100 242	94 358
Loans to employees		2 601	1 336	2 723
Trade and other receivables		214 583	189 215	202 980
Contract assets		119 628	123 834	115 935
Current tax receivable		6 872	48 684	5 238
Cash and cash equivalents		75 307	76 633	146 004
Investment at fair value		924 085	681 438	730 382
		<b>1 451 526</b>	<b>1 223 382</b>	<b>1 297 820</b>
		<b>4 159 973</b>	<b>3 700 320</b>	<b>3 963 061</b>
<b>Equity and Liabilities</b>				
<b>Equity</b>				
Share capital		25 000	25 000	25 000
Retained income		2 720 006	2 589 867	2 648 625
		<b>2 745 006</b>	<b>2 614 867</b>	<b>2 673 625</b>
<b>Liabilities</b>				
<b>Non-Current Liabilities</b>				
Lease liabilities		219 312	184 872	208 682
Deferred tax		440 540	450 410	415 262
Provisions		42 897	37 530	39 387
		<b>702 749</b>	<b>672 812</b>	<b>663 331</b>
<b>Current Liabilities</b>				
Trade and other payables		543 712	245 567	470 799
Lease liabilities		36 186	22 239	30 068
Deferred income		132 322	144 835	125 238
Current tax payable		–	–	–
Provisions		–	–	–
		<b>712 220</b>	<b>412 641</b>	<b>626 105</b>
<b>Total Liabilities</b>		<b>1 414 969</b>	<b>1 085 453</b>	<b>1 289 435</b>
<b>Total Equity and Liabilities</b>		<b>4 159 973</b>	<b>3 700 320</b>	<b>3 963 061</b>

## INTERIM SUMMARISED CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE SIX MONTHS ENDED 31 MARCH 2024

	Notes	Unaudited Six months ended 31 Mar 2024 N\$'000	Unaudited Six months ended 31 Mar 2023 N\$'000	Audited Year ended 30 Sept 2023 N\$'000
<b>Cash flows from operating activities</b>		<b>614 973</b>	<b>466 646</b>	<b>1 191 458</b>
Cash receipts from customers		1 530 942	1 493 944	3 032 300
Cash paid to suppliers and employees		(863 356)	(920 011)	(1 487 838)
<b>Net cash from operating activities</b>		<b>614 973</b>	<b>466 646</b>	<b>1 302 947</b>
Purchase of property, plant and equipment		(103 715)	(66 145)	(327 730)
Proceeds on disposal of property, plant and equipment		50	58	458
Purchase of other intangible assets		(81 970)	(89 668)	(195 965)
Construction deposit paid		(3 092)	(15 969)	19 460
Movement in loans to employees		415	998	(960)
Investment in money market funds		(627 704)	(481 880)	(1 008 827)
Withdrawal from money market funds		434 001	518 312	998 312
<b>Cash flows used in investing activities</b>		<b>(382 015)</b>	<b>(134 295)</b>	<b>(515 052)</b>
Cash flows from financing activities				
Payment on lease liabilities – Capital		(14 431)	(28 757)	(67 085)
Dividends paid		(290 939)	(315 000)	(663 375)
<b>Cash flows used in financing activities</b>		<b>(305 370)</b>	<b>(343 757)</b>	<b>(730 460)</b>
Payment on lease liabilities		(28 757)	(15 427)	(53 422)
Dividends paid		(315 000)	(242 041)	(519 645)
<b>Net movement in cash and cash equivalents</b>		<b>(72 412)</b>	<b>(11 406)</b>	<b>57 435</b>
Cash and Cash equivalents at the beginning of the year		146 004	86 136	86 136
Effect of exchange rate on cash and cash equivalents		1 715	1 905	2 433
<b>Cash and cash equivalents at the end of the period</b>		<b>75 307</b>	<b>76 633</b>	<b>146 004</b>

## INTERIM SUMMARISED CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE SIX MONTHS ENDED 31 MARCH 2024

	Share capital N\$'000	Retained income N\$'000	Total equity N\$'000
<b>Balance at 01 October 2022</b>	25 000	2 517 825	2 542 825
Profit for the period	–	387 042	387 042
Other comprehensive income	–	–	–
<b>Total comprehensive income for the period</b>	–	387 042	387 042
Dividends	–	(315 000)	(277 500)
<b>Total distributions to owners of company recognised directly in equity</b>	–	(315 000)	(315 000)
<b>Balance at 31 March 2023</b>	25 000	2 589 867	2 614 867
Profit for the period	–	407 133	407 133
Other comprehensive income	–	–	–
<b>Total comprehensive income for the period</b>	–	407 133	407 133
Dividends	–	(348 375)	(348 375)
<b>Total distributions to owners of company recognised directly in equity</b>	–	(348 375)	(348 375)
<b>Balance at 01 October 2023</b>	25 000	2 648 625	2 673 625
Profit for the period	–	362 320	362 320
Other comprehensive income	–	–	–
<b>Total comprehensive income for the period</b>	–	362 320	362 320
Dividends	–	(290 939)	(290 939)
<b>Total distributions to owners of company recognised directly in equity</b>	–	(290 939)	(290 939)
<b>Balance at 31 March 2024</b>	25 000	2 720 006	2 745 006

### 1. OTHER INFORMATION

	Unaudited Six months ended 31 Mar 2024 N\$'000	Unaudited Six months ended 31 Mar 2023 N\$'000	Audited Year ended 30 Sept 2023 N\$'000
Basic and diluted earnings per share (cents)	48.31	51.61	105.89
Headline earnings per share (cents)	48.31	51.60	105.92
Dividends per share (cents)	33.82	46.45	38.80
EBITDA	700 193	734 270	1 506 692
EBITDA per share (cents)	93.36	97.90	200.89
EBITDA margin	44.6%	49.5%	49.5%
Return on equity	13.2%	14.8%	32.8%
Return on assets	8.7%	9.3%	20.0%
Net asset value per share cents	3.66	3.49	3.56

### 2. NOTES TO THE INTERIM SUMMARISED FINANCIAL STATEMENTS

#### 2.1 Basis of preparation

The Group prepares its consolidated financial statements in accordance with International Financial Reporting Standards (IFRS) and the Companies Act of Namibia, 28 of 2004. The principal accounting policies and methods of computation are consistent in all material aspects with those applied as at 30 September 2023. The estimates and judgements made in applying the accounting policies are consistent to those applied and disclosed in the Annual Financial Statements for the year ended 30 September 2023. These interim summarised consolidated financial statements have been prepared in accordance with International Accounting Standards (IAS) 34 Interim Financial Reporting. This announcement does not include the information required pursuant to paragraph 16A(i) of IAS 34 as allowed by the NSX Listings Requirements. The Interim Condensed consolidated financial statements are available on MTC's website at [www.mtc.com.na](http://www.mtc.com.na) and the issuers' registered officers upon request. This announcement is itself not reviewed or audited. There were no revised or new accounting policies adopted in the current period that had an effect on the Group's reported earnings, financial position or reserves, or a material impact on the accounting policies. The directors take full responsibility and confirm that this information has been correctly extracted from the interim consolidated financial statements as at 31 March 2024 from which the interim summarised consolidated financial statements were derived. Mr. Thinus Smit CA(SA) supervised the preparation of the interim summarised consolidated financial results. The Group's Condensed Interim Results will be published on its website on or about 3 June 2024.

2.2 Segmental reporting

The Group considers its ICT segment as its only operating segment. This is in a matter consistent with the internal reporting provided to the chief operating decision-maker, identified as the Executive Committee of the Group. The chief operating decision-maker allocates resources to and assesses performance of the operating segment of the entity.

	Unaudited Six months ended 31 Mar 2024 N\$'000	Unaudited Six months ended 31 Mar 2023 N\$'000	Audited Year ended 30 Sept 2023 N\$'000
Contract**	284 847	353 384	677 302
Prepaid	977 310	930 522	1 892 427
Roaming income	60 204	36 664	97 196
Handset and accessories sales	138 066	75 654	168 720
Interconnect income	11 577	10 571	22 034
Bulk SMS revenue	34 753	27 756	56 548
Site rental	10 050	9 933	19 132
Enterprise services	54 802	39 821	113 519
<b>Total revenue</b>	<b>1 571 609</b>	<b>1 483 925</b>	<b>3 046 878</b>

2.3 Revenue from contracts with customers

Disaggregation of revenue:

Contract**	284 847	353 384	677 302
Prepaid	977 310	930 522	1 892 427
Roaming income	60 204	36 664	97 196
Handset and accessories sales	138 066	75 654	168 720
Interconnect income	11 577	10 571	22 034
Bulk SMS revenue	34 753	27 756	56 548
Site rental	10 050	9 933	19 132
Enterprise services	54 802	39 821	113 519
<b>Total revenue</b>	<b>1 571 609</b>	<b>1 483 925</b>	<b>3 046 878</b>

The directors are aware of the requirements of IAS 34:16 (f) relating to the disaggregation of revenue and consider the detail presented above as sufficient to enable users to understand how the nature, amount, timing and uncertainty of revenue and cash flows are affected by economic factors.

\*\* The reduction in contract handset revenue is due to the discontinuation of the postpaid legacy plans on 01 October 2023.

2.4 Property, plant and equipment

Net book value at the beginning of the year	1 633 734	1 544 037	1 544 037
Additions	372 088	66 145	575 338
Disposals	(33)	(101)	(806)
Transfer	(268 373)	-	(247 608)
Transfer from construction deposit	-	19 511	-
Transfer from investment property	-	-	-
Depreciation	(120 567)	(114 570)	(237 227)
<b>Net book value at the end of the year</b>	<b>1 616 849</b>	<b>1 515 021</b>	<b>1 633 734</b>

	Unaudited Six months ended 31 Mar 2024 N\$'000	Unaudited Six months ended 31 Mar 2023 N\$'000	Audited Year ended 30 Sept 2023 N\$'000
Net book value at the beginning of the year	1 633 734	1 544 037	1 544 037
Additions	372 088	66 145	575 338
Disposals	(33)	(101)	(806)
Transfer	(268 373)	-	(247 608)
Transfer from construction deposit	-	19 511	-
Transfer from investment property	-	-	-
Depreciation	(120 567)	(114 570)	(237 227)
<b>Net book value at the end of the year</b>	<b>1 616 849</b>	<b>1 515 021</b>	<b>1 633 734</b>

2.5 Basic earnings per share

From continuing operations (cents per share)	48.31	51.61	105.89
Basic and diluted earnings per share of the Group was based on:			
Earnings	362 320	387 042	794 175
Weighted average number of ordinary shares	750 000	750 000	750 000
<b>Reconciliation of profit or loss for the period to basic earnings</b>			
Profit or loss for the period attributable to ordinary shareholders	362 320	387 042	794 175
Diluted earnings per share is equal to earnings per share because there are no dilutive potential ordinary shares in issue.			
<b>Headline earnings and diluted headline earnings per share</b>			
Headline earnings per share (cents)	48.31	51.60	105.92
<b>Reconciliation between earnings (loss) and headline earnings (loss)</b>			
Basic earnings	362 320	387 042	794 175
<b>Adjusted for:</b>			
Profit on disposal of plant and equipment (after tax)	(16)	(41)	237
	362 304	387 001	794 412

2.6 Contingencies

Licence fees

The directors note that on 13 March 2024, the Supreme Court overturned the High Court Judgement regarding the constitutionality of the Communications Amendment Act, No. 9 of 2020, and the Regulations made in terms thereof. In terms of the Supreme Court Judgement, the Group is liable to CRAN for regulatory levies for the 2022 and 2023 financial years. The Group and CRAN are negotiating the amount due in levies.

Nampower dark fibre agreement

The directors note CRAN's decision that terminated the Nampower dark fibre agreement is still under review in the High Court. Nampower, MTC and Telecom concluded an agreement in 2012, in terms of which MTC and Telecom lease dark fibre from Nampower. CRAN terminated the agreement based on the Infrastructure Sharing Regulations, 2016. If the CRAN decision is not set aside by the High Court, MTC will be charged increased rates for leasing dark fibre from Nampower. The value of this expected increase in rates is not determinable at this stage.

	Unaudited Six months ended 31 Mar 2024 N\$'000	Unaudited Six months ended 31 Mar 2023 N\$'000	Audited Year ended 30 Sept 2023 N\$'000
Net sales to Nampower	95 510	125 173	227 748

2.7 Related parties

Significant related party transactions

Net sales to Nampower

The Group also entered into various contracts with its holding company and fellow subsidiaries in the ordinary course of business. These arrangements relate mainly to interconnect fees, leased line rental, site rentals, rental of premises and postage. None of these transactions are individually significant.

2.8 Events after the reporting period

Dividend distributions:

On 30 May 2024, an ordinary dividend of N\$25.6 million being 33.82 cents per ordinary share was declared, but has not yet been paid out to the shareholders at the date of these interim financial statements.

Dividend payment details:

• Last day to trade cum dividend:	13 June 2024
• First day to trade ex-dividend:	14 June 2024
• Record date:	21 June 2024
• Payment date:	05 July 2024

3. DIRECTORS' COMMENTARY

3.1 Performance Summary

MTC continue to sustain resilient performance despite ongoing macroeconomic, geopolitical challenges and regulatory development.

Revenue increased by 5.9% to N\$1 571 billion for the period under review, due to increased demand for high-speed data connectivity & value-added managed services which contributed towards the market expansion of mobile and enterprise revenue. The Group observed an increase in roaming revenue, which is attributed to the recovery of the tourism industry post-COVID and a general increase in economic activities in the country.

Financial Highlights:

1. Earnings before Interest, Tax, Depreciation, and amortisation (EBITDA) decreased by 4.9% to N\$700 million from N\$734 million in the same period last year, due to increases in direct and operating costs:

Following a Supreme Court ruling on section 23 of the Communications Amendment Act on 13 March 2024, MTC was found liable for levies to CRAN for the 2021, 2022, and 2023 financial years. This resulted in an additional N\$59.7 million raised for annual levies and a N\$75.4 million increase in regulatory levies compared to the same period last year.

The sim registration project increased temporary personnel cost, overtime and travel related cost because of the sim registration deadline in December 2023 and March 2024.

Total income growth stands at a high 5.89%, partially offsetting the CRAN license fees. MTC continues to remain committed to control cost despite high inflation, adverse foreign currency fluctuations, and the cost of implementing new technologies while driving business growth.

