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THE

# BRIEF

News Worth Knowing



**ECB calls for REDs model  
relook, with Windhoek set for  
80% stake in new distributor**

THURSDAY 03 OCTOBER 2024

## MAIN STORY

## ECB calls for REDs model relook, with Windhoek set for 80% stake in new distributor

The Electricity Control Board (ECB) Chief Executive Officer, Robert Kahimise, says the Regional Electricity Distributors (REDs) current model requires significant refinements rather than elimination.

His comments come amid concerns regarding the cost and efficiency of the REDs, particularly regarding their impact on consumers.

Kahimise argued that the creation of REDs has not been a failure, emphasising their importance in the current electricity supply framework.

“If they were not created, I don't want to imagine what the electricity supply would have been. We must explore ways to enhance their effectiveness rather than abolishing them outright,” he noted.

He highlighted the need to refine the existing model, suggesting that adjustments could improve the situation.

“We can refine the model by looking at the local authorities' recharge, which we all contribute. Additionally, we can refine the model in terms of shareholding to better reflect the needs of all stakeholders,” he noted.

Kahimise proposed that public utilities like NamPower should be removed from the distribution process to focus on generation, transmission and trading.

“Maybe we need to remove the public utilities like NamPower from distribution through that new model so that they can



### Crucial Dates

- Bank of Namibia Monetary Policy announcement date:  
16 October 2024  
4 December 2024
- Minister of Finance and Public Enterprises, Ipumbu Shiimi to deliver 2024/25 Mid-Year Budget Review on October 28, 2024.

“Maybe we need to remove the public utilities like NamPower from distribution through that new model so that they can concentrate on their core functions and improve overall service delivery.”

concentrate on their core functions and improve overall service delivery,” he said.

Discussing efficiency improvements, he mentioned the potential for consolidating distributors.

“If we have to combine two distributors, like maybe NORED and CENORED, we can combine them. However, such decisions should be justified by the numbers and the potential impact on consumers’ experiences with electricity services,” he said.


Kahimise reiterated that the REDs remain a crucial option for addressing the country’s electricity challenges.

“There is no better option available at this point. I have seen criticism from opposition parties and even the government, but we must recognise that there is no other viable


incentive than the REDs for ensuring sustainable electricity distribution,” he added.

Meanwhile, the CEO provided an update on the establishment of the Central RED, which will include the City of Windhoek, the Khomas Regional Council, and several customers that belong to NAMPOWER, such as Brakwater and Groot Aub, among others.

“We have communicated and shared the outcome of the summit on the electricity distribution grid code and connection code and are now waiting for the Minister’s approval to utilise some government funds to support the necessary consultancies. This will allow us to create the fifth RED, with the City of Windhoek expected to hold an 80% stake,” he said.



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# Cabinet approves small claims court to decongest legal system

The Cabinet has approved the establishment of a small claims court as a matter of urgency to

help ease congestion in the country's overburdened legal system.

This initiative, led by the Ministry of Justice, aims to streamline the handling of minor civil disputes, freeing up higher courts to focus on more complex cases.

“Cabinet reaffirmed Decision No. 2nd/27.02.24/003 and directed the Ministries of Justice and Finance and Public Enterprises to implement the following interventions to address a number of various pressing socio-economic challenges: Implement a small claims court as a matter of urgency to decongest the courts,” said Deputy Minister of Information and Communication Technology Modestus Amutse.

A poster for the 'W!MAN THE WOMEN IN MINING SUMMIT 2024'. The poster features the event title in large, bold, gold and black letters. Below the title, it lists the speaker: 'MAKHOSAZANA "KHOSI" SIBISI', her titles 'CHAIRPERSON OF GOLE VOP TRADES AND EXECUTIVE CHAIRPERSON OF WOMEN IN MINING BUSINESS OF SOUTH AFRICA', and the dates '16TH -17TH OCTOBER, 2024'. It also mentions the venue 'MECURE HOTEL, WINDHOEK'. A circular portrait of the speaker is shown on the right. At the bottom left, there is a QR code and the text 'Register'. The bottom of the poster includes logos for 'IN PARTNERSHIP WITH' (Impact Desk) and 'MEDIA PARTNERS' (BR/EF).



Alongside this, a programme to clear the backlog of deceased estates at the Master of the High Court and the Government Institutions Pension Fund (GIPF) has also been prioritised to ensure faster resolution of estate matters.

Other interventions include reviewing regulations for trust accounts to protect the public from potential abuse by legal professionals, improving the management of the Guardian Fund, and filling vacancies in the legal sector to expedite case resolution and improve access to justice.

