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Basson van Rooyen
appointed Sanlam
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THE BRIEF

News Worth Knowing



**Namibia rules out
commercial cannabis
cultivation for medical use**

FRIDAY 31 MAY 2024

MAIN STORY



Namibia rules out commercial cannabis cultivation for medical use

The Ministry of Health and Social Services has ruled out legalising the commercial cultivation of cannabis for medicinal use in Namibia, citing the availability of effective existing treatments.

The Minister of Health and Social Services Dr Kalumbi Shangula said the country does not see the need to legalise cannabis for pain management as the current stock of medications delivered via intramuscular or intravenous is effective.

“We don't see the need to legalise marijuana as a way to manage pain at the present moment. We have adequate medication which can be administered

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



intramuscularly or intravenously to act immediately,” he told The Brief.

This comes after a directive from the Cabinet in 2022 tasked the Ministry with investigating whether there was a demand for cannabis for medicinal use and the health risks associated with its use. This came amid proposals for the commercial cultivation of cannabis for medicinal use.

On the other hand, South African President Cyril Ramaphosa on Tuesday signed into law the Cannabis for Private Purposes Act, which legalises the private use of cannabis.

The legislation was signed into law, but dealing with cannabis remains prohibited.

Over the past five years, nine other African countries have passed laws to legalise production for medical and

scientific purposes. These include Lesotho, Zimbabwe, Uganda, Malawi, Zambia, Ghana, Eswatini, Rwanda and Morocco.

Hemp cultivation and production, according to South Africa government estimates, has the potential to create 25,000 jobs.

The global market for medical cannabis is currently estimated at N\$2.76 quadrillion (US\$150 billion) and could reach N\$5 quadrillion (US\$272 billion) in 2028, according to Barclays Bank.

Cannabis is believed to have numerous medicinal benefits and can be used in the treatment and pain management of cancer, glaucoma, HIV-AIDS, Parkinson's, Alzheimer's, arthritis, cerebral palsy, headaches, multiple sclerosis, anorexia, and schizophrenia, among others.



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Namibia's startup ecosystem climbs to 8th position in Africa



StartupBlink, a platform analysing over 150,000 startups quarterly, ranks Namibia 8th in Africa surpassing Ghana and Tunisia, highlighting the country's growing startup ecosystem.

On a global scale, Namibia ranked in the 87th position. StartupBlink's ranking system considers factors like traction, funding and employee numbers to determine a company's SB Score, revealing its position globally and within its specific ecosystem, region, industry and sub-industry.

According to the report, this marks the third consecutive year of growth, with the country having ascended a total of 12 places since its initial inclusion in the rankings in 2021.

It is further reported that Windhoek has witnessed a significant surge in the global startup city ranking 616th and jumping 35 spots. This propels Windhoek into a competitive position, currently ranking within the top 700 startup cities worldwide.

“The only ranked city, Windhoek, surged by 35 spots to rank at 616th, extending its

positive trend over the last three years, totaling a climb of 240 spots within the global top 1,000,” the report reads.

Namibia's ranking is attributed to having a startup ecosystem that is considered to be a secure and stable environment, fostering



Namclear hereby invites appropriately qualified vendors to participate in the below Request for Information:

1. Request For Proposal for the Supply, Installation, Configuration, and Documentation of Server Infrastructure for Namclear.

The Terms of Reference (TOR) will be available via email. **Interested parties must hand deliver their proposals to:** Namclear, Rieks House, C/o Feld and Rieks van der Walt Street Ausspanplatz

FEE: N\$1000

CLARIFICATION SESSION: Yes, Via MS Teams

CLOSING DATE: Friday, 28 June 2024 at 12H00 PM

No faxed tenders will be accepted. Namclear reserves the right to withdraw the expression of interest at any time without notifying any party and furthermore to negotiate with any of the prospective suppliers and is bound to not accept the lowest or any other proposal.

NB: Envelopes should be clearly marked with the title of the Tender.

ENQUIRIES:

Mr Dunston Kawana

Manager: ICT Tel: (061) 375 277, Email: dkawana@namclear.com.na

entrepreneurship and innovation, according to the report.

Windhoek's leading startups showcase a strong presence in key sectors. Paratus is a hardware and IoT company which has successfully raised over N\$600 million from its recent rights issue to expand its offerings by enhancing its core systems and infrastructure and is ranked 71st in Africa.