Net profit before tax was further impacted by increased depreciation & amortisation as a result of high capital investments in new technology and infrastructure maintenance. Interest earning increased due to higher market return on our investments.

Sim registration update

Following our recent update on 3 April 2024 regarding the suspension of unregistered subscribers, at 30 April 2024 MTC has effectively registered 233 348 customers from the initial 233 236 unregistered subscribers. Achieving a notable 94% registration rate from 83.3%, demonstrating effective compliance and outreach. Concurrently, the unregistered subscriber count stands at 19 488, reducing the potential revenue loss from N\$8.1 million to N\$2.4 million per month.

These figures reflect MTC's effective compliance and outreach, demonstrating continuous improvement in managing unregistered subscriptions.

Outlook

MTC is set to continue its trajectory of growth and innovation, focusing on strategic advancements that enhance our service delivery and market presence. Our approach is geared towards maintaining resilience and adaptability in a rapidly evolving telecommunications environment.

Strategic initiatives:

Our key initiatives for the coming period include enhancing system efficiencies and customer contact management, with a focus on improving technological infrastructure to support our service offerings. These efforts are underpinned by targeted enhancements in our core systems and processes to better serve our customer base and streamline operations.

Enhancing the Customer Experience

MTC is dedicated to refining the customer journey through integrated and streamlined services. We are implementing targeted improvements across customer interaction points to ensure a seamless and enhanced user experience and customer satisfaction.

Fostering a Robust Digital Ecosystem

Our commitment to building a strong digital ecosystem continues, with strategic investments aimed at supporting the growth of digital services and solutions. This includes nurturing local talent and innovations that contribute to the broader digital economy, reinforcing our position as a leader in digital transformation.

Expanding Mobile Financial Services (MFS)

MTC is preparing to enhance its offerings with the upcoming launch of a new mobile financial service. This initiative is designed to broaden our service portfolio, catering to the evolving needs of our customers.

Fibre Expansion/Development

MTC is enhancing its network infrastructure by extending fibre connections across key regions. This strategic development improves service delivery and aligns with the growth potential presented by upcoming energy projects in Namibia.

AUDITED RESULTS – AUDITORS' OPINION

The auditors, PricewaterhouseCoopers, have issued their unmodified opinion on the Group's financial statements for the year ended 30 September 2023 on 07 December 2023. The audit was conducted in accordance with the International Standards on Auditing. These summarised consolidated financial statements are themselves not audited but have been derived from and are consistent in all material respects with the audited consolidated financial statements. A copy of PricewaterhouseCoopers' report on the consolidated financial statements, including key audit matters, is available for inspection at the Group's registered office. The auditors' report on the consolidated financial statements does not necessarily cover all the information in this announcement. Any reference to future financial performance included in this announcement has not been audited, reviewed or reported on by the Group's auditors.

By order of the Board  
T Mwaurea – Chairman of the Board

REGISTERED OFFICE  
Corner of Hamutshanya Ndadi & Moses Tjijendro Street,  
Olympia, Windhoek, Namibia

TRANSFER SECRETARIES  
Transfer Secretaries (Proprietary) Limited  
4 Robert Mugabe Avenue, Windhoek  
PO Box 2420, Windhoek, Namibia

COMPANY SECRETARY  
Ms. Nkhambela Nkhaleni

BOARD MEMBERS  
T Mwaurea (Chairman)  
N Z Mawana (Lead Independent Director)  
M Schuckman, R R Shishe, T Gwawana, L R Erasmus,  
M J Smith  
(Independent, ex-Executive)

SPONSORS



PSG Wealth Management (Namibia) Proprietary  
Limited  
Member of the Namibian Stock Exchange  
Registration Number: 18/029  
19 Saatchi Corner Thorpe and Field Streets, Windhoek

AUDITORS

PricewaterhouseCoopers Namibia  
144 Independence Avenue,  
Windhoek, Namibia





**Namibia's ocean generates N\$10bn annually**  
*... President Mbumba calls for its preservation*

President Nangolo Mbumba says Namibia's ocean is a critical economic resource, generating N\$10 billion annually and contributing 5% to the nation's gross domestic product (GDP). Mbumba said this vital asset, which supports thousands of jobs and ensures

food security, faces significant threats from climate change and human activities, underscoring the urgent need for sustainable preservation efforts. He said this at the World Ocean Day where Namibians gathered along the scenic coastline to celebrate the country's deep



**EXTERNAL VACANCY**  
**JOB TITLE: LEGAL ASSISTANT**

**| DUTY STATION: HEAD OFFICE |**

**PRIMARY PURPOSE OF THE POSITION:** The purpose of this job is to provide assistance to the Company Secretary/Legal Advisor, with regards to legal and related services. This job falls within the legal department and reports directly to the Company Secretary/Legal Advisor.

**REQUIREMENTS:** Bachelor of Laws (LL.B). | Prior experience in a similar role will be advantageous. | Good interpersonal skills. | Knowledge of relevant Acts and regulations. | High level of confidentiality, accountability and integrity. | High level of professionalism and attention to detail. | Excellent administrative and presentation skills. | Above average research and writing skills. | 2 years of working experience, within a legal environment.

All applications must be accompanied by a comprehensive curriculum vitae, certified copies of educational qualifications and other supporting documentation, i.e academic transcripts. All foreign qualifications must be evaluated by the Namibia Qualifications Authority (NQA). Only shortlisted candidates will be contacted and shall be subjected to further assessment and screening. Namibians who meet the requirements of the advertised position should submit their applications, to the following email address; eporfirio@nwr.com.na, not later than **14 June 2024 at 17:00**. No hand delivered documents will be accepted.

connection to the ocean and emphasise the urgent need for its preservation.

"Our proximity to the ocean has enabled us to benefit from fishing in our ocean and other water bodies, which contribute 5% to our Gross Domestic Product, with revenues of 10 billion Namibia Dollars annually. This industry creates thousands of jobs and significantly contributes to our food security," President Mbumba stated.

He warned that rising sea levels, ocean acidification, plastic pollution and illegal, unreported and unregulated fishing practices are just a few of the challenges.

"It is therefore imperative that we take urgent action to address these issues before it is too late," he said.

Mbumba called for a comprehensive approach to mitigate these threats, recommending reducing carbon emissions, eradicating plastic pollution, and actively combating all forms of environmental degradation.

Annelly Haiphene, the Executive Director and Chairperson of the Blue Economy Interministerial

Committee, emphasised the multifaceted importance of the ocean.

"We have fisheries, tourism, energy and mining all relying on the ocean, and it is crucial to extract and utilise these resources sustainably and in a coordinated manner," she said.

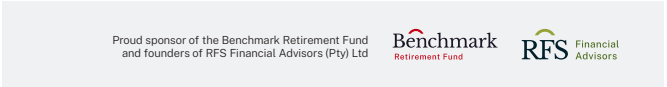
Haiphene elaborated on the significance of these sectors, highlighting that fisheries are a critical



Our deepest gratitude goes to Rauha Hangalo as she represented RFS Trust on the board of RFS Fund Administrators. Her exceptional expertise and unwavering commitment have played a pivotal role in the growth and success of RFS Fund Administrators. We equally welcome Victoria Nashongwa as Rauha's successor. Both Rauha and Victoria provided distinguished loyal service to RFS and have been part of the growth story for over 20 years. We look forward to their continued dedicated service to Namibian pension fund members as RFS' ambassadors.



Contact us at:  
Tel: 061 - 446 000 or  
visit us at [www.rfsol.com.na](http://www.rfsol.com.na)



component of the Namibian economy, providing income and food, and employing about 17,000 people.

"Marine transport is essential for the import and export of goods, and our aspiration to become a logistics hub in Africa is heavily reliant on this sector," she said.

Tourism also plays a vital role, with Namibia's unique coastline attracting numerous visitors.

"Our ocean meets the desert in a way that is unique to Namibia, drawing tourists who contribute to our GDP and employment opportunities in the hospitality sector," Haiphene noted.

The mining sector, particularly marine mining, is another key economic driver as mining is the largest contributor to the economy, providing significant foreign income and employing about 4,000 people.

Haiphene added that petroleum is a fast-growing sector with immense future potential.

Reflecting on the broader significance of the ocean, Haiphene highlighted its role in global ecology and human well-being.

"The ocean produces over 50% of the oxygen we breathe and regulates our climate and weather, sustainable management of both renewable and non-renewable resources is essential to prevent depletion and ensure these resources remain available for future generations," she said.



Environmental Investment Fund  
of Namibia | ensuring sustainability

VACANCY

**Project Manager: Green Hydrogen Support and Coordination**  
Patterson Grade D4 :N\$ 659,891-995,380  
Fixed Term : 2.5 Years

Green Hydrogen Programme Support to spearhead EIF's technical support and participation in various ongoing green hydrogen related initiatives. These will include, but not limited to Namibia Green Hydrogen Programme, SDG Namibia One Fund, the Climate Fund Managers (CFM) and any others. The position will be in EIF's Operations Department. The Environmental Investment Fund of Namibia (EIF) on behalf of the Namibia Green Hydrogen Programme (NGH2P) invites application from suitably qualified and experienced Namibian nationals to apply for the position of **Project Manager: Green Hydrogen Support and Coordination**.

**Project Management and Implementation**

- Serve as EIF's first point of contact and backstopping on technical/operational matters relating to green hydrogen initiatives.
- Ensure EIF delivers on its obligations towards ongoing green hydrogen initiatives with respect to quality and delivery timelines.
- Establish and maintain a usable and well-communicated record on green hydrogen projects/initiatives within EIF.
- Participate in the development of requisite workplans and delivery targets and ensure these are internally communicated and implemented within EIF.
- Ensure the generation of mandatory project reports of acceptable quality in prescribed formats as may be required by EIF from time to time.
- Participate in coordination of activities of consultants including contract management, direction and supervision of field operations, logistical support, review of technical outputs/reports, measurement/assessment of project achievements before submitting to stakeholders.
- Ensure projects' activities are managed and implemented in accordance with relevant agreements.
- Coordinate EIF support to the program through the Operations Department.
- Ensure prompt compilation of proceedings and reporting outcomes and decisions from project meetings.
- Use sound judgment in all project communication and ensure that project communication meets the needs of different audiences (government, private sector, etc.).
- Draft, compile, and disseminate memos to stakeholders.
- Perform logistical arrangements as may be required from time to time.

**Stakeholder Engagement**

- Manage stakeholder expectations and participate in communication activities to inform stakeholders of progress and issues.
- Participate in mobilisation, fostering and strengthening of strategic partnerships with key stakeholders and other relevant multilateral and bilateral organizations to advance and support the project.
- Communicate progress, risks, expectations, timelines, milestones, and other key project metrics to stakeholders and EIF EXCO.
- Ensure close monitoring of all activities of the project.
- Guide development of overall monitoring and evaluation system for the project and ensure mechanisms are in place for proper and timely reporting to EIF.
- Undertake other management duties that contribute to the effective functioning of the project.

**Qualifications, Experience and Other Requirements**

- A bachelor's degree in business administration, project management, economics, energy, climate finance, or a comparable tertiary degree in chemical engineering.
- A master's degree will be an added advantage.
- At least 5 years' demonstrated experience in project management in above-mentioned fields.
- Good understanding of the Namibia's energy sector and environmental sectors.
- High degree of familiarity with donor-funded projects.
- Strong communication, interpersonal skills and Strong writing skills, to be demonstrated.
- Ability to work independently and collaboratively in a fast-paced environment.
- Proficiency in Microsoft Office Suite.
- Namibian citizen.
- A valid drivers' license will be an advantage.

For inquiries, please contact Mr. Karl M. Aribeb [Karibeb@EIF.ORG.NA](mailto:Karibeb@EIF.ORG.NA) or +264 61431 7701.

All applications should be directed to:  
Ms. Liz Timbo  
Manager: Human Resources  
Tel: +264 61 4317730

A full Terms of Reference outlining the detailed job description and other requirements can be obtained from the EIF website, [www.eif.org.na/documents/vacancies](http://www.eif.org.na/documents/vacancies) or through email request, [recruitment@eif.org.na](mailto:recruitment@eif.org.na). All applications should comprise of a cover letter, recent CV and copies of qualifications.



Namibia  
Green Hydrogen  
Programme

Due date: 21 June 2024





# Limited public participation hinders Namibia's budget transparency

A recent report by the Open Budget Survey (OBS) reveals Namibia's progress on budget transparency, while also highlighting areas for improvement. Namibia scored 54 out of 100 on the transparency scale, falling short of the 61-threshold indicative of sufficient public access to budgetary information.

This score, however, represents an improvement from previous assessments. According to the report, while the availability of key budget documents has increased, with the Audit Report and Year-End Report now published online, a gap remains in public participation. Namibia's score on the public

THE  
BR/EF

News Worth Knowing

Are you looking to stay informed about the latest developments in the Namibian business, finance, and economic sectors?

Subscribe to The Brief today and gain access to exclusive content, expert analysis, and in-depth reporting on the issues that matter most to your business.

Scan to subscribe

[@thebrieflive](#)  
[www.thebrief.com.na](http://www.thebrief.com.na)

participation scale sits at a mere 20 out of 100. The report identifies a lack of formal opportunities for the public to engage in the budget process at various stages, including formulation, approval, implementation and audit.

The report indicates that although the Ministry of Finance and Public Enterprises has implemented some initiatives, such as pre-budget deliberations and public consultations during budget execution, there remains a need for more inclusive practices and recommends engaging directly with vulnerable and underrepresented communities, potentially through civil society organisations, as a way to ensure inclusivity.

Namibia's Parliament also faces calls for reform. The report suggests allowing public testimony during hearings on the budget proposal and the Audit Report


this will reportedly enhance transparency and public trust in the budgetary process.

The report further says the oversight role of the legislature and the supreme audit institution (SAI) is another area requiring attention. While the SAI demonstrates adequate oversight capabilities, the Parliament's role is currently categorised as weak.

The report recommends ensuring the Executive's Budget Proposal reaches legislators well in advance of the budget year, along with the publication of legislative committee analysis online. Additionally, strengthening oversight during implementation through committee examination and online reporting is crucial.

On the other hand, Namibia's position on budget transparency appears to be middling within Sub-Saharan Africa. While it outscores some countries in the region, such as Mozambique (47), Botswana (39), Lesotho (35), Zambia (34), Eswatini (30), Angola (26) and Malawi (6), it falls short of the example set by South Africa and Zimbabwe which boasts a score of 83 and 63 respectively.