“Cabinet approved the proposed recommendation to repeal the Administration of Estates Act, 1965 (Act No. 66 of 1965) and endorsed, in principle, the policy document thereof,” he said.

In tandem with the repeal of the Estates Act, Cabinet has also approved proposed amendments to the Legal Aid Act, 1990 (Act No. 29 of 1990).

These amendments are intended to enhance service delivery within the Ministry of Justice, streamline decision-making processes, and expand access to legal aid for more Namibians, particularly in cases of public interest.

“Enhance access to justice by increasing the coverage of persons through the inclusion of applications which are in the public interest and affecting the livelihoods of citizens,” he said.



**WIMAN**  
THE WOMEN IN MINING  
**SUMMIT**  
2024

**Georgette B. Sakyi- Addo**  
FOUNDER AND EXECUTIVE  
DIRECTOR OF GEORGETTE  
BARNES LTD.

16TH -17TH OCTOBER, 2024  
MECURE HOTEL, WINDHOEK



Register

**SPEAKER**

#WIMAN2024  
#WIMANSUMMIT

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# NAMCOR partners with SLB to enhance energy sector

The National Petroleum Corporation of Namibia (NAMCOR) has announced a new partnership with global energy technology firm SLB, aimed at boosting

operational efficiency and sustainability in the country’s energy sector.

NAMCOR Interim Managing Director Ebson Uanguta said by leveraging SLB’s advanced technology and digital expertise, NAMCOR plans to enhance its environmental performance, focusing on decarbonisation, carbon capture and green hydrogen production.

The partnership was formalised through the signing of a multi-year memorandum of understanding (MoU), highlighting both companies' commitment to innovative solutions that support Namibia's energy transition and sustainability goals.

“We are thrilled to enter into this MoU with SLB. This allows us to leverage their global expertise and cutting-edge technology in driving sustainable growth within the energy industry. Together, we will focus

**Nekulilo Nikki Ithete**  
CO-FOUNDER AND GENERAL  
MANAGER OF DASH DIAMONDS.

16TH-17TH OCTOBER, 2024  
MECURE HOTEL, WINDHOEK

#WIMAN2024  
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Register

SPEAKER

on achieving key sustainability outcomes while continuing to develop Namibia's energy sector safely and responsibly,” said Uanguta. He added that the collaboration also includes SLB's support in consulting and advisory services, innovation projects, and capacity building within NAMCOR's workforce, ensuring that the collaboration will contribute to Namibia's long-term energy transition.

The multi-year MoU covers a broad scope of collaboration leveraging SLB's advanced technology portfolio and unique digital expertise, aimed at enhancing NAMCOR's operational efficiencies and environmental performance.

According to NAMCOR, key focus areas include carbon footprint measurement, decarbonisation planning, carbon capture and storage, and the promotion of green hydrogen production.

This MoU will not only bolster NAMCOR's sustainability efforts but also contribute to Namibia's goals of reducing carbon emissions through accurate measurement, reporting, and verification of operational and product-specific emissions.

Signing on behalf of NAMCOR was the Senior Manager of Sustainable Energies, Frans Kalenga, who noted that the MoU marks a greater step in the firms' relationship towards building strong partnerships with international players.

"We're excited to see the fruits of the seeds planted today. Our collaboration with SLB will play a key role in

the sustainable development of Namibia's energy resources, including recent oil discoveries, which marks an exciting era for our upstream sector,” he said.

The MoU was signed at the recent SLB Digital Forum 2024 in Monaco, where key industry players from global technology and energy companies gathered to set a vision with a focus on digital as a solution for the future of the energy industry.

“Together, we will leverage our combined expertise and resources to implement digital technology that will expedite the transition from experiment to scalable



# 2025/26 NAMIBIA HOUSEHOLD INCOME AND EXPENDITURE SURVEY (NHIES)

17 March 2025 - 17 March 2026

The NHIES will provide data on income and expenditure patterns, and insights into poverty and inequality levels in Namibia.

## Pilot Survey:

30 September – 20 October 2024, only in selected areas in selected regions

## Main Survey:

17 March 2025 - 17 March 2026, in all 14 regions

Namibia Statistics Agency  
P.O. Box 2133,  
FGI House, Post Street Mall,  
Windhoek, Namibia

Tel: +264 61 431 3200  
Fax: +264 61 431 3253  
Email: info@nsa.org.na  
www.nsa.org.na



solutions, advancing digital and sustainable energy initiatives that meet today’s energy demands while preparing for tomorrow’s challenges,” said Miguel Baptista, SLB Managing Director for Central, East and Southern Africa.