Dollar, a marketing and sales company, secured a score of 73, while fintech emerged as another area of strength, with FundRoof and Lynkwise achieving scores of 133 and 212 respectively.

Jabu, the e-commerce and retail frontrunner which through JabuPay and backing from Y Combinator, became the first in the country to secure Series A funding in 2022, boasts a score of 332 according to the report.

The report further says that despite growing, the start-up ecosystem still faces challenges such as a lack of physical infrastructure, cumbersome bureaucracy and limited access to market opportunities and restricted access to funding for startups.

Additionally, the report highlights the need to cultivate a larger pool of entrepreneurial talent, particularly considering Namibia's relatively small population.

"The Namibian startup ecosystem offers local entrepreneurs a secure and stable environment which promotes entrepreneurship and innovation in the region. The main challenges for Namibian startup ecosystems are the lack of physical infrastructure, heavy bureaucracy, low access-to-market, and low




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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-commissioned 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 KAriseb@EIF.ORG.NA or +264 61431 7701.

All applications should be directed to:
Ms. Lizi 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 or through email request, recruitment@eif.org.na. All applications should comprise of a cover letter, recent CV and copies of qualifications.



Namibia Green Hydrogen Programme

Due date: 14th June 2024

levels of funding for startups,” it reads.


The report further says organisations like the Namibia Investment Promotion and Development Board (NIPDB) and Startup Namibia play a vital role in Namibia’s ecosystem success by spearheading initiatives, fostering collaboration, and offering support to entrepreneurs.

Similarly, the Namibia Investment Center provides assistance and information to foreign investors seeking opportunities within the Namibian startup landscape.

“Private sector organizations are also active in the ecosystem. For instance, Impact Tank, Namibia’s first social impact venture builder, promotes social entrepreneurship to create sustainable impact,” it reads.

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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
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, 10th 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, 21st June 2024**, and tender submissions must only be delivered to the address as specified in the tender enquiry document.



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MINING & ENERGY



Florentia Amuenje to chair Namcor board as new directors are announced

The Minister of Finance and Public Enterprises, Iipumbu Shiimi, has appointed a six-member board of directors for the National Petroleum Corporation of Namibia (Namcor), effective 1 July 2024.

Florentia Amuenje who was reappointed, will chair the board, replacing Jenny Comalie. Amuenje is the founder of TransfoCoaching and Consulting.

She will be deputised by Tersia Gowases, who has been reappointed to the board and is the General Manager of Information Technology at the Social Security Commission.

Other board members include Godfrey Ngaisiue, a Geophysicist; Deputy Executive Director in the Ministry of Finance and Public Enterprises, Oscar Capelao, Anna Libana and Trophimus Hiwilepo.



INVITATION FOR OPEN NATIONAL BIDDING

Provision for the supply and installation of air conditioners at Student Care Centre of NSFAF head office in Windhoek.
Ref: W/ONB/NSFAF-01/2024

RELEASE DATE: 19 April 2024
CLOSING DATE: 3 June 2024 at 12h00
DOCUMENT FEE: Free and downloadable from NSFAF Website

Interested bidders can download the bid document from NSFAF website, www.nsfaf.na under - Opportunities, procurement or for further information contact Allenah Matengu at 0614346055/ email: Allenhah.Matengu@nsfaf.na and Agnes Dawid on 0614346070/ Email: Agnes.Dawid@nsfaf.na

Bid documents are to be submitted in a sealed envelope at NSFAF Head Office, Eros Road 746, Windhoek.



Customer service sector as a solution to African youth employment in the age of digital disruption

By Victor Songa Musiwa

Youth unemployment in Africa remains a critical issue, exacerbating socio-economic challenges across the continent. South Africa faces one of the most severe crises, with nearly 50% of individuals under 34 unemployed. Nigeria is also grappling with a high youth unemployment rate that averaged 40.6% in 2023.

The digital revolution has brought about unprecedented changes, disrupting traditional industries and employment patterns.

While this technological shift has opened up new opportunities, it has also exacerbated existing challenges, particularly youth unemployment.

However, amidst this disruption, the customer service sector has emerged as a potential solution, offering a beacon of hope for young job seekers.