The average transparency score for all countries assessed by the OBS is 45. Namibia surpasses this mark, indicating a somewhat better performance.



# Vacancy

## Senior Business Analyst

**Job Description**

The Business Analyst will ensure professional service delivery to the firm's institutional client base. The role will focus on two core areas. Firstly, in-depth research, analysis, and communication relating to our investment portfolios, institutional clients, consultants, and regulatory environment. Additionally, the Business Analyst will assist in the growth of the firm through identifying new opportunities.

The candidate must have a strong and demonstrable interest in Genesis Technologies' investment research, portfolios, and institutional operation. The role will provide the candidate with a strong grounding in the technology management industry.

**Responsibilities**

**Client Servicing and Business Development**

- Gain an excellent working knowledge of the firm's domestic and international portfolios.
- Complete detailed data, systems, and process analysis to improve understanding of products/portfolios/capital markets and for projects Ffrelated to the client experience.
- The ICT teams are responsible for developing and presenting report-backs to clients and attending prospective client and consultant due diligence meetings. The ICT team prepares quarterly commentaries, investor education material, and other client communications. Respond to client/consultant queries and tenders in a detailed, accurate, and timely manner.
- Assist in the growth of the firm's institutional client base. Develop and successfully execute business and product development plans.
- To build and cultivate a network of relationships across Genesis Technologies businesses. The ICT team works closely with internal stakeholders such as retail distribution, legal, compliance, trading, performance, and portfolio administration teams.

**Business Analysis and Problem Solving**

- To perform market/industry research to ensure better internal awareness and understanding.
- Gain an understanding of the firm's regulatory requirements, and legislative environment and interact with NAMFSA, RFIN, NASIA, and others. The Business Analyst will be expected to identify and understand core financial services legislation to maintain the firm's operating licenses and contribute to the development of new legislation and regulations.
- Accurately generate and interpret data (including performance and risk analyses), clearly communicate insights, and recommend solutions.
- Participate in institutional business processes to ensure the smooth running of day-to-day client functions and proactively identify improvement opportunities relating to systems and operations.
- Perform other duties that may reasonably assist in the efficient operations of Genesis Technologies.

**Skills And Competencies Required**

- Ability to research, analyse, synthesise, and present information in a meaningful manner
- Excellent attention to detail
- Excellent problem-solving skills
- Excellent verbal and written communication skills including, the ability to articulate oneself clearly, public speaking, and the ability to facilitate group discussions
- Microsoft Office skills
- Tenacious and performance-driven
- Ability to work independently as well as within a team
- Must be able to work flexible hours and travel (national). Own transport is essential with a valid driver's license.


**Qualifications And Experience**


- Relevant IT degree
- Additional postgraduate/professional qualifications would be advantageous.
- Five (5) years of working experience in IT is preferable.


**Duty Station:** Windhoek, Namibia  
**Closing Date:** 05<sup>th</sup> June 2024  
**Vacancy Type:** Full-time


Please forward your comprehensive application with certified copies of your qualifications to: [info@gentech.com.na](mailto:info@gentech.com.na) or Hand deliver to Human Resources Manager, P.O Box 96504, Windhoek, 89 John Meinert Street, Windhoek West, Windhoek.


Genesis Technologies is an equal opportunity employer and is committed to EE principles. Only shortlisted candidates will be contacted.

 +264 61 400 400

 [info@gentech.com.na](mailto:info@gentech.com.na)

 89 John Meinert, Windhoek West

 P. O. Box 96504, Windhoek, Namibia

 [www.gentech.com.na](http://www.gentech.com.na)



## Ethics and the Workplace

By Edwin Tjiramba

Organisations are guided by their purpose, corporate values, vision and mission and various sets of guiding principles on how to attain their strategic objectives and how they relate to their stakeholders.

In numerous instances organisations place emphasis on values such as teamwork, service excellence, integrity and care which guide the way employees, and Boards and duly authorised agents, conduct themselves and the business in all their dealings.

Ethics in the workplace requires that institutions remain committed to upholding high ethical and moral standards, thereby undertaking to conduct their businesses with integrity. Organisations that practice good corporate governance, commit to the principle of integrity, and would always strive to be honest, fair, transparent, ethical, and trustworthy in everything they do. Good corporate governance and ethics are very much complimentary and hence the King IV reference to corporate governance as the exercise of ethical leadership. It therefore follows that good governance requires high standards of ethical conduct which must be demonstrated through ethical behaviour in terms of acting and demonstrating fairness,

compassion to stakeholders, integrity, honour, and responsibility. Integrity and practicing ethical conduct are intrinsic to meeting stakeholder expectations.

It is imperative that organisations prioritise and integrate ethical standards into their strategy and operations. These ethical standards should continue to inform business practice, procedures, policies, and conduct. This requires the development and implementation of organisation-wide ethics management programmes and initiatives. These programmes should be designed in line with a zero-tolerance philosophy on unlawful conduct, or any form of dishonesty, fraud, theft, and corruption. An organisation's leadership can either be a success or a root cause of its own failure in terms of ethical conduct in the workplace.

Organisations should build their ethical foundation as the cornerstone of how to conduct themselves and encourage employees to embrace habits for accomplishing tasks efficiently and interacting effectively in the workplace for the greater good of all stakeholders.

There are various central characteristics of strong employee work ethic to which organisations should adhere to, namely punctuality, which involves showing up to work on time, the completion of tasks





## Welwitchia granted university status

**T**he National Council for Higher Education has granted the Welwitchia Health Training Centre full university status.

Welwitchia's Pro Vice-Chancellor Marius Hedimbi said the institution has plans to expand its academic offerings and bolster its research capabilities.

According to Hedimbi, the institution previously known for its prowess in health sciences, will now also be able to broaden its academic offerings beyond the health sector.

The curriculum will encompass a wider range of disciplines. The university will also venture into the realm of postgraduate studies, offering masters and PhD degrees across various fields.

"However, it is time for us to expand our horizons and diversify our academic offerings. The change to university status will allow us to offer a wide range of courses and qualifications beyond the health science fields, and hence ensure that our students have access to comprehensive and multifaceted academic programmes," he said.

He further explained that the university has acquired land in various towns across Namibia, with plans for the construction of state-of-the-art campuses.

The university also plans to establish a School for Agriculture and Nature Conservation.

"Plans are also at an advanced stage to acquire institutional land in Katima Mulilo. Our future expansion includes a focus on agriculture programmes, with the Welwitchia School of Agriculture and Nature Conservation at Mururani key to this expansion," he said.

Hedimbi added that one of the university's key initiatives involves the introduction of a faculty ranking system, with promotions for professorships becoming a cornerstone for propelling research output and community service.

"By recognising and rewarding excellence in teaching and research, we will create an environment where intellectual curiosity thrives. The promotion of our staff members to senior lecturers, associate professors, and full professors will be pivotal in this endeavor," he explained.

Hedimbi said the university is looking to enhance its global outreach through the establishment of partnerships with universities and research institutions worldwide in order to foster a cross-pollination of knowledge and cultural exchange.



Republic of Namibia  
Ministry of Agriculture, Water and Land Reform  
VACANCIES

DEPARTMENT OF LAND MANAGEMENT  
DIRECTORATE DEEDS REGISTRY  
DIVISION: LAND MANAGEMENT  
SECTION: CENTRAL SOUTH AND NORTH

**Post Designation** : 2x Deeds Examiner Grade 12  
**Duty Station** : Windhoek  
**Salary Scale** : NS197 753 – NS129 240  
**Housing Allowance** : NS193 944 per annum  
**Transport Allowance** : NS10 512 per annum

**Appointment Requirements:** A Grade 12 Senior Certificate (25 points in 5 subjects and D in English) plus four (4) years' appropriate experience in deeds registration or record management of which at least 2 years should be a person working/worked at deeds office.

**Additional Requirements:** National Diploma in Land Management/ Administration or Business Administration/Management of Diploma in Para Legal and experience in deeds registration and record management and advanced computer skills will be an added advantage.

- Main Duties**
- Receive title deeds or sectional deeds and mortgage bonds etc. from the lodgment administrative officer, organize in manageable order before examining them thoroughly.
  - Inspect for any conditions or restrictions on the land registers, look up in the Government Gazette/Proclamation whether there are any conditions attached to the particular titles and check the general plans in the case of a first transfer from a public authority to ensure that the size of the Erf indicated on the deed of transfer is correct.
  - To check the caveat/indemnities which will alert him/her as to whether any court notices have been noted against the property or against of the parties to the transaction.
  - Investigate deeds submitted for registration by conveyancers
  - Handling of application for deeds documents, sub-divisions, release, Section 45 (1) and 45(2), Section 46 etc.
  - Place the required endorsements /stamps on the deeds referred to as cross-writing and endorsed.
  - To calculate stamp duty as prescribed by the Stamp Duties Act.
  - Ensure that all deeds lodged for registration comply with Deeds Registry Act, Act 47/1987, Sectional Title Act 2012 and other applicable laws, ordinances and policies regarding the registration of property rights.
  - To scrutinize the copies of all deeds lodged in duplicate to ensure that they are identical in all respects.
  - To do the preliminary examination of the deeds
  - Court attendant
  - Archiving - packing and filling of title deeds
  - Extension - registration of numbers
  - Any other duties assigned by the supervisor
  - To examine deeds on day-to-day basis or sectional titles containing immovable or movable properties information or real rights in land;
  - To ensure a check is made on the deeds submitted to ensure that the land registers, index, computer systems, proclamation, township titles and archive deeds document system
  - To endorse the deeds documents or sectional titles as per the nature of deeds transaction as lodged
  - To make notes on the Conveyances in regards to the deeds documents or sectional titles found to be not in compliance with Deeds Registries Acts, Local Authorities Act, Estates Act, Urban and Regional Planning Act, stamp transfer duty Acts and other relevant acts.
  - To liaise with Conveyancers on day-to-day in regards to responses to notes made.
  - To facilitate stamp and transfer duties and verify the corrects duties as endorsed on the deed documents
  - To capture legal entities and parcel information from the deeds document or sectional titles into computerized deeds registration system
  - To scan deeds documents or sectional titles into the computerized deeds registration system
  - To perform any other duties as assigned by the Supervisors and Registrar of Deeds.

**NB:** Further to different type of examination format, the successful candidate should be prepared to be assigned to the unit-sectional titles or flexible land tenure.

**Benefits:** Remunerative package(s) consists of a monthly salary according to the above-mentioned salary scale(s), housing subsidy/allowance/housing allowance/transport allowance (if applicable) pension, social security and medical aid benefits.

**NB:** All foreign qualifications must be submitted with an evaluation of qualification from Namibia Qualifications Authority. Applications must be completed on form 155043, which is obtainable at Government office, with certified copies of qualifications, identity documents and CV attached to it.

Women and people with disabilities are encouraged to apply.

Incomplete applications will not be considered.

**Enquiries:** Ms Jwaisha Shute

**Telephone:** 061-2965328

Applications may be forwarded to: OR

The Executive Director

Ministry of Agriculture, Water and Land Reform

Private Bag 1343

Windhoek

Hand Delivered

Human Resource (HR) Officer

Ministry of Agriculture, Water and Land Reform

Private Bag 1343

Windhoek

**Due date:** 06 July 2024

DIRECTORATE AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING SERVICES (DAPEES)

DIVISION PLANT HEALTH

SUBDIVISION: PLANT HEALTH CONTROL

Section 1: Plant Diagnostics, Identification, Biosecurity and Quarantine  
2. Phyto sanitary Advisory and Technical Services

**POST DESIGNATION** : Senior Agricultural Scientific Officer  
**Duty Station** : Windhoek  
**2 x NUMBER OF POST** : NS194 800 – 424 119  
**SCALE OF SALARY** : NS193 944 per annum  
**HOUSING ALLOWANCE** : NS17 424 per annum  
**TRANSPORT ALLOWANCE** : NS10 512 per annum

**Minimum Requirements:** A Bachelor of Science Honours Degree in Agriculture or NQF Level 6 with major studies in Plant Pathology, Entomology, Virology or Nematology, Microbiology, Crop Science. A Master's of Science in the above-mentioned disciplines or specialization will serve as an advantage. Must have skills and experience in planning, organising, leading, controlling and coordinating staff to be in possession of a valid driver's licence.

**Knowledge and skills required:**

Good presentation skills, ability to identify pest and diseases. Analytical skills, develop protocol for submission, identify pest and diseases survey materials, innovative, develop SOPs for inspections, disease making skills. Good researcher, communicator, and ability to conduct risk assessment computer literate.

**Nature and Scope of work:**  
The incumbent will be responsible for implementation of Plant Quarantine Act to ensure the protection of plants to quarantine pests. The incumbent, under the supervision of Chief Agricultural Scientific Officer, is also responsible for organising and conducting nationwide insect pests and diseases survey for plant quarantine purposes; and carrying out regular surveillance to guard against outbreaks of insect pests. The incumbent will be also responsible for carrying out pest and disease identification and diagnosis from samples collected or submitted by members of the public. Conduct Pest Risk Analysis should be a good researcher, communicator, good in excel, good writer. The

incumbent will be responsible for the execution of policies, planning, organising, leading, controlling and coordinating the operational decisions being taken in the Sub Division and serve as the advisor to the Chief Agricultural Scientific Officer with regard to issues and matters related to the mandate of the Division of Plant Health.

**A FULL JOB DESCRIPTION WILL BE AVAILABLE ON REQUEST.**

**Enquiries:** Ms. Violet Simata (Acting Deputy Director – Plant Health) 061 208 7496

**POST DESIGNATION** : Agricultural Technician Grade 9  
**3 X DUTY STATIONS** : 1x Veneta, 1x Katima Mulilo, 1x Walvisbay.  
**SCALE OF SALARY** : NS195 215 – 524 144  
**HOUSING ALLOWANCE** : NS13 944 per annum  
**TRANSPORT ALLOWANCE** : NS10 512 per annum

**Minimum Requirements:** A three (3) years National Diploma in Agriculture on NQF Level 6, with basic knowledge in entomology, plant pathology, and crop related field. Must be familiar with Acts and regulations relevant to Plant Health. Must be in possession of a valid driver's licence.