The National Petroleum Corporation

of Namibia is the national oil company established to participate in the country’s petroleum exploration and production.

NAMCOR also engages in fuel supply and distribution, playing a pivotal role in the Namibian energy landscape.



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# Generation Z in Namibia: No clear answers

By The Brand Guy

I first came across the idea of generations with a lucky find of Douglas Coupland's 'Generation X' in Cape Town. The central idea of the book was that Generation X would happily downscale ambitions even if it entailed less earning.

The example that Coupland used was switching from a high-paying corporate job to flipping burgers in a fast-food joint.

Since reading that, more generations have been proposed, notably Millennials and Generation Z. Each of these generations represents a model of consumption, the means of consumption, economic gain and possessions.

The clear global strand is that successive global generations want less work, and a higher quality of life, indicating that ideal ambition, the 'world of work' and productivity models are flawed. Nothing new there...

The generational models of X and the Millennials have largely bypassed Namibia. It has, until now, been a matter of insularity, limited exposure to current, broader global generational cultures. That changes with Generation Z.

The seismic change is that Generation Z is the first 'digitally native' generation (read 'always online'), with unprecedented access to global culture under the spread of social media. Gen Z is now taking root in Namibia, opening to peer influence and displaying many of the attitudes and behavior of their global peers.

The Generation Z communication style is distinctive. They prefer quick, visual communication, often using memes, GIFs, emojis, and short-form videos to express



**The clear global strand is that successive global generations want less work, and a higher quality of life, indicating that ideal ambition, the 'world of work' and productivity models are flawed. Nothing new there...**

themselves.

Social media such as TikTok have become their go-to for entertainment, education, and connection. This preference for bite-sized content reflects short attention spans but also the ability to process information rapidly.

From the branding and marketing point of view, the exercise of communication with Generation Z becomes less profitable, a matter of eking out gains. Generation Z has a high requirement for value addition in corporate philosophy and all the expenses that go with it.

Companies that fail to align with values of sustainability, ethical practices, and social responsibility risk losing their trust and loyalty. Brands need to champion causes that improve the world around them to attract spending.

They make purchasing decisions based on peer recommendations, online reviews, or influencer endorsements rather than

traditional advertising. This shift has prompted companies to rethink marketing strategies, emphasizing authenticity, storytelling, and genuine engagement.

At this point, disposable consumption does not feature, unlike Generation X and the Millennials. Bear in mind that the cost of accumulation is high and availability of Namibian jobs is constrained.

Consumption will consist of bandwidth, clothing, cosmetics, hair salons and nightclubs. A high premium will be placed on workshops (particularly business planning) and education. The sources of income will be family, sporadic informal enterprise and

shared resources.

Generation Z is often described as the most entrepreneurial yet. Growing up amid rapid technological advancements, they have witnessed the rise of startups, influencers, and online businesses, inspiring them to explore non-traditional career paths. Many aspire to be their own bosses and aren't afraid to take risks, or don't have much to lose.

The phenomenon of well-paid jobs may change, and bring with it greater materialism, but this is a slender prospect at present. The proposed solution of agricultural employment is also unrealistic. Having tasted the good life in urban areas or having seen it on social


media, Generation Z is unlikely to accept an agrarian existence and occupation.

The Generation Z model is not fait accompli in Namibia. It is still unfolding as the economy evolves for better or for worse.

How accurate is this? Proof of the pudding lies in research. Talk to the youth for more insights and their view of the ideal.

*\*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 [contact@pressoffice7.com](mailto:contact@pressoffice7.com) if you need thought-leadership, strategy and support.*

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TENDERS

ENQUIRY NO. E094-ND-2024

THE PROVISION COASTAL & MARINE ENVIRONMENTAL MONITORING IN SOUTHERN COASTAL MINES

SCOPE OF WORKS

Namdeb Diamond Corporation (Pty) Ltd hereby invites reputable and suitably qualified service providers to submit their proposals for the provision of Coastal & Marine Environmental Monitoring Services at its operations within Southern Coastal Mines, in the Town of Oranjemund located in south-western Namibia.

The scope of works primarily consists of the assessment of the diversity, population structure and abundance of below species communities, which includes monitoring, collection of biological information, investigations, reporting and recommendations.

- Sandy beach macrofaunal communities,
- Tylos granulatus, and
- Rocky intertidal communities.

COMPULSORY PHYSICAL SITE INSPECTION

A compulsory Physical Site Inspection (PSI) shall be conducted on **Wednesday, 23<sup>rd</sup> October 2024**, at **07h30 (GMT+2)**.