The Rise of Customer Service in the Digital Age

In the age of digital disruption, customer service has become increasingly important. As businesses transition to online platforms and automate processes, the human touch in customer interactions has become even more valuable. Customers still crave personalized attention and assistance, creating a demand for skilled customer service professionals.

Furthermore, the rise of e-commerce and the growing popularity of social media have amplified the need for effective customer service. Consumers now expect instant responses and seamless experiences across multiple channels, leading to a surge in customer service job opportunities.

Why Customer Service is Ideal for Young People

The customer service sector presents



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a unique opportunity for young people due to its low barriers to entry and ample opportunities for growth. Many customer service roles do not require extensive experience or advanced degrees, making them accessible to young job seekers who are just starting their careers.

Additionally, the customer service sector offers various entry-level positions, such as customer support representatives, chat agents, and social media moderators.

These roles provide young people with the chance to gain valuable experience, develop transferable skills, and build a professional network.

Moreover, the customer service sector is known for its rapid career progression.

Many companies offer training and development

programs that enable young employees to climb the ladder quickly. With dedication and hard work, young customer service professionals can advance to supervisory or managerial roles in a relatively short period.

Addressing Youth Unemployment through Customer Service

Governments and organizations can leverage the customer service sector to tackle youth unemployment by implementing several strategies:

1. Skills Development:

Investing in training programs that equip young people with the necessary customer service skills, such as communication, problem-solving, and empathy.

2. Internships and Apprenticeships:

Creating opportunities for young people to gain hands-on experience in the customer service sector through internships and apprenticeships.

3. Job Placement:

Partnering with businesses to connect young job seekers with customer service vacancies.

4. Mentorship:

Establishing mentorship programs that pair young

Share opportunities

Vacancies

As a leading ICT player, Telecom Namibia, as an Equal Opportunity Employer, takes pride, passion & commitment in developing cutting edge technologies that underpin a high-performance ICT service provider of world class standards. Our commitment is to pay premium remuneration, nurture & grow Human Capital Assets to meet the needs of our customers.

If you are interested in a challenging career and share our vision of adding value to our company's excellence in service delivery to our clients, an exciting opportunity exists for the filling of the following positions:

POSITION: HEAD: BUSINESS INFORMATION & TECHNOLOGY (BIT)

REPORTING TO: CHIEF TECHNICAL & INFORMATION OFFICER

DIVISION: TECHNICAL OPERATIONS

DUTY STATION: WINDHOEK

JOB GRADE: E1

POSITION: SENIOR MANAGER: ACCOUNTING & CONTROLLING

REPORTING TO: CHIEF FINANCE OFFICER

DIVISION: FINANCE AND ADMINISTRATION

DUTY STATION: WINDHOEK

JOB GRADE: D5

POSITION: SENIOR MANAGER: MARKETING STRATEGY

REPORTING TO: CHIEF MARKETING OFFICER

DIVISION: MARKETING

DUTY STATION: WINDHOEK

JOB GRADE: D5

POSITION: MANAGER: CREDIT CONTROL

REPORTING TO: CHIEF FINANCE OFFICER

DIVISION: FINANCE AND ADMINISTRATION

DUTY STATION: WINDHOEK

JOB GRADE: D3

POSITION: MANAGER: PRODUCT PRICING

REPORTING TO: SENIOR MANAGER: PRODUCT MANAGEMENT

DIVISION: MARKETING DIVISION

DUTY STATION: WINDHOEK

JOB GRADE: D3

POSITION: MANAGER: CARRIER RELATIONS & SUPPORT SERVICES

REPORTING TO: SENIOR MANAGER: WHOLESALE & INTERNATIONAL

DIVISION: COMMERCIAL

DUTY STATION: WINDHOEK

JOB GRADE: D3

POSITION: MANAGER: MARKETING COMMUNICATION

REPORTING TO: SENIOR MANAGER: MARKETING STRATEGY

DIVISION: MARKETING

DUTY STATION: WINDHOEK

JOB GRADE: D2

POSITION: PRICING ANALYST

REPORTING TO: MANAGER: PRODUCT PRICING

DIVISION: MARKETING DIVISION

DUTY STATION: WINDHOEK

JOB GRADE: D1

POSITION: INTERNAL AUDITOR

REPORTING TO: MANAGER: INTERNAL AUDIT

DIVISION: INTERNAL AUDIT & RISK MANAGEMENT

DUTY STATION: WINDHOEK

JOB GRADE: C5

POSITION: REGIONAL PLANNER: COPPER/FIBRE CABLING & STRUCTURED CABLING

REPORTING TO: SECTION ENGINEER: PASSIVE INFRASTRUCTURE

DIVISION: D.L.P.I

DUTY STATION: SWAKOPMUND (X1), KEETMANSHOOP (X1), WINDHOEK (X2)