**Nature and Scope of work:**

The incumbent will be responsible for implementation of plant quarantine act to ensure the protection of plants to quarantine pests. The incumbent, will be responsible for inspection and certification for export of domestically grown plants, plant products and propagating material and inspection and treatment of imported plant products, and propagating materials. Issue permits, Conduct investigations.

**A FULL JOB DESCRIPTION WILL BE AVAILABLE ON REQUEST.**

**Enquiries:** Edward Tjiruro 061 208 7465 /Ms. Violet Simata 061 208 7496

**Due date:** 06 July 2024

DIRECTORATE OF SURVEY AND MAPPING

**Division** : Geomatics  
**Sub-division** : Administration  
**Post designation** : Senior Administrative Officer Grade 10  
**Duty Station** : 1x Post  
**Salary Scale** : NS159 505 – 191 312  
**Salary Notch** : NS159 505 per annum

**Minimum Requirements:** An appropriate National Diploma in Business Administration/ Public Management/ Administration on NQF level 6 plus 1 year appropriate experience OR a Grade 12 Certificate with 20 points with an E symbol in English) and NQF level 6 certificate or 3 years appropriate experience in administration, personnel and Finance.

**Overall responsibilities**

Administer the Public Management/ Administration on NQF level 6 plus 1 year appropriate experience OR a Grade 12 Certificate with 20 points with an E symbol in English) and NQF level 6 certificate or 3 years appropriate experience in administration, personnel and Finance.

**Division** : Geomatics  
**Sub-division** : Administration  
**Post designation** : Senior Administrative Officer Grade 10  
**Duty Station** : 1x Post  
**Salary Scale** : NS159 505 – 191 312  
**Salary Notch** : NS159 505 per annum

**Minimum Requirements:** Grade 12 Certificate on NQF level 3, code B driving licence and a minimum of three (3) years driving experience. A code CITE OR CE will be an added advantage.

**Additional Requirement:** Must have vast knowledge in operating 4x4 vehicles and experience in driving a vehicle towing a trailer.

**NB:** Drivers will be tested on the above stated additional requirements

**Responsibilities:**

- Operate within the Transport Policy of the Ministry
- Transport staff members in conducting field work
- Clerical work (delivery of letters etc.)
- To be willing to undertake emergency trips at short notice.
- To take and pick-up officials/contractors from and to the International Airport
- Assist transport officer in detecting mechanical faults on vehicles
- Repair minor vehicle issues as clean as all times

**Due date:** 06 July 2024

DIRECTORATE OF VETERINARY SERVICES

DIVISION: VETERINARY PUBLIC HEALTH

Subdivision: Veterinary Public Health (Export Market)

**POST DESIGNATION** : 1x CHIEF VETERINARY GRADUATE 5  
**DUTY STATION** : WINDHOEK  
**SALARY SCALE** : NS496 922 – 534 728 per annum  
**SALARY NOTCH** : NS496 922 per annum  
**Motor Vehicle Allowance** : NS81 470 per annum.  
**Lead Over time Allowance** : NS15 097 per annum.

**Minimum requirements:** A Bachelor of Veterinary Medicine (Science with full registration with the Veterinary Council of Namibia) with a minimum of five (5) years appropriate experience in veterinary field. Preferences will be given to candidates with Experience in Government administration and rules will be an added advantage.

**Main responsibilities:** The Chief Veterinarian is responsible at managerial and operational level of all state veterinary administrative and policy matters in the subdivision assigned to him/her inclusive of financial administration. The Chief Veterinarian is responsible for supervising, managing and control of State Veterinarians in executing their duties / instructions / responsibilities as covered by circular/strategic and food safety/inspection legislation with reference to the veterinary professional code of conduct, animal welfare, medicine and residues, hygiene control and food safety, livestock identification and traceability, import /export control and trade, management of staff members and their training. The Chief Veterinarian reports to the Deputy Chief Veterinarian in all matters of Veterinary Public Health.

**LINE FUNCTIONS:**

1. Assist in formulation of Veterinary Public Health policies, legislation/ regulations and procedural framework to enforce actions.
2. Interpret and guide implementation of Veterinary Public Health Regulations of existing and new regulatory partners.
3. Formulate, train and assist in continuous training programmes for staff members within in Veterinary Public Health control establishments.
4. Develop veterinary training materials for existing and emerging diseases of zoonotic and trade, processing facilities and cold storage.
5. Lead and guide in the development of standards for new and existing control and trade, processing facilities and cold storage.
6. Prepare scientific papers for publication.
7. Develop animal disease prevention and control policies and strategies; build capacity on veterinary public health and microbiological risk assessment and control risk analysis and management in food safety and animal health for trade in meat and meat products.
8. Lead, develop and maintain a national food safety group whose function will be to provide the Chief Veterinary Officer (CVO) with expert animal health veterinary public health and assessment advice.
9. Develop and coordinate management implementation of policies, programmes, projects and activities amongst other functions in the different Government Sectors.
10. Audit establishments and staff in order to verify compliance with implementation of hygiene management, quality and food safety systems (HACCP, ISO 22000 and other food safety systems) and food safety control measures, animal welfare guidelines and humane handling of animals for identification and traceability, the National Residue Monitoring Program, labelling requirements and all other regulatory aspects of meat and meat products.
11. Create and maintain an enabling animal and public health environment for

international trade in livestock and livestock products;

13. Execute specific duties assigned or delegated by the CVO's office (including administrative tasks).

**Enquiries:** Dr. Jessej Karani-Jolaya, Tel: 061 – 2087509 or Mr. Riborius Elago Tshilupe, Tel: 061208 7371

**Post designation** : 3 x Senior Veterinary Hygiene Inspector Grade 8  
**Sub-division** : Veterinary Public Health (Export Market)  
**Duty station** : 1x Windhoek, 1x Oshanaati and 1x Katima Mulilo  
**Salary Scale** : NS 263 683 – 286 957 per annum  
**Salary Notch** : NS 263 683 per annum  
**Housing allowance** : NS 17 424 per annum  
**Transport allowance** : NS 10 512 per annum

**Minimum requirements:** A three (3) year National Diploma in Environmental Health OR National Diploma in Meat Technology OR Meat Technician on NQF Level 6, with a minimum of 5 years appropriate experience in Abattoirs. A Bachelor Degree at NQF Level 7 will be an added advantage.

**Main responsibilities:**

The incumbent will be responsible for supervision of DVHs to ensure task execution is efficient, verify compliance with hygiene and food safety management system requirements; monitoring adherence to good Manufacturing Practices (GMP) during slaughter and deboning as well as administrative duties.

**LINE FUNCTIONS:**

- a) Rendering services during operational hours of the Government (8 working hours per day and 1 hour lunch break in between).
- b) The Attendance Register (supervised by State Veterinarian) must every day be filled by the CVH and the signing off/roll by VhIs must every day be supervised and controlled by CVH.
- c) Overseeing claim of CVH must be complete each month by her/him and presented to State Veterinarian VhIs and VHAs overtime claims must be checked for corrections by CVH at the last working day of each month and presented to Chief Veterinary Officer.
- d) Application for leave must be done well in advance (vacation leave must be submitted before advance, annual leave applied at least three months in advance) must be submitted to State Veterinarian.
- e) Must assist in vetting compliance with hygiene and other import requirements by inter alia ad hoc inspections as required by the State Veterinarian.
- f) CVH must verify that all temperature (control the maturation process and releasing of carcasses to EU/US/Canada), pH, Chlorine and limit values of all the departments as required and controlled by VhIs every month and comply with import requirements.
- g) Must evaluate the Veterinary Service's records, procedures, etc. of establishments and implement corrective actions where required.
- h) The control of VhI takes place of evaluating of findings every day as required.
- i) Must ensure on regular basis of VhIs are controlling the "Vet Control" labels/stamps and keeping of records every day as required.
- j) Must ensure the appropriate hygiene conditions and correct procedures as personal reports, monthly returns, deficiency reports, annual check list, etc.) and obtaining the necessary information.
- k) Must check for correct accounts (samples required and inspection fee) be submitted and in time payable to done by the company involved.
- l) Must ensure that VhIs complete the "Abattoir High Incident Forms" every month and sending the permits and processed information to various State Veterinary Offices.
- m) Must ensure that data is summarized from detained, condemned material especially on risk of condemned material every day as required in monthly and annual reports.
- n) Conducting every week a supervisors meeting and monthly meeting with all staff.
- o) Conduct monthly meeting with the State Veterinarian and Company rendering unacceptable hygiene conditions and incorrect procedures which is compiled in the Deficiency Report.
- p) Assist the State Veterinarian in drafting and control control matters (drafting, expenditure control commitments and treasury instructions etc.)
- q) Must perform Ante-mortem and Post-mortem examinations as available.
- r) Accounts handler with relevant circulars, directives and instructions, determine the knowledge and understanding of staff members.
- s) Training (formal or informal), evaluating and controlling VhIs and VHAs (conduct training or rehearse courses/meetings to disseminate information on competency and knowledge).
- t) Render relief duties at other establishments when required by DVHs-HQ.

**Enquiries:** Dr. SN Shilongo Tel: 061-2087546 Ms Linakani Tel: 061-2087548 or Mr. Riborius Elago Tshilupe, Tel: 061208 7371

**Post designation** : 1 x Veterinary Hygiene Inspector Grade 9  
**Sub-division** : Veterinary Public Health (Local Market)  
**Duty station** : Windhoek  
**Salary Scale** : NS238 823 – 268 957 per annum  
**Salary Notch** : NS238 823 per annum  
**Transport allowance** : NS 10 512 per annum  
**Housing allowance** : NS 17 424 per annum

**Minimum requirements:** A three (3) years National Diploma in Environmental Health or a National Diploma for Meat Technician. An appropriate B-Tree degree will be an added advantage.

**Main responsibilities:** The incumbent will be responsible for supervision of VhIs to ensure task execution is efficient, verify compliance with hygiene and food safety management system requirements; monitoring adherence to good Manufacturing Practices (GMP) during slaughter and deboning as well as administrative duties.

**LINE FUNCTIONS:**

- a) Assist the State Veterinarian on supervisory level in controlling, evaluating and reporting functions as assigned to him/her in formal or specifically by the State Veterinarian.
- b) Training (formal and informal), evaluating and controlling subordinate staff including compliance with hygiene and food safety management system requirements.
- c) Evaluating, checking for correctness of records, procedures, claims etc. of subordinate staff to ensure compliance with hygiene and food safety requirements (consult check list as specified duties assigned by the supervisors)
- d) Assist in vetting compliance with hygiene, quality and food safety standards of other import requirements by inter alia ad hoc inspections, taking samples & evaluating findings, control labels/stamps, keeping of records etc.)
- e) Assist the Chief VhI and state veterinarian in writing various reports (such as personal reports, deficiency reports, annual check list, etc.) and obtaining the necessary information.
- f) Do proper inspections on carcasses and viscera in writings of reports of VhIs.
- g) Reporting unacceptable or unhygienic conditions or procedures to his/her supervisor/ state veterinarian.
- h) Exercise good control over detained and condemned material as required.
- i) Ensure that packaging material of all types of products is done adequately, and according to set regulations.
- j) Assist the State Veterinarian/ operator's microbiological trend analysis and take regulatory action where there are non-compliances.
- k) Update and accurate record keeping of all data and information concerning the work share of staff and implement applicable instructions.
- l) Identify specific staff assigned or delegated by the CVH's office (including administrative tasks).

**Enquiries:** Dr. SN Shilongo Tel: 061-2087546 Ms Linakani Tel: 061-2087548 or Mr. Riborius Elago Tshilupe, Tel: 061208 7371

DIRECTORATE OF VETERINARY SERVICES  
DIVISION: ANIMAL DISEASE CONTROL, NORTH

3 X POSTS: CHIEF ANIMAL HEALTH TECHNICIAN GRADE 7

**DUTY STATIONS:** OMUTSHA, OPUNU, OTAVI.

**SCALE OF SALARY** : NS 291 128 – 347 826  
**Salary Notch** : NS 291 128 per annum  
**HOUSING ALLOWANCE** : NS 17 424 per annum  
**TRANSPORT ALLOWANCE** : NS 10 512 per annum

**MINIMUM REQUIREMENTS:** An appropriate three (3) year National Diploma in

Agriculture plus a minimum of 8 years appropriate experience in Animal Health/Livestock production, animal disease control and surveillance programmes, and any other Veterinary activities in the assigned area. Plans and reports must be registered with the Veterinary Council of Namibia as an Animal Health Technician and must be in the possession of a valid Driver's Licence.

#### THE FOLLOWING SHALL BE CONSIDERED AS ADVANTAGES:

- Computer literacy
- Good knowledge of DVS protocols, Contingency Plans and animal health legislations
- Good leadership, communication and organisational skills
- Inter-personal skills
- Good knowledge of NamLit/ITS system
- Self-motivated and ability to work in a team

#### NATURE AND SCOPE OF WORK:

To provide technical, operational, administrative and supervisory support to the State Veterinarians in the animal disease prevention, control, surveillance and monitoring programmes and activities in the assigned veterinary stations. To provide veterinary education and training to the farmers as well as enforcement of all relevant veterinary legislations in the assigned area. Plan and supervise vaccination campaigns and ear tagging programs. Supervise and train subordinates.

**ENQUIRIES:** DR. R. ATHINGO TEL: (065) 233 855 DR. J. KAPAPERO TEL: (067) 242 251

**MR. RIBORIUS ELAGO TSHUWITE:** TEL: 061 208 7371

#### DIRECTORATE OF VETERINARY SERVICES DIVISION: ANIMAL DISEASE CONTROL, NORTH

**14 X POSTS: SENIOR ANIMAL HEALTH TECHNICIAN GRADE 8**  
**DUTY STATION:** BENHANA, OUTAPI, OKAVANGO, OKANAGWA, PUNGU, RUGIDA, RUNDU, MASHARE, NCAUTE, INDONYA, MUKWE, KONGOLA, SIBINDA, BUKALO.