Only Tenderers who attended the Physical Site Inspection shall be eligible to participate in the tender process.

ENQUIRY DOCUMENTS

Interested parties may contact Shaneen van Wyk, at the below listed details to obtain a copy of the enquiry documents:

Email: [shaneen.vanwyk@namdeb.com](mailto:shaneen.vanwyk@namdeb.com)


Tel.: +264 (63) 238 502

SUBMISSIONS

All documents in support of the requirements must be submitted via e-mail to [tender@namdeb.com](mailto:tender@namdeb.com)

The closing date and time for submissions is: **28<sup>th</sup> October 2024 at 14h00 (GMT+2)**.

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

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GOVERNMENT NOTICE

MINISTRY OF AGRICULTURE, WATER AND LAND REFORM

No. 2024

NOTIFICATION OF FARMING UNITS OFFERED FOR ALLOTMENT: AGRICULTURAL (COMMERCIAL) LAND REFORM ACT, 1995 (ACT NO. 6 OF 1995)

In terms of section 39 of the Agricultural (Commercial) Land Reform Act, 1995 (Act No. 6 of 1995), I -

- (a) make known, in terms of subsection (3) of that section, that copies of the approved allotment plan in respect of the farming units referred to in the Schedule are available for public inspection at the places and during the periods mentioned in the Schedule; and
- (b) invite, in terms of subsection (4) of that section, applications for the allotment of the farming units offered for allotment, which applications must be made in the manner stated in the Schedule.

C. H.G SCHLETTWEIN  
MINISTER OF AGRICULTURE,  
WATER AND LAND REFORM

Windhoek,

2024

SCHEDULE

1. Number, location and description of farming units offered for allotment

REGION	DISTRICT	REG. DIV.	FARM NAME & NUMBER	NUMBER OF FARMING UNIT OFFERED FOR ALLOTMENT	SIZE OF FARMING UNIT(S) (HA)	LAND USE OF FARMING UNIT
Otjozondjupa	Grootfontein	"B"	Farm Omkeer No.204	2	<b>Unit A</b> Measuring 1750.0000 ha (Two (2) functional boreholes). (One (1) non-functional borehole) <b>Unit B</b> Measuring 1674.1184 ha (One (1) functional borehole)	Large and Small stock farming
Kunene	Outjo	"A"	Farm Ombindi Karambi No. 155	2	<b>Unit A</b> Measuring 2463.0000 ha (Three (3) functional boreholes). <b>Unit B</b> Measuring 2666.2783 ha (Three (3) functional boreholes). (One (1) non-functional borehole)	Large and Small stock farming
Hardap	Mariental	"R"	Remaining extent of the Farm Kouwater No. 209	Two (2)	<b>Unit A</b> Measuring 2663.4960 ha (2 x functional boreholes) <b>Unit B</b> Measuring 2491.9827 ha (3 x functional boreholes)	Large and Small stock farming

2. Public inspection of allotment plan

The approved allotment plans, in respect of the farming unit offered for allotment, are available for public inspection during the office hours at the offices mentioned in paragraph 3 (c) for a period of 30 days from the date of publication of this notice in the Gazette.

3. Application for allotment of farming unit

An application for allotment of a farming unit must -

- (a) be made on the forms determined by the Minister, which form may be obtained from the offices mentioned in subparagraph (c);
- (b) Where the unit to be allotted is to be used for project development, be accompanied by -
  - i. detailed project proposal
  - ii. proof of registration or provisional registration, where the applicant is a company, a close corporation, a co-operative or any other entity required by law to be registered; and
- (c) within 30 days from the date of publication of this notice in gazette, be delivered or sent to any of the following offices:

Physical Addresses:

The Regional Governor  
Erongo Regional Council  
Government Building  
Tobias Haiyeko Street  
Swakopmund

The Regional Governor  
Hardap Regional Council  
Government Building  
Ernst Stumfe Street  
Mariental

Postal address:

The Regional Governor  
Erongo Region  
Private Bag 1230  
Swakopmund

The Regional Governor  
Hardap Region  
Private Bag 2017  
Mariental

**The Regional Governor**  
//Kharas Regional Council  
Education Building  
Wheeler Street  
Keetmanshoop

**The Regional Governor**  
Khomas Regional Council  
Pull Mann Street  
Windhoek Windhoek

**The Regional Governor**  
Kavango East Regional Council  
Government Building  
Usivi Road Rundu  
Rundu

**The Regional Governor**  
Kavango West Regional Council  
Nkurenkuru  
Kavango West

**The Regional Governor**  
Kunene Regional Council  
Government