JOB GRADE: C5

POSITION: TECHNICAL SUPERVISOR: TECHNICAL OPERATIONS

REPORTING TO: MANAGER: TECHNICAL OPERATIONS

DIVISION: FIELD SERVICES

DUTY STATIONS: KWANABURG (X1) & ROSH PINAH (X1)

JOB GRADE: C5

POSITION: FINANCIAL CONTROLLER

REPORTING TO: MANAGER: CREDIT MANAGEMENT

DIVISION: FINANCE & ADMINISTRATION

DUTY STATION: WINDHOEK

JOB GRADE: C5

POSITION: SALES REPRESENTATIVE

REPORTING TO: MANAGER: COMMERCIAL MANAGER

DIVISION: COMMERCIAL

DUTY STATION: SWAKOPMUND (X1) & KATIMA MULILO (X1)

JOB GRADE: C3

POSITION: TECHNICIAN: NETWORK SUPPORT

REPORTING TO: MANAGER: NETWORK OPERATIONS

DIVISION: NETWORK OPERATIONS

DUTY STATION: MARIENTAL (X1) & RUNDU (X1)

JOB GRADE: C3

POSITION: CONSULTANT: MARITIME RESCUE COORDINATOR

REPORTING TO: SUPERVISOR: MARITIME RESCUE COORDINATOR

DIVISION: COMMERCIAL

DUTY STATION: WALVIS BAY

JOB GRADE: B4

POSITION: COMMERCIAL SUPPORT AGENT

REPORTING TO: COMMERCIAL SUPERVISOR'S

DIVISION: COMMERCIAL

DUTY STATION: KEETMANSHOOP (X1) & LUDERITZ (X1)

JOB GRADE: B4

INTERESTED APPLICANTS ARE INVITED TO VISIT OUR WEBSITE FOR DETAILED INFORMATION:
www.telecom.na/vacancies

Suitably qualified applicants, especially women and persons with disabilities, are highly encouraged to apply and will be given preference. Applicants from designated groups as defined in the Affirmative Action (Employment) Act, 1998, are also encouraged to apply.

Please note that certified copies of foreign qualifications should be accompanied by proof of evaluation by the Namibia Qualifications Authority. Documents can be emailed to humancapital@telecom.na, hand-delivered to the Telecom Namibia Head Office at 9 Judge J.P. Karuahu Street, or mailed to Telecom Namibia, Corporate Human Resources, PO Box 297, Windhoek, Namibia.

Only shortlisted candidates will be contacted.

CLOSING DATE: 4 June 2024

Sharing your world



customer service professionals with experienced mentors who can provide guidance and support.

5. Awareness Campaigns: Raising awareness among young people about the career opportunities available in the customer service sector.

The Future of Customer Service and Youth Employment

As technology continues to evolve, the customer service sector is likely to undergo further transformations. However, the demand for skilled customer service professionals is expected to remain strong. By embracing new technologies and adapting to changing customer expectations, young people can thrive in this dynamic field.

The customer service sector has the potential to be a game-changer in the fight against youth unemployment in Africa and beyond. By providing young people with accessible entry points, ample growth opportunities, and valuable skills development, this sector

can empower a new generation of professionals and contribute to a more inclusive and prosperous future.

****Victor Songa Musiwa, CCXP, XMP, MSc, is Namibia's first globally certified experience management professional (CCXP & XMP), Founder, and Chief Executive Officer of Relentless CX cc.***



New CIO for Sanlam Investments

66

We are pleased to announce that Basson van Rooyen has been promoted to the position of Chief Investment Officer of Sanlam Investments Namibia, effective 1st April 2024.

Basson joined Sanlam Investments Namibia as an Investment Analyst and later Portfolio Manager in 2012. His expertise in investing and managing financial assets has contributed significantly to the growth and success of SIM's investment business over the years.