**SCALE OF SALARY:** NS238 825 – 285 420 per annum  
**SALARY NOTCH:** NS13 080 per annum  
**HOUSING ALLOWANCE:** NS 193 840 per annum  
**TRANSPORT ALLOWANCE:** NS 9000 per annum (Okavango, Pungu, Runda, Rundu, Mashare, Ncaute, Indonya, Mukwe, Kongola, Sibinda, Bukalo)  
**REMOTENESS ALLOWANCE:** NS 21 000 per annum (Okavango, Runda, Rundu, Mashare, Ncaute, Indonya, Mukwe, Kongola, Sibinda, Bukalo)  
**HOUSING ALLOWANCE:** NS13 800 per annum (Mungu, Mshare, Ndavya, Mukwe & Sibinda)

**MINIMUM REQUIREMENTS:** An appropriate three (3) year National Diploma (NCF Level 6) in Agriculture plus four (4) years appropriate experience in Animal Health/Livestock production, animal disease control and surveillance programmes, and any other Veterinary Services related experience. The candidate must be registered with the Veterinary Council of Namibia as an Animal Health Technician/Veterinary Technician. Candidate must be in possession of a valid Driver's Licence.

#### THE FOLLOWING SHALL BE CONSIDERED AS ADVANTAGES:

- Computer literacy
- Good knowledge of DVS protocols, Contingency Plans and animal health legislations
- Good leadership and management skills must be able to apply rules and regulations; not be afraid to take responsibility)
- Inter-personal skills (listen skills - be able to communicate with farmers, Animal Health Technicians as well as higher superiors).
- Self-motivated.

#### NATURE AND SCOPE OF WORK:

To provide technical and operational services with respect to animal disease prevention, control, surveillance and monitoring programmes & activities in the assigned sub-section. The enforcement of all relevant veterinary legislations and policies in the assigned sub-section. To offer veterinary extension training services to farmers. Supervisory duties over sub-veterinaries.

**ENQUIRIES:** DR. R. ATHINGO TEL: (065) 233 855 DR. J. KAPAPERO TEL: (067) 242 251

**MR. RIBORIUS ELAGO TSHUWITE:** TEL: 061 208 7371

#### DIRECTORATE OF VETERINARY SERVICES DIVISION: ANIMAL DISEASE CONTROL, NORTH

**19 X POSTS: ANIMAL HEALTH TECHNICIAN GRADE 9**  
**DUTY STATIONS:** OKONGO, OKONGO QUARANTINE CAMP, OUTAPI, OKATALL, ONDOLA, ONYAVE, OMAFO, OUMUNDAINGLO, OMALU, EPEME, ETATE, OLIVANDJE, OLWIDU, NKURENKURU, RUGIDA, KATIMA MULLO, KATIMA MULLO QUARANTINE CAMP, OKANAGWA AND OKASHANA.

**SCALE OF SALARY:** NS195 216 – 234 144 per annum  
**HOUSING ALLOWANCE:** NS 13 944 per annum  
**SALARY NOTCH:** NS17 880 per annum  
**TRANSPORT ALLOWANCE:** NS 9000 per annum (Okongo & Olwandje)  
**REMOTENESS ALLOWANCE:** NS 21 000 per annum (Okongo & Olwandje)  
**SALARY NOTCH:** NS195 216 per annum (Okavango, Pungu, Runda, Rundu, Mashare, Ncaute, Indonya, Mukwe, Kongola, Sibinda, Bukalo)  
**HOUSING ALLOWANCE:** NS13 800 per annum (Mungu, Mshare, Ndavya, Mukwe & Sibinda)

**MINIMUM REQUIREMENTS:** An appropriate three (3) year National Diploma (NCF Level 6) in Animal Health or Agriculture majoring in Animal Health. The candidate must be registered with the Veterinary Council of Namibia as an Animal Health Technician/Veterinary Technician.

**ADDITIONAL REQUIREMENTS:** A Driver's Licence is essential or must be able to get it in the shortest possible time. Experience or bias towards animal health is an added advantage and computer literacy is needed.

#### Namibian Citizenship

#### DUTIES:

This occupational class include staff members involved at operational level with the rendering of a supportive service to Veterinarians with respect to the improvement of the national herds, the collection of information of Agricultural and Veterinary importance, the execution of stock inspection with the aim of identifying and reporting abnormalities, abnormal phenomenon, foreign animals, diseased animals, and the control of infectious diseases in livestock (livestock census figures, etc). The evaccuational control of vaccination programs, the control of livestock movement, the provisional information/ extension services to livestock owners.

**ENQUIRIES:** DR. R. ATHINGO TEL: (065) 233 855 DR. J. KAPAPERO TEL: (067) 242 251

**MR. RIBORIUS ELAGO TSHUWITE:** TEL: 061 208 7371

#### DIRECTORATE VETERINARY SERVICES DIVISION: DIAGNOSTIC SERVICES AND RESEARCH

**Post Designation:** 1x Chief Veterinary Technician Grade 7  
**Duty Station:** CENTRAL VETERINARY LABORATORY, WINDHOEK  
**Salary Scale:** NS 291 128 – 347 926  
**Salary Notch:** NS 291 128  
**Transport Allowance:** NS 10 512 per annum  
**Housing Allowance:** NS 17 424 per annum

**Minimum requirement:** A National Diploma in Science or equivalent qualification on NCF Level 6 with a major in Biology or Microbiology. A minimum of four (4) years relevant work experience as a senior laboratory technician/technologist or equivalent is required.

**Additional Requirements:** A Bachelor's degree in Microbiology or an equivalent qualification in Biological Sciences. A sound knowledge of a Laboratory Quality Management System based on the ISO 17025:2017 standard requirements will be an added advantage.

The incumbent is expected to demonstrate good leadership and supervisory skills, decision-making skills, planning, organising and management as well as have a good command of the Public Services Staff Rules.

**Responsibilities:** Successful candidate will work in the Diagnostic Services Subdivision and will be conducting microbial culturing, analysis of serological tests and pathological tests, as well as verifying and interpreting routine test results. The appointed individual will oversee, lead, and, when needed, provide training to Technicians and Technical Assistants within the subdivision. The candidate will also participate in method verification and validation processes

and ensure that the quality control related activities as per ISO 17025:2017 standard requirements are implemented.

#### A detailed job description will be made available on request.

**Enquiries:** Dr. Chantal Hansen; Tel: (061) 237684 or Mr. Riborius Elago Tshuwite, Tel: 061 208 7371

**Post Designation:** 1 x Senior Veterinary Technician Grade 8  
**Duty Station:** CENTRAL VETERINARY LABORATORY, WINDHOEK  
**Section:** CLINICAL MICROBIOLOGY  
**Salary Scale:** NS238 825 – 285 420  
**Salary Notch:** NS19 512 per annum  
**Transport Allowance:** NS 10 512 per annum  
**Housing Allowance:** NS 17 424 per annum

**Minimum requirement:** An appropriate National Diploma in Science or equivalent qualification with major subjects in Biology or Microbiology on NCF Level 6 with a minimum of 3 years work experience in a Microbiology laboratory as a laboratory technician, scientist or technologist.

**Additional Requirements:** A Bachelor's Degree in Microbiology, Laboratory Sciences or Biological Sciences. A sound knowledge of a Laboratory Quality Management System based on the ISO 17025:2017 Standard requirements will be an added advantage.

**Responsibilities:** The appointed individual will oversee, lead, and, when needed, provide training to Technicians and Technical Assistants within the section. Responsibilities include conducting microbial culturing, analysing, verifying and interpreting routine test results. Moreover, the candidate will be responsible for preparing media, solutions, and other essential components, while ensuring implementation and adherence to quality control protocols in accordance with ISO 17025 standards. The candidate will also participate in method verification and validation processes.

#### A detailed job description will be made available on request.

**Enquiries:** Dr. Le-Mogano Anderson; Tel: (061) 237684 or Mr. Riborius Elago Tshuwite, Tel: 061 208 7371

**Post Designation:** 1x Veterinary Technician Grade 9  
**Duty Station:** CENTRAL VETERINARY LABORATORY, WINDHOEK  
**Section:** Pathology  
**Salary Scale:** NS 195 216 – 234 144  
**Salary Notch:** NS 195 216 per annum  
**Transport Allowance:** NS 10 512 per annum  
**Housing Allowance:** NS 13 944 per annum

**Minimum requirement:** A National Diploma in Animal Health or equivalent qualification on NCF Level 6.

**Additional Requirements:** A Bachelor's degree in Animal Health or Animal Science with a major in Pathology. A sound knowledge of a Laboratory Quality Management System based on the ISO 17025:2017 Standard requirements will be an added advantage.

**Responsibilities:** The incumbent will be expected to assist with post-mortem examination, will be required to perform rabies testing, parasite identification, production of autogenous vaccine, reagent preparation and conduct stock control of the material and supplies. The candidate will be required to implement quality control related activities as per ISO 17025:2017 standard requirements.

#### A detailed job description will be made available on request.

**Enquiries:** Dr. Mueses Kassana; Tel: (061) 237684 or Mr. Riborius Elago Tshuwite, Tel: 061 208 7371

**Post designation:** 1 x Senior Veterinary Technician Grade 8  
**Duty Station:** CENTRAL VETERINARY LABORATORY, WINDHOEK  
**Section:** Food Hygiene  
**Salary Scale:** NS 238 825.00 – 285 420.00  
**Salary Notch:** NS238 825.00 per annum  
**Transport Allowance:** NS 10 512 per annum  
**Housing Allowance:** NS 17 424 per annum

**Minimum requirement:** An appropriate National Diploma or equivalent qualification on NCF Level 6 or a Bachelor Degree in Food Science, Microbiology or Biological Sciences. Two (2) years' work experience in a Microbiology laboratory as a laboratory technician is required. A sound knowledge of a Laboratory Quality Management System based on the ISO 17025:2017 Standard requirements will be an added advantage.

**Responsibilities:** The candidate will be expected to perform microbial analysis, media and reagent preparation as well as laboratory quality control related activities as per ISO 17025:2017 Standard requirements.

#### A detailed job description will be made available on request.

**Enquiries:** Dr. Moreen Mutuli; Tel: 061 237684 or Mr. Riborius Elago Tshuwite, Tel: 061 208 7371

**2 X POSTS:** VETERINARY TECHNICIAN GRADE 9  
**DUTY STATION:** CENTRAL VETERINARY LABORATORY, WINDHOEK  
**SECTION:** ANALYTICAL AND RESIDUE ANALYSIS  
**SALARY SCALE:** NS195 216 – 234 144  
**SALARY NOTCH:** NS195 216 per annum  
**TRANSPORT ALLOWANCE:** NS10 512 per annum  
**HOUSING ALLOWANCE:** NS13 944 Per Annum

**Minimum requirement:** A National Diploma in Science related discipline or equivalent qualification in Chemistry, Food or Biological sciences at NCF L6. Basic knowledge in chemistry is essential. Experience and a sound knowledge of a Laboratory Quality Management System based on the ISO 17025:2017 requirements will be an added advantage.

**Responsibilities:** The candidate will be expected to perform toxicological and chemical residue analysis, implement laboratory safety as well as quality control related activities as per ISO 17025:2017 standard requirements.

**Enquiries:** Mrs Ester Mukete- Hlunduta Tel: 061 237684 or Mr. Riborius Elago Tshuwite, Tel: 061 208 7371

**7 X POSTS:** TECHNICAL ASSISTANT GRADE 13  
**DUTY STATION:** CENTRAL VETERINARY LABORATORY, WINDHOEK  
**SECTIONS:** TOXICOLOGY AND RESIDUE (X), CLINICAL MICROBIOLOGY (X), FOOD HYGIENE (X), PATHOLOGY (X) AND PATHOLOGY (X1)  
**SALARY SCALE:** NS 81 845 – 102 039  
**SALARY NOTCH:** NS 81 845  
**TRANSPORT ALLOWANCE:** NS 10 512 per annum  
**HOUSING ALLOWANCE:** NS13 944 Per Annum

**Minimum requirement:** A Grade 10 Certificate on NCF Level 2 with 24 points over 7 subjects with a D symbol in English. Having Science subjects will be an added advantage.

**Responsibilities:** To provide technical support to Senior laboratory personnel with the rendering of a supportive service to Veterinarians with respect to the improvement of national herds, as well as adherence to quality control protocols in accordance with ISO 17025:2017 standard requirements.

#### A detailed job description will be made available on request.

**Enquiries:** Drs Moreen Mutuli / Ellini Hamunyeta, Tel: 061 237684 or Mr. Riborius Elago Tshuwite, Tel: 061 208 7371

**POST DESIGNATION:** 1X CHIEF VETERINARY TECHNICIAN GRADE 7  
**DUTY STATION:** CENTRAL VETERINARY LABORATORY, WINDHOEK  
**SUBDIVISION:** DIAGNOSTIC SERVICES  
**Section:** CLINICAL MICROBIOLOGY (X) AND PATHOLOGY (X1)  
**SALARY NOTCH:** NS198 128 per annum  
**TRANSPORT ALLOWANCE:** NS 10 512 per annum  
**HOUSING ALLOWANCE:** NS 17 424 per annum

**Minimum requirement:** A National Diploma in Science or equivalent qualification on NCF Level 6 with a major in Biology or Microbiology. A minimum of four (4) years relevant work experience as a senior laboratory technician/technologist or equivalent is required.

**Additional Requirements:** A Bachelor's degree in a Microbiology or an equivalent qualification in Biological Sciences. A sound knowledge of a Laboratory Quality Management System based on the ISO 17025:2017 standard requirements will be an added advantage.

The incumbent is expected to demonstrate good leadership and supervisory skills, decision-making skills, planning, organising and management as well as have a good command of the Public Services Staff Rules.

**Responsibilities:** Successful candidate will work in the Diagnostic Services Subdivision and will be conducting microbial culturing, analysis of serological tests and pathological tests, as well as verifying and interpreting routine test results. The appointed individual will oversee, lead, and, when needed, provide training to Technicians and Technical Assistants within the subdivision. The candidate will also participate in method verification and validation processes and ensure that the quality control related activities as per ISO 17025:2017 standard requirements are implemented.

#### A detailed job description will be made available on request.

**Enquiries:** Dr.Chantal Hansen; Tel: (061) 237684 or Mr. Riborius Elago Tshuwite, Tel: 061 208 7371

**POST DESIGNATION:** 1 X SENIOR VETERINARY TECHNICIAN GRADE 8  
**DUTY STATION:** CENTRAL VETERINARY LABORATORY, WINDHOEK  
**SECTION:** CLINICAL MICROBIOLOGY  
**SALARY SCALE:** NS238 825 – 285 420  
**SALARY NOTCH:** NS238 825 per annum  
**TRANSPORT ALLOWANCE:** NS 10 512 per annum  
**HOUSING ALLOWANCE:** NS 17 424 per annum

**Minimum requirement:** An appropriate National Diploma in Science or equivalent qualification with major subjects in Biology or Microbiology on NCF Level 6 with a minimum of 3 years work experience in a Microbiology laboratory as a laboratory technician, scientist or technologist will be advantageous.

**Additional Requirements:** A Bachelor's Degree in Microbiology, Laboratory Sciences or Biological Sciences. A sound knowledge of a Laboratory Quality Management System based on the ISO 17025:2017 Standard requirements will be an added advantage.

**Responsibilities:** The appointed individual will oversee, lead, and, when needed, provide training to Technicians and Technical Assistants within the section. Responsibilities include conducting microbial culturing, analysing, verifying, and interpreting routine test results. Moreover, the candidate will be responsible for preparing media, solutions, and other essential components, while ensuring implementation and adherence to quality control protocols in accordance with ISO 17025 standards. The candidate will also participate in method verification and validation processes.

#### A detailed job description will be made available on request.

#### DIRECTORATE OF VETERINARY SERVICES DIVISION: ANIMAL DISEASE CONTROL, CENTRAL AND SOUTH

**POST DESIGNATION:** 2 X ARTISAN HANDYMAN GRADE 13  
**DUTY STATIONS:** 1 X CONDOUR QUARANTINE CAMP  
**SCALE OF SALARY:** NS 81 845 – 102 039  
**SALARY NOTCH:** NS 81 845 per annum  
**TRANSPORT ALLOWANCE:** NS 10 512 per annum  
**HOUSING ALLOWANCE:** NS 17 424 per annum  
**REMOTENESS ALLOWANCE:** NS21 000 per annum  
(Condoir Quarantine Camp)

**Minimum Requirements:** A Grade 10 Certificate on NCF Level 2 with 24 points over 7 subjects with a D symbol in English.

**Additional requirements:** A Code C1 Driver's Licence and a one (1) year experience in erecting and maintaining fences and working with livestock.

#### NATURE AND SCOPE OF WORK:

This occupational class includes staff members involved at operational level with routine infrastructure repairs, maintenance and supportive services to veterinarians regarding the control of the national herd, requiring a degree of initiative, responsibility and supervision.

Drive government vehicles to places of work in the field leading a team of Workland and/or labourers to assist in erecting and maintaining veterinary infrastructure essential for animal disease control and prevention.

Perform any other tasks or lawful instructions on animal disease monitoring, control and prevention issued by superiors.

#### A full duty site is available on request.

**Enquiries:** Dr. Martin Katumbe Tel: (067)330014 and Dr Stanley Gombo/ Junius Tel: (062) 562441 or Mr. Riborius Elago Tshuwite, Tel: 061 208 7371

**POST DESIGNATION:** SENIOR ADMINISTRATIVE OFFICER GRADE 10  
**SUBDIVISION:** ANIMAL DISEASE CONTROL, CENTRAL  
**DUTY STATION:** WINDHOEK  
**SCALE OF SALARY:** NS 199 100 – 191 912  
**SALARY NOTCH:** NS 199 905 per annum  
**TRANSPORT ALLOWANCE:** NS 10 512 per annum  
**HOUSING ALLOWANCE:** NS 13 944 Per Annum

**MINIMUM REQUIREMENTS:** An appropriate National Diploma or equivalent qualification (NCF Level 6) majoring in Office Administration/ Business Administration/Management/Management/Accounting plus 1 year appropriate experience OR A Grade 12 Certificate (NCF Level 3) plus 3 years appropriate experience.

**ADDITIONAL REQUIREMENTS:** Applicant must be in possession of a valid Driver's Licence and a working knowledge of word processing software applications: MS Word, MS Excel, MS PowerPoint and the use of Internet. At least three (3) years administrative experience in an Animal Health / Disease Control environment will be an added advantage.

#### NATURE AND SCOPE OF WORK:

The Senior Administrative Officer is an administrative post in the office of the Chief Veterinarian. He/she is responsible for handling all administrative and financial matters in the office of the Chief Veterinarian. He/she is also responsible for monitoring, training and supervision of all administrative staff at sub-division level in liaison with the Control Animal Health Technician and the relevant State Veterinarians and Chief Animal Health Technicians.

#### A full duty site is available on request.

**Enquiries:** DR U Murangi (061) 276580 or Mr. Riborius Elago Tshuwite, Tel: 061 208 7371

#### DIRECTORATE OF VETERINARY SERVICES DIVISION: EPIDEMIOLOGY, PUBLIC HEALTH, ADVISORY SERVICES & TRACEABILITY SUB-DIVISION: EPIDEMIOLOGY, IMPORT AND EXPORT CONTROL

**Post designation:** 1x Chief Agricultural Officer, Grade 8  
**Duty station:** 1x Hoesa Kusako International Airport;  
**Salary Scale:** NS238 825 – NS285 420 per annum  
**Salary Notch:** NS238 825  
**Transport Allowance:** NS 10 512 per annum  
**Housing Allowance:** NS 17 424 per annum

**Minimum requirements:** An appropriate National Diploma in Agriculture on NCF Level 8 or Equivalent Qualification or a Bachelor's Degree in Agriculture plus 10 years appropriate experience in animal disease control or veterinary import/export control with a major in Control Animal Health and a supervisory level. Applicants must be in possession of valid driver's license.

**Additional competences required:** A sound understanding and knowledge of animal disease control and prevention through import and export requirements at the Border posts will be an added advantage. Demonstrable computer skills and knowledge in report writing is necessary.

#### A full duty site is available on request.

**Enquiries:** Dr. Victoria Bernhard/Matthias Luyemo (061) 2087890 or Mr. Riborius Elago Tshuwite, Tel: 061 208 7371

**Post designation :** Senior Agricultural Inspector, Grade 9  
**Number of positions :** 1  
**Duty stations :** Noordwerder Border Post (x1)  
Oukhangbo Border Post (x1)  
Ruacana Border Post (x1)  
Muhembo Border Post (x1)  
**Salary Scale :** NS 195 215 – NS241 144 per annum  
**Salary Notch :** NS195 216  
**Transport Allowance :** NS 10 512 per annum  
**Housing Allowance :** NS 13 944 per annum  
**Remoteness Allowance :** NS 20 100 per annum (Noordwerder)  
NS 13 800 per annum (Ruacana, Muhembo)

**Minimum requirements:** An appropriate National Diploma in Agriculture on NQF Level 6 or Equivalent Qualification, plus at least one (1) year experience in veterinary import and export border control, plus an additional one (1) year experience in animal disease control. The candidate must be in possession of a valid driver's license.

**Additional competences required**  
The candidate is expected to have an understanding and knowledge of animal disease control and prevention through import and export requirements at the Border posts. Adequate experience at supervisory level will be an added advantage.

A full duty sheet is available on request.

Enquiries: Drs. Victoria Bernhard Mutoya Liyemo (061) 2087890/ 91 or Mr. Riborius Elago Tshilute, Tel 061208 7371

**Post Designation :** Agricultural Inspector Grade 10  
**Number of positions :** Six (6)  
**Duty stations :** Oranika Kuloko International Airport (x1)  
Noordwerder Border Post (x2)  
Araniwale Border Post (x1)  
Orondili Border Post (x1)  
Oukhangbo Border Post (x1)  
**Salary Scale :** NS 195 150 – NS197 144 per annum  
**Salary Notch :** NS 195 150  
**Housing Allowance :** NS 13 944 per annum  
**Transport Allowance :** NS 8 760 per annum  
NS 21 000 per annum (Noordwerder, Orondili, Dobe)  
NS 13 800 per annum (Araniwale)

**Minimum requirements:** An appropriate National Diploma in Agriculture on NQF Level 6 or Equivalent Qualification. Candidate must be in possession of valid Driver's License.

**Additional competences required**  
An understanding and knowledge of Animal Disease Control and Prevention through import and export requirements at the Border Posts will be an added advantage. Computer skills and knowledge in report writing is necessary.

A full duty sheet is available on request.

Enquiries: Drs. Victoria Bernhard Mutoya Liyemo (061) 2087890/ 91 or Mr. Riborius Elago Tshilute, Tel 061208 7371

Due date: 08 July 2024

DEPARTMENT OF WATER AFFAIRS  
DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

**POST DESIGNATION :** Control works Inspector Grade 6  
**DUTY STATION :** Windhoek  
**SALARY SCALE :** NS 354 883 - 424 119  
**SALARY NOTCH :** NS 354 883 per annum  
**Housing Allowance :** NS 17 424 per annum (x1)  
**Transport Allowance :** NS 10 512 per annum

**MINIMUM REQUIREMENTS:** An appropriate National Diploma (multi-disciplinary in engineering) on NQF Level eight (8) years appropriate experience in (3) years should be at Chief works Inspector Grade 7. Should have experience in construction or in the water sector. Must be in possession of a valid driver's license Code 8/BE/8

Enquiries: Mr. Elvis Matati Tel 061 208 7386/ Ms. Lydia Kuutondokwa/ Ms. Alma Nalokoto Tel (061) 208 7453 7208

DEPARTMENT OF WATER AFFAIRS  
DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

**POST DESIGNATION :** 2 x Engineer Grade 6  
**DUTY STATION :** Windhoek  
**SALARY SCALE :** NS 354 883 - 424 119  
**SALARY NOTCH :** NS 354 883 per annum  
**Housing Allowance :** NS 17 424 per annum  
**Transport Allowance :** NS 10 512 per annum

**MINIMUM REQUIREMENTS:** An appropriate National Diploma (multi-disciplinary in engineering) on NQF Level 6 and registration as Professional Engineer/ Incorporated Engineer of the Engineering Council of Namibia.

**NOTE:** Proof of registration with the Engineering Council of Namibia must be submitted within 12 calendar months after the date of appointment. Must be in possession of a valid driver's license Code 8/BE/8

Enquiries: Mr. Elvis Matati/ Ms. Alma Nalokoto Tel (061) 208 7208

DEPARTMENT OF WATER AFFAIRS  
DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

**POST DESIGNATION :** Chief Works Inspector Grade 7  
**DUTY STATION :** Otiwango  
**SALARY SCALE :** NS 291 128 – 347 826  
**SALARY NOTCH :** NS 291 128 per annum  
**Housing Allowance :** NS 17 424 per annum  
**Transport Allowance :** NS 10 512 per annum

**MINIMUM REQUIREMENTS:** An appropriate National Diploma qualification on NQF Level 6 (multi-disciplinary in engineering) OR an appropriate N3 (multi-disciplinary trade plus a completed apprenticeship or the passing of a trade test, plus 7 years appropriate experience. Of which 3 years should be at Senior Works Inspector Grade 8.

**Additional Requirements:** Extensive knowledge in maintenance or operational equipment (solar water, generator and infrastructure) and must be in possession of A valid driver's license Code 8/BE/8

Enquiries: Mr. E. Matati Tel 061 208 7386/ Ms. Lydia Kuutondokwa/ Ms. Alma Nalokoto Tel (061) 208 7453 7208

DEPARTMENT OF WATER AFFAIRS  
DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

**POST DESIGNATION :** Senior Hydrologist Grade 6  
**DUTY STATION :** Windhoek  
**SALARY SCALE :** NS 354 883 - 424 119  
**SALARY NOTCH :** NS 354 883 per annum  
**Housing Allowance :** NS 17 424 per annum  
**Transport Allowance :** NS 10 512 per annum

**Minimum Requirements:** An appropriate 4 year B-honors degree (NQF Level 8) in Hydrology or Geo-Hydrology plus four (4) years appropriate experience in Water Sector. A valid Driver's License or Learners License is a strict requirement for the position. A detailed job description will be available on request

Enquiries: Mr. Henry Beukes Tel 061 208 7310/ Ms. Lydia Kuutondokwa/ Ms. Alma Nalokoto Tel (061) 208 7453 7208

DEPARTMENT OF WATER AFFAIRS  
DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

**2K POST DESIGNATION :** Chief Water and Sanitation Officer Grade 8  
**DUTY STATION :** (a) Opuwo (Kunene Region)  
(b) Gobabis (Omaheke Region)  
**SALARY SCALE :** NS 238 265 - 285 420  
**SALARY NOTCH :** NS 238 265 per annum  
**Housing Allowance :** NS 17 424 per annum  
**Transport Allowance :** NS 10 512 per annum

**MINIMUM REQUIREMENTS :** An appropriate National Diploma in community development, Community Development, Adult Education, Environmental Health Science (NQF Level 6) or equivalent. (6) years of experience in Water and Sanitation disciplines, of which three (3) should be at the level of Senior Water and Sanitation Officer Grade 9 or equivalent. He/she must have a sound knowledge and understanding of the Rural Community of a particular region. The applicant must be in possession of a Code 8/BE/8 driver's license.

Enquiries: Ms. Dely Mutoya (Opuwo) Tel (065) 273 030  
Ms. M. Mulehlo (Gobabis) Tel (062) 364 338  
Ms. Alma Nalokoto Tel 06 208 7208

DEPARTMENT OF WATER AFFAIRS  
DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

**POST DESIGNATION :** Chief Artisan Foreman Grade 7  
**DUTY STATION :** (a) Erhansha (Ohangwena Region)  
(b) Keetmanshoop (Karas Region)  
**SALARY SCALE :** NS 291 128 – 347 826  
**SALARY NOTCH :** NS 291 128 per annum  
**Housing Allowance :** NS 17 424 per annum  
**Transport Allowance :** NS 10 512 per annum

**MINIMUM REQUIREMENT:** Completed apprenticeship or Trade Diploma in terms of existing legislation. Plus, a minimum of 8 years appropriate experience, of which two (2) should be at the level of Artisan Foreman Grade 8 in the operation and maintenance of water supply infrastructure, technical problem solving, and community-based management and personnel management. The candidate must be in possession of a valid Code 8/BE/8 driver's license.

Enquiries: Mr. L. Shikololo (Erhansha) Tel (065 264250)  
Mr. C. Cloete (Keetmanshoop) Tel (063 221 650)  
Ms. Alma Nalokoto Tel (061) 208 7208

DEPARTMENT OF WATER AFFAIRS  
DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

**2KPOST DESIGNATION :** Artisan Foreman Grade 9  
**DUTY STATION :** (a) Otjomuho (Erongo Region)  
(b) Otiwango (Otiwango Region)  
**SALARY SCALE :** NS 195 216 - 234 144  
**SALARY NOTCH :** NS 195 216 per annum  
**Housing Allowance :** NS 13 944 per annum  
**Transport Allowance :** NS 10 512 per annum

**MINIMUM REQUIREMENT:** Completed apprenticeship OR a Trade Diploma issued in terms of existing legislation OR Level three (3) national certificate. Plus, a minimum of 3 years appropriate experience in the operation and maintenance of water supply infrastructure, technical problem solving, and community-based management and personnel management. The candidate must be in possession of a valid Code 8/BE/8 driver's license.