As Chief Investment Officer, Basson will lead a team of dedicated professionals within our investment business. He will actively participate in portfolio construction, risk management, and compliance processes, ensuring that our clients' investments are managed in a prudent and diligent manner. His supervision and guidance will be instrumental in shaping our investment strategies and delivering exceptional results.

Basson holds a B.Acc Hons degree from the University of Stellenbosch, and he is a Chartered Accountant with the CA (SA) and CA (NAM) designations. Furthermore, he is a CFA Charterholder, reflecting his deep commitment to the profession.

We extend our heartfelt congratulations to Basson van Rooyen on his well-deserved promotion. We are confident that under his leadership, Sanlam Investments will continue to flourish, unlocking new and exciting investment opportunities for our clients.



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COPING WITH THE RISING NATURAL CATASTROPHES ACROSS AFRICA



Empowering Tomorrow's Stars:

The role of education in cultivating talent and sustainability in the African entertainment industry

The African continent is ripe with unrealised potential. Its people, their abilities, and their powerful relationships promise a wealth of future achievements – if only they can be fully actualised. The key to the people of our continent becoming all that they might be, lies in one singular intervention: education.

Fortunately, education is widely prized across our continent, and it is a shared aspiration amongst almost all Africans. In this spirit, as the continent prepares to celebrate the founding of the African Union (AU) on Africa Day on 25 May, the AU has chosen "The Year of Education" as its theme for 2024.

Expressed more thoroughly, the theme is "Educate an African fit for the 21st Century: Building resilient education systems for increased access to inclusive, lifelong, quality, and relevant learning in Africa."

Given the key concern of "resilient education" in this theme, it's useful to consider how organisations are addressing Africa's education challenge, and how they are ensuring the skills that students gain are directly relevant to their future development, and that of the continent.

Relevant training

One such organisation is the MultiChoice Talent Factory (MTF), an initiative by pan-African entertainment company MultiChoice. MTF consists of three offerings – MTF Academies in major African capitals provide hands-on, relevant training for aspiring TV and film professionals; the MTF portal allows professionals to network and find work opportunities; while MTF masterclasses offer an ongoing programme of professional development. Most influential of these MTF offerings are the MTF Academies in Nairobi, Lagos and Lusaka. The Academies equip aspiring industry professionals with the crucial "sustainable education" it takes to thrive in the rapidly changing film-and-television sector. Now in its sixth year in Rest of Africa, the programme offers a comprehensive, fully

paid 12-month industry-readiness course that gives participants the invaluable opportunity to learn from industry experts in fields such as scripting, directing, producing, cinematography, commissioning and editing. This focus on hands-on experience ensures that graduates emerge not just qualified, but with practical, proven ability to work in the sector. This focus on directly relevant skills gives the industry a pipeline of trained professionals entering the job market, and also gives the hundreds of young people emerging from MTF Academies every year, a good chance of finding careers.

An MTF survey has found that around 92% of MTF Academy graduates go on to work in the creative sector. Many of these young professionals go on to careers at MultiChoice, which bills itself as "Africa's most-loved storyteller".

Unlocking youth potential

This level of absorption demonstrates another benefit of education in the African development journey: it unlocks the massive potential of the continent's youthful population.

MTF Academy students consistently win awards at film festivals, have their work shown on major platforms and go on to great career success.

These successes underscore how directly relevant, industry-focused training will rapidly generate real benefits. The success that MultiChoice has found by training its own industry professionals offers an instructive case for corporates in other sectors.

This is especially true in Africa, where the continent's enormous cohort of young people represents its greatest global opportunity – but only if this opportunity is converted through education.

Education is what will transform Africa's 400 million young people aged between 15 and 35 into a generation of doctors, lawyers, financiers,

engineers and media professionals.

In the words of the [African Union](#), "... such a youthful population calls for an increase of investment in economic and social development factors, in order to improve the development index of African nations."

The MTF training programme is an intentional development initiative in this vein. It is designed to create careers for aspiring film and television professionals, but also to directly address the needs of MultiChoice, the media sector, and the African economy as a whole.

Cultural impact

Another critical value proposition of this pipeline from training to production in the creative sector is its cultural impact. Training African creatives equips them to tell African stories.