Enquiries: Ms. T. Kuutondokwa (Otjomuho) Tel (061 26155696)  
Mr. Karabo (Otiwango) Tel (067 303020)  
Ms. Ms. Alma Nalokoto Tel (061) 208 7208

DEPARTMENT OF WATER AFFAIRS  
DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

**POST DESIGNATION :** Works Inspector Grade 9  
**DUTY STATION :** Karibib (Erongo Region)  
**SALARY SCALE :** NS 195 216 - 234 144  
**SALARY NOTCH :** NS 195 216 per annum  
**Housing Allowance :** NS 13 944 per annum  
**Transport Allowance :** NS 10 512 per annum

**MINIMUM REQUIREMENTS:** An appropriate National Diploma Civil or Mechanical Engineering on NQF Level 6 or an appropriate N3 (or equivalent) in civil, Building and Construction, Bricklaying & Plastering, plumbing/Plastering, Automobile Engineering or Mechanical Engineering plus a completed apprenticeship or the passing of a trade test plus 3 years appropriate experience.

Extensive knowledge in maintenance or operational equipment (Solar water, generators and infrastructure) A driver's license Code 8/BE/8  
Enquiries: Mr. Daniel Shikololo (Karibib) Tel 064 550057  
Ms. Alma Nalokoto Tel 061 208 7208

DEPARTMENT OF WATER AFFAIRS  
DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

**10 x POST DESIGNATION-Artisan Grade 10**  
**DUTY STATION:** (a) Karibib (Erongo Region) (Mechanical)  
(b) Keetmanshoop (Karas Region) (Mechanical)  
(c) Opuwo (Kunene Region) (Civil)  
(d) Kallima Mulla (Zambezi Region) (Mechanical)  
(e) 2x Nuukunuru (Kavango West Region) (Welding/ Mechanical)  
(f) Rundu (Kavango East Region) (Civil- Plumbing And pipe fitting)  
(g) Erhansha (Ohangwena Region) (mechanical)  
(h) Otiwango (Otiwango Region) (Mechanical)  
(i) Gobabis (Omaheke Region) (Civil)  
(j) Outapi (Omusati Region) (mechanical)

**SALARY SCALE :** NS 159 505 - 191 312  
**SALARY NOTCH :** NS 159 505 per annum  
**Housing Allowance :** NS 13 944 per annum  
**Transport Allowance :** NS 10 512 per annum

**MINIMUM REQUIREMENT:** Completed apprenticeship OR a Trade Diploma issued in terms of existing legislation or a Level III Vocational Certificate in (mechanical, electrical or civil). Knowledge in the operation and maintenance of water supply infrastructure, technical problem solving, and community-based management and personnel management. The candidate must be in possession of a valid Code 8/BE/8 driver's license.

Enquiries: Mr. L. Shikololo (Erhansha) Tel (065) 264 2550, D. Mutoya (Opuwo) Tel (065) 272280, Mr. R. Shikongo (Nuukunuru) Tel 281 2920, Ms. B. Mupfema (Kallima) Tel (066) 205 344, Ms. A. K. Kallima (Rundu) Tel (066) 296700, Mr. E. Karabo (Otiwango) Tel (067) 303020, Mr. C. Cloete (Keetmanshoop) Tel (063 221650), Mr. T. Kuutondokwa (Outapi) Tel (065), Mr. C. Cloete (Shikololo) Tel (064 550057), Ms. M. Mulehlo (Gobabis) Tel (062 364 3308). Ms. Alma Nalokoto Tel 06 208 7208

DEPARTMENT OF WATER AFFAIRS  
DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

**POST DESIGNATION :** Rural Water and Sanitation Officer Grade 10  
**DUTY STATION :** (a) Otiwango Region (Otiwango)  
(b) Kavango West Region (Nuukunuru)  
(c) Erhansha Region (Erhansha)  
(d) Karibib Region (Erongo)  
(e) Hardap Region (Maltahöhe)  
(f) 2x Otjomuho Region (Otjomuho)

**SALARY SCALE :** NS 159 505 - 191 312  
**SALARY NOTCH :** NS 159 505 per annum  
**Housing Allowance :** NS 13 944 per annum  
**Transport Allowance :** NS 10 512 per annum

**Minimum Requirements:** An appropriate National Diploma in Community Development, Adult Education, Environmental Health Science on NQF Level 6. He/she must have a sound knowledge and understanding of the Rural Community of the particular region. The applicant must be in possession of a Code 8/BE/8 driver's license.  
Enquiries: Mr. E. Karabo (Otiwango) Tel (067) 303020, Mr. R. Shikongo (Nuukunuru) Tel 0811255230, Mr. C. Cloete (Keetmanshoop) Tel (063) 221650, Basoon Kengela B. Bawa (Maltahöhe) 063-242774 OR Ms. Alma Nalokoto Tel 061 208 7208

DIRECTORATE OF PLANNING AND BUSINESS DEVELOPMENT  
MONITORING & EVALUATION

**POST DESIGNATION :** Chief Development Planner Grade 6  
**DUTY STATION :** Windhoek  
**SALARY SCALE :** NS 354 883 - 424 119  
**SALARY NOTCH :** NS 354 883 per annum  
**Housing Allowance :** NS 17 424 per annum  
**Transport Allowance :** NS 10 512 per annum

**Minimum Requirements:** An Honor's Degree on NQF Level 8 in Economics, Business Administration/Public Management, Development Studies/Community Development/ Land Management or any other related equivalent qualification PLUS six (6) years appropriate experience. A valid Driver's License Code B and must be computer literate.

Enquiries: Ms. Julia Metz Tel (061 296 5321) OR Ms. Lydia Kuutondokwa/ Ms. Alma Nalokoto Tel (061) 208 7453 7208

DIRECTORATE OF PLANNING AND BUSINESS DEVELOPMENT  
MONITORING & EVALUATION

**POST DESIGNATION :** Development Planner Grade 8  
**DUTY STATION :** Windhoek  
**SALARY SCALE :** NS 328 825 - 285 420  
**SALARY NOTCH :** NS 328 825 per annum  
**Housing Allowance :** NS 17 424 per annum  
**Transport Allowance :** NS 10 512 per annum

**Minimum Requirements:** An appropriate B Degree on NQF Level 7 in Economics, Business Administration/Public Management, Agriculture Economics, or Land Management. Additional requirements: A valid Driver's License Code B and Computer Literate.

Enquiries: Ms. Julia Metz Tel (061 296 5321) OR Ms. Alma Nalokoto Tel 061 208 7208

Due date: 08 July 2024

DEPARTMENT OF PLANNING, MARKETING AND ADMINISTRATION  
DIRECTORATE: GENERAL SERVICES  
DIVISION: HUMAN RESOURCES MANAGEMENT

**POST DESIGNATION :** 1 x Chief Human Resource Practitioner Grade 6  
**DUTY STATION :** Windhoek  
**SCALE OF SALARY :** NS 354 883 - 424 119  
**HOUSING ALLOWANCE :** NS 17 424 per annum  
**TRANSPORT ALLOWANCE :** NS 10 512 per annum

**MINIMUM REQUIREMENTS:** A National Diploma majoring in Human resources on NQF Level seven (7) years appropriate experience in General Human Resource Administration, Misconduct Administration as well as Performance Management Development of which three (3) years must be at Senior Human Resources Practitioner Grade 7. The incumbent must have a drivers' license.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

Enquiries: Mr. Stefanus Ninkondo; Deputy Director: Human Resources; Tel (061) 208 7386

DEPARTMENT OF PLANNING, MARKETING AND ADMINISTRATION  
DIRECTORATE: GENERAL SERVICES  
DIVISION: HUMAN RESOURCES MANAGEMENT

**POST DESIGNATION :** 1 x Senior Human Resource Practitioner Grade 7  
**DUTY STATION :** WINDHOEK  
**SCALE OF SALARY :** NS 291 128-NS 347 826  
**HOUSING ALLOWANCE :** NS 14 520 p.a  
**TRANSPORT ALLOWANCE :** NS 10 510.12

**MINIMUM REQUIREMENTS:** A National Diploma majoring in Human Resources on NQF Level six (6) years appropriate experience in Human Resource Management or Human Resource Development of which three (3) years must be at Senior Human Resources Practitioner Grade 6. The incumbent must have a drivers' license.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

Enquiries: Mr. Stefanus Ninkondo; Deputy Director: Human Resources; Tel (061) 208 7386

DEPARTMENT OF PLANNING, MARKETING AND ADMINISTRATION  
DIRECTORATE: GENERAL SERVICES  
DIVISION: HUMAN RESOURCES MANAGEMENT

**POST DESIGNATION :** 1 x Chief Learning and Development Officer Grade 6  
**SUBDIVISION :** Human Resource Development  
**DUTY STATION :** Windhoek  
**SCALE OF SALARY :** NS 354 883 - 424 119  
**HOUSING ALLOWANCE :** NS 17 424 per annum  
**TRANSPORT ALLOWANCE :** NS 10 512 per annum

**MINIMUM REQUIREMENTS:** A National Diploma in Human Resource Management OR Human Resource Development plus five (5) years appropriate experience as a Learning and Development Officer. The incumbent must have a drivers' license.

**MAIN DUTIES:**

1. Formulate/Review Ministerial Training Policy in collaboration with the Ministerial Training Committee;
2. Initiate and coordinate training projects in conjunction with the development plan;
3. Formulate Ministerial annual Training plan collaboration with the Ministerial Training Committee;
4. Provide Training Committee with the program for the ministry;
5. Serve as a Secretariat of the Ministerial Training Committee;
6. Advise Senior Management with regard to training related matters.
7. Conduct training needs assessment and performance analysis of all staff members;
8. Compile various training reports and training statistics for submission to the Office of the Prime Minister;
9. Represent the Ministerial Training Committee as delegated by the Executive Director;
10. Coordinate the Ministerial Training Program's covering all departments and directorates in order to ensure that training is facilitated and harmonized;
11. Coordinate Training Budget preparation in consultation with the Ministerial Training Committee;
12. Identify new approaches to training and revise existing training materials in consultation with the Directorate Human Resources Development in the Office of the Prime Minister;
13. Developing a staff development program aligning it to the Performance Management System and the performance of all staff members;
14. Any other designated duties which falls within the sphere of training or other responsibilities that may be required from time to time.

Due date: 08 July 2024

Enquiries: Mr. Stefanus Ninkondo; Deputy Director: Human Resources; Tel (061) 208 7386



## Cautious approach for Namibia before considering joining OPEC

By Shakwa Nyambe

As Namibia anticipates its emergence as a potential player in the global oil and gas markets, discussions about joining the Organization of the Petroleum Exporting Countries (OPEC) have surfaced. However, a decision of this magnitude requires a cautious and well-considered approach, carefully taking into account Namibia's current stage of its oil and gas development and the broader implications of OPEC membership.

### Namibia's Oil and Gas Potential

Over the last three years, Namibia has made significant strides in oil exploration, with notable oil and gas discoveries by companies such as Total Energies, Shell, and Galp Energia. These discoveries have brought considerable excitement about Namibia's potential to become a notable oil and gas producer, possibly the biggest producer in Sub-Saharan Africa. Wood Mackenzie had earlier this year estimated the Venus discovery by Total Energies to hold 3 billion barrels of oil, with the Graff-Jonker discovery by Shell estimated at 1.35 billion barrels of oil, and the Mopane discovery by Galp Energia estimated to hold 3 billion barrels of oil.

However, it is crucial to note that Namibia has yet to produce a single drop of oil commercially. Moreover, the nation does

not have precise knowledge of its actual oil reserves, as companies like Shell, Galp Energia, and Total Energies are still in the process of completing appraisals to determine the amount and scale of the oil reserves.

### OPEC

OPEC is an intergovernmental organization comprising major oil-exporting nations, aiming to coordinate and unify petroleum policies among its members to stabilize oil markets. The organization currently includes thirteen (13) member countries: Algeria, Congo, Equatorial Guinea, Gabon, Iran, Iraq, Kuwait, Libya, Nigeria, Saudi Arabia, United Arab Emirates, and Venezuela. In 2022, OPEC produced an estimated 28.7 million bpd of crude oil, accounting for 38% of total world oil production.

In recent years, OPEC has collaborated with non-OPEC oil-producing countries, forming OPEC+. Member countries of OPEC+ include Azerbaijan, Bahrain, Brunei, Kazakhstan, Malaysia, Mexico, Oman, Russia, Sudan, and South Sudan. These countries commit to regulating their oil production levels to support stable oil prices in global markets. The main objective of OPEC is to safeguard the interests of its member countries by preventing steep declines in the price of crude oil in the international market. By regulating the supply of crude oil, OPEC aims to maintain oil prices at an optimum level.



OPEC's policies and actions are designed to stabilize the global oil market, ensuring a fair return on investments for member countries while avoiding the economic turmoil that can accompany oil prices.

According to the U.S Energy Administration (EIA), OPEC and OPEC+ countries combined, produced about 59% of global oil production in 2022, amounting to 48 million bpd.

From time to time, OPEC+ imposes production cuts and allocates them to individual member's production capacities. At their latest meeting held on June 2, 2024, OPEC+ agreed to extend their production cuts of 3.66 million bpd by a year until 2025 and prolong the cuts of 2.2 million bpd by three months until the end of September 2024. This entails that OPEC+ members are currently cutting production output by almost six million barrels of oil per day to

strengthen flagging oil prices. When the OPEC+ production was extended on June 2, 2024, UBS analyst Giovanni Staunovo, in his comments stated that negotiations about production quotas of member countries have constantly been a source of discontent in the past, triggering heated debates and even shock departures by some members of OPEC.

### Lessons from Former OPEC Member States

#### Ecuador

Ecuador, which sits on 0.5% of global oil reserves joined OPEC in 1973. It was the first country in OPEC's history to leave the organization in 1992, it however rejoined in 2007 and exited again in January 2020.

When Ecuador left OPEC on 1 January 2020, its main reason for departure was that it wanted to avoid continuing to join production cuts imposed by OPEC, so it could sell more barrels and thus increase its income to get out of its financial status and grow its economy. The government of Ecuador indicated that it could not save its economy from sinking if it continued to produce oil as per its quota allocation from OPEC.

#### Qatar

Qatar, a significant player in the global energy market, left OPEC in January 2019 to focus more on its liquefied natural gas (LNG) production according to media reports. Qatar's departure highlights



A NAMIBIA DE BEERS PARTNERSHIP



## Namdeb Hosts Annual Environmental Stakeholder Engagement session

Namdeb hosted its annual Environmental stakeholder engagement session in Windhoek on the 29<sup>th</sup> May 2024. The main purpose of these sessions is to supplement ongoing engagements with a formalized platform that allows for discussions on matters of mutual concern and to report on environmental performance within the company's mining license areas. This year's platform was centered on socializing post mining tourism opportunity ideas post and the Namdeb Environmental performance update.

The stakeholders appreciated Namdeb's transparency in sharing the progress in its activities and its pioneering thinking to be future-fit. The willingness to support in adding value to the post-mining tourism ideas was also expressed at this session. Platforms of this nature contribute to Namdeb's purpose of Mining for Good

The engagement session was attended by various stakeholders including representation from the Ministry of Environment, Forestry & Tourism; Fisheries & Marine Resources; Mines & Energy; Education, Art and Culture; Nampower; NSI; National Heritage Council; Namibian Tourism Board; FENETA, Gondwana Collection; Namibian Wildlife Resort; Sandwich Harbour Aus Hotel; Anchor Environmental; EnviroScience and SAIEA.



the limitations that OPEC membership can impose on countries looking to diversify and expand their energy production capabilities beyond oil. By leaving OPEC, Qatar aimed to enhance its strategic focus on LNG, which offered greater economic benefits and growth opportunities.

### **Angola**

Angola, one of Africa's biggest oil producers, joined OPEC in 2007 but left in 2023 due to disagreements over production quotas. Producing about 1.1 million bpd, Angola's economy heavily relies on oil and gas, which constitute 90% of its exports. The obligatory production cuts imposed by OPEC had severe economic implications for the country as its revenue from oil was reduced, leading to its departure from the organization. Angola's Minister of Natural Resources, Diamantino Azevedo, openly stated that OPEC no longer served the country's interests.

### **Indonesia**

Indonesia, a country with substantial oil reserves, joined OPEC in 1962 but suspended its membership in 2009 due to declining production and the need to increase its exports. The country rejoined in 2016 but suspended its membership again later that year. Indonesia found that OPEC's production quotas restricted its ability to maximise the production and export oil, which was critical for increasing its revenue to accelerate economic development.

### **Considerations for Namibia**

While OPEC membership could offer Namibia access to a platform for dialogue and potential influence in global oil markets, there are significant considerations to evaluate. Such considerations cannot be left as an afterthought, there must be thorough planning and discussion before joining the organization.

It's too early for Namibia to rush into discussions about joining OPEC considering that the industry is still at the exploration and appraisal stage and a long way before

commercial production. The country still does not have an accurate measure of its oil reserves or the exact production capacity per day. Estimates from analyst and commentators' range between 600,000 to 700,000 bpd, but these are speculative, and a lot of work remains to determine actual figures. Without precise data on reserves and production potential, any commitments to OPEC would be premature and potentially detrimental to the industry before it even has a chance to fully mature and add the much-needed revenue to the government coffers.

Membership to OPEC is not just a matter of signing papers and shaking hands, it comes with an annual fee of USD 2 million which translate to about N\$ 37 million per year in the local currency. Namibia's increasing debt currently stands at N\$ 154.2 billion, and the profits from oil production will come in handy to assist in reducing the debt. Joining OPEC would mean Namibia will have to adhere to production quotas set by the organization. These quotas are designed to stabilize global oil prices but can severely restrict a country's ambition to maximize the production of its oil. For a country like Namibia, which is still in the nascent stages of its oil and gas industry, such restrictions could inhibit the country in yielding maximum profits from its oil production and the ability to respond to market opportunities. Maintaining flexibility in production capabilities is crucial for Namibia as it navigates the early stages of developing its oil and gas sector.

Namibia's budding oil industry has attracted significant interest from international oil companies (IOCs) such as Total Energies, Shell, Exxon Mobil, Chevron, Qatar Energy and Galp Energia. These companies bring not only capital investment but also technological expertise and industry knowledge that are essential for developing Namibia's petroleum industry. Hence it is vital for Namibia to maintain the attractive environment to further attract more investors

at this early stage of its petroleum industry.

Oil exports have the potential to generate significant foreign currency earnings for Namibia, which can be used to support economic development, facilitate cross border transactions, maintain stability in domestic currency and provide access to global markets. However, OPEC membership could limit these earnings by imposing production quotas that restrict the volume of oil Namibia can export. For a developing country with pressing economic needs and the desire to access global markets, maximizing foreign currency earnings from oil exports should be a priority.

The revenue from Namibia's newfound petroleum resources, will help the country to immediately attend to its pressing social and economic issues as well as development needs which are detailed in the country's policies, strategies and plans if it's not inhibited by production cuts.

### Conclusion

While the prospect of joining OPEC might seem attractive, Namibia, whether directly or through other intermediaries should not be in discussion about joining OPEC at this nascent stage of its oil and gas industry for several critical reasons as highlighted above. The country's oil reserves have yet to be confirmed, since more appraisals still

need to be done. Without precise knowledge of our reserves, making commitments to OPEC would be premature and potentially detrimental. Namibia is also yet to determine its daily production capacity to see how it will align or conflict with the quotas imposed by OPEC. Understanding our production capabilities is crucial before considering membership.

To maximize revenue output from oil and gas, Namibia should focus on attending to its pressing developmental needs as per its developmental imperatives outlined in its policies and strategies such as NDP5, Vision 2030, and the Harambee Prosperity Plan. Joining OPEC hastily could limit the flexibility needed to allocate resources effectively towards these goals. Namibia may also consider and prioritize using its oil and gas revenue to pay off its national debt, which currently stands at N\$ 154.2 billion as quickly as it can. Economic prosperity should be a priority over potential production cuts and restrictions associated with OPEC membership at this early stage of Namibia's oil and gas industry.

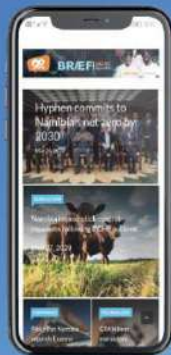
***\*Shakwa Nyambe is an Energy & Natural Resources Lawyer and Managing Partner – SNC Incorporated***

## SUBSCRIBE TODAY!

For Credible Economic  
Data And Latest Namibian  
Business and Finance News.

THE  
**BR/EF**  
News Worth Knowing

SCAN HERE  
TO SUBSCRIBE





## Hamwele appointed NTB interim chairperson

The Minister of Environment, Forestry and Tourism, Pohamba Shifeta, has appointed Olavi Hamwele as the interim Board Chairperson of the Namibia Tourism Board (NTB) after Janette Fourie's resignation. Hamwele previously served as the Deputy Chairperson.

Fourie had been part of the NTB board since 2020 and last year was then appointed as the Chairperson and supposed to serve until 2026.

"Fourie has provided valuable leadership and guidance during her tenure, and her contributions to NTB have

been greatly appreciated. The organisation thanks Fourie for her dedication and commitment to promoting tourism in Namibia. In the same vein NTB is confident that Hamwele will adeptly fulfil the duties of the chairperson and ensure continued success of the NTB during this transitional period," said NTB Corporate Communication Practitioner Flora Quest.

The Namibia Tourism Board is a government-owned public enterprise responsible for bringing together both the private and public sectors in implementing the national policy on tourism.

Stay informed about Energy sector in Namibia

[Click here](#)

M&E  
MINING & ENERGY



## The differential in practice

**By The Brand Guy**

I recently attended a lecture in which one of the audience members asked how he could compete against a field of competitors who are all similar? This is a highly relevant question for Namibia where enterprise formation has been and is still mostly driven by what has worked before for others, not by what is possible.

The problem with the copycat enterprise is that it is executed without regard for differentials, effectively creating a supply glut in which the combined market capacity to absorb the product or service is spread across a growing number of undistinguished players. This very effectively dilutes the potential for profitability and growth.

Do you doubt me? Look at the phenomenon of the kasi bars in the northern suburbs.

The answer is to differentiate. Broadly put, there are four questions that the entrepreneur needs to answer, the first of which is against who? That establishes the consideration set. Once this is answered, the next three questions are for who, when and why? The latter three questions need to be comprehensively answered for a range of competitors.

The answers must be examined firstly for gaps and secondly for similarities.

The similarities will show areas of intense competition and diluted spending power. If the majority of brands market chicken or pizza fast-food products from takeout outlets, there are multiple possibilities to build strong differentials. I will leave that in your head but provide some clues below.

One of the interesting strands of thought currently developing is that a sector or subsector can be seen as a symbiotic ecosystem, much as it is in nature. Each component contributes to and draws benefit from the entire ecosystem. Remove a component and the entire ecosystem is weakened.

If you translate this idea into pizza as fast-food, a picture begins to emerge. An optimally served market for pizza cannot survive on one fast-food joint alone. There will be multiple needs in the market.

It may not be convenient to stand and wait in the outlet. The delivery may be too expensive. The actual product may be too expensive or too cheap (with a perceived low quality). The outlet may be in the wrong location for the market. So, what about a frozen pizza with the correct quality of ingredient that can be effectively microwaved?

This example already exists to illustrate the concept of the ecosystem. Pizza outlets, delivery pizzas and frozen pizzas in various

**Your ecosystem may be crowded,  
but there is every opportunity to  
stand out from the crowd to attract  
your own market.**

price and quality bands, already optimally populate the pizza ecosystem. The shift in this is not in creating a product and marketing it but in finding niches and gaps that enable the brand to add to the population of the ecosystem.

The issue that many will find with this is operating in a niche with a relatively lower market share depending on the size of the gap. However commercial logic says that the most effective way to gain and sustainably hold position is to position in a niche.

Practical application of the differential identifies the niche and the potential for penetration.

Beyond pricing, delivery and product formulation, there are multiple routes to differentiation that offer advantages for sustainability, not least of which are unique personal transformation, tribal belonging and customer relations.


Your ecosystem may be crowded, but there is every opportunity to stand out from the crowd to attract your own market.

*\*Pierre Mare has contributed to development of several of Namibia's*

*most successful brands. He believes that analytic management techniques beat unreasoned inspiration any day. He is a fearless adventurer who once made Christmas dinner for a Moslem, a Catholic and a Jew. Reach him at [www.pressoffice7.com](http://www.pressoffice7.com) if you need help.*

A BRIGHTER  
OPPORTUNITY  
FOR YOUR  
TOMORROW

TENDERS



**TENDER ENQUIRY NO. E084-ND-2024**  
**INVITATION TO TENDER FOR THE PROVISION OF AERIAL SURVEY SERVICES**

**1. OVERVIEW**  
Namdeb Diamond Corporation (Pty) Ltd (Namdeb) is a wholly owned subsidiary of Namdeb Holdings (Pty) Ltd, and performs land-based prospecting (exploration), mining and rehabilitation operations.

**2. SPECIFICATION OF THE SERVICES**  
Namdeb hereby invites reputable and qualified service providers to submit tenders for the **Provision of Aerial Survey Services**.

The Scope of the Services shall without limitation include the provision of **Large-Scale Aerial Mapping** to collect data required to generate a **Digital Terrain Model (DMT)** of large mining areas.


**3. TENDER ENQUIRY DOCUMENT**  
Interested parties may contact the following person to obtain a copy of the tender enquiry document:  
Contact: Ms Minsozi Kompeli  
Email: [minsozi.kompeli@namdeb.com](mailto:minsozi.kompeli@namdeb.com)  
Tel: +264 (63) 238502

**4. COMPULSORY VIRTUAL CLARIFICATION MEETING**  
A compulsory virtual clarification meeting (as further detailed in the tender enquiry) shall be conducted on **Wednesday, 12<sup>th</sup> June 2024**.

**Only Tenderers that attended the compulsory virtual clarification meeting shall be eligible to participate in the tender process.**

**5. CLOSING DATE**  
The closing date for the tender is **16h00 on Friday, 21<sup>st</sup> June 2024**, and tender submissions must only be delivered to the address as specified in the tender enquiry document.

[www.namdeb.com](http://www.namdeb.com)

**NAMDEB**  
A NAMIBIA DE BEERS PARTNERSHIP





# Financial Market Monitor

www.sss.com.na

Enriching Generations

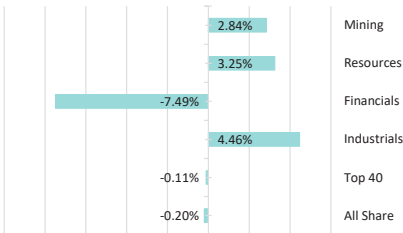
Commodities

Spot Gold	2318.18
Platinum	978.80
Palladium	913.51
Silver	29.69
Uranium	89.75
Brent Crude	80.33
Iron Ore	103.98
Copper	10051.02
Natural Gas	2.81
Lithium	13.95

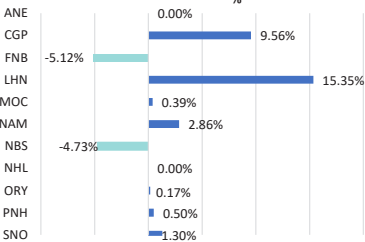
Currencies

USD/ZAR	18.8563
EUR/ZAR	20.4041
GBP/ZAR	24.0137
USD/CNY	7.2466
EUR/USD	1.0823
GBP/USD	1.2738
USD/RUB	88.8248
CPI	4.90%
Repo Rate	7.75%
Prime Rate	11.50%

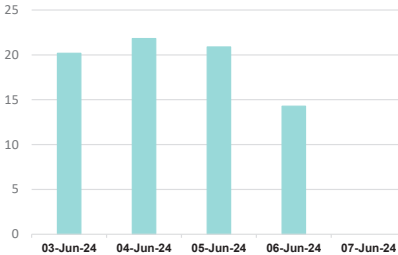
JSE Indices: Year to date movement %



NSX Local Stocks: Year to date price movement %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to date movement %



\*Prices as at 16:47, 07-Jun-2024