As dynamic, highly-skilled African creatives go on to produce content that resonates powerfully with African audiences, it drives engagement, enriches the businesses and allows Africa's people to see themselves reflected in powerful entertainment content with world-class entertainment values.

It's an innovative approach to the idea of "educating Africa", in that it equips Africans to educate other Africans – culturally and spiritually – through the telling of African stories. These African stories also allow Africa to show the rest of the world the power of its history and the talent of its people, as our productions take their rightful place on global content platforms.

As Africa Day draws near, this dual approach to African self-actualisation has never been more relevant. The continent is developing the abilities of its people through education and training; but also enhancing its standing in the world, by producing goods, services and creative output that will add value, entertain and inspire. To educate the world about the power of Africa.

Anirep records N\$8.6 million profit

Renewable energy company Anirep recorded N\$8.6 million in total operating profit for the year ended 29 February 2024.

The company plans to use funds raised through a recent rights offering to expand its generation capacity to nearly 70MWp.

According to Anirep's Managing Director Iyaloo Ya Nangolo, the company's current total generation capacity stands at 13.34MWp and plans to build on this for its next phase of expansion.

"The proceeds raised from the rights offer will be utilised to propel the company's generation capacity to just under 70MWp, marking a significant milestone in its growth trajectory," he said.

The company also reported that its core annuity revenue, primarily generated through electricity sales and maintenance services from existing solar power plants, remained consistent at N\$52.2 million.

Anirep Solar, a subsidiary, maintained a steady income of N\$37.2 million throughout the year, supported by long-term power purchase agreements (PPAs) with NamPower and Cenored that extend until 2041.

Additionally, HopSol Africa's recurring operations and maintenance revenue increased by 13.5% to N\$15 million, aligning with Anirep's long-term strategy of expanding annuity income.

The company reported an overall revenue



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decline of 6% to N\$74 million compared to the prior year attributed to lower revenue from Engineering, Procurement & Construction (EPC) activities, particularly due to delays in the Khan project.

The significant EPC revenue generated by this 25MWp project will reportedly be recognised upon completion in the 2025 financial year. These delays also negatively impacted normalised operating profit,

which decreased by 49% to N\$12.2 million compared to the previous year.

While gross profit remained at N\$60.9 million, the margin decreased as a result of projects under construction.

Consequently, Anirep incurred a loss before tax of N\$7.9 million, contrasting with the profit reported in the prior year. The company did not declare or pay any dividends during the period under review.

VACANCIES



The Namibia Investment Promotion and Development Board (NIPDB) is looking for suitably qualified and experienced Namibian citizens to fill the following positions:

- Senior Manager: Investment Development & Analysis
- Manager: Research & Development (Re-advertisement)
- Senior Consultant: Investment Development and Analysis (Mining & Adjacent Sectors)
- Senior Consultant: Investment Development and Analysis (Manufacturing & Agro Processing)
- Risk & Compliance Officer
- Events & Travel Coordinator
- Consultant: Partners Coordinator
- Consultant: Missions & Events Administration

Interested candidates are invited to visit <https://nipdb.com/vacancies/> for the requirements and guidelines of how to apply. All foreign qualifications must be evaluated by the Namibia Qualifications Authority (NQA).

The NIPDB is an equal opportunity employer and complies with the Affirmative Action Legislation. In line with the Affirmative Action (Employment) Act, No. 29 of 1998, suitably qualified persons with disabilities who meet the requirements are encouraged to apply. Please note that reference checks and competency assessment tests will be conducted, and qualifications will be verified.

Remuneration:

The NIPDB offers market related remuneration packages commensurate with experience and qualifications. Only shortlisted candidates will be contacted.

The NIPDB reserves the right to use additional/ relevant information as criteria for short listing and regrettably no documents will be returned.

Enquiries: recruitment@nipdb.com

Closing Date: 7 June 2024 @ 17:00



Investment House, C/O Garten & Dr. A. B. May Streets

info@nipdb.com
www.nipdb.com

Private Bag 12039,
Windhoek, Namibia

+264 (0) 83 333 8600

ABOUT NIPDB

The Namibia Investment Promotion and Development Board (NIPDB) is mandated to promote and facilitate investment by foreign and Namibian investors, and coordinate MSME activities across all levers of the economy, with the aim of contributing to economic development and job creation.

Basson van Rooyen appointed Sanlam Investments' new CIO



Basson van Rooyen has been promoted to the position of Chief Investment Officer (CIO) of Sanlam Investments Namibia, effective 1st April 2024.

Van Rooyen joined Sanlam Investments Namibia as an Investment Analyst and later Portfolio Manager in 2012.

According to Sanlam Investments Namibia, his expertise in investing and managing financial assets has contributed significantly to the growth and success of its investment business over the years.

“As Chief Investment Officer, Basson will lead a team of dedicated professionals within our investment business. He will actively participate in portfolio construction, risk management, and compliance processes, ensuring that our clients’ investments are managed in a prudent and diligent manner. His supervision and guidance will be instrumental in shaping our investment strategies and delivering exceptional results,” the company said.

“We are confident that under his leadership, Sanlam Investments will continue to flourish, unlocking new and exciting investment opportunities for our clients.”

Basson holds a B.Acc Hons degree from the University of Stellenbosch, is a Chartered Accountant with the CA (SA) and CA (NAM) designations, and is a CFA Charterholder.

According to Sanlam Investments Namibia, his expertise in investing and managing financial assets has contributed significantly to the growth and success of its investment business over the



VACANCY

THE VACANCY BELOW IS NOW AVAILABLE AT DUNDEE PRECIOUS METALS TSUMEB:
>> COMMUNICATIONS OFFICER
CLOSING DATE: THURSDAY, 6 JUNE 2024

Only short-listed candidates will be contacted.
Applicants who are not contacted within two weeks after the closing date, should consider their application unsuccessful.
For detailed information and to apply, please visit: <https://dundeeprecious.com/careers/careers/>



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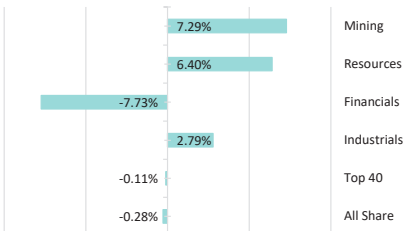
Commodities

Spot Gold	2336.98
Platinum	1032.22
Palladium	924.23
Silver	31.02
Uranium	90.75
Brent Crude	81.81
Iron Ore	108.19
Copper	10041.14
Natural Gas	2.57
Lithium	14.35

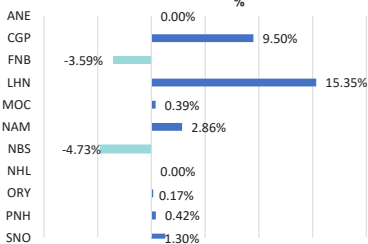
Currencies

USD/ZAR	18.7543
EUR/ZAR	20.3533
GBP/ZAR	23.8854
USD/CNY	7.2418
EUR/USD	1.0853
GBP/USD	1.2735
USD/RUB	90.2848
CPI	4.80%
Repo Rate	7.75%
Prime Rate	11.50%

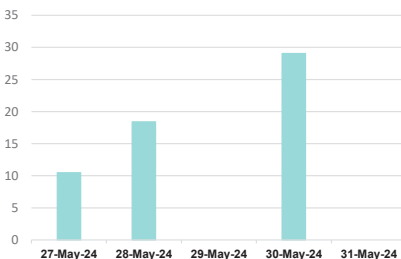
JSE Indices: Year to date movement %



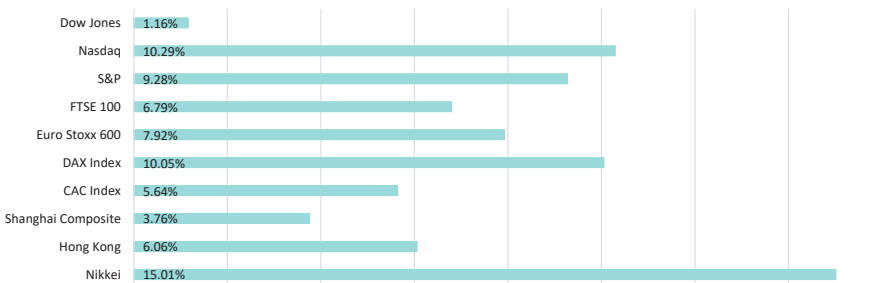
NSX Local Stocks: Year to date price movement %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to date movement %



*Prices as at 16:48, 31-May-2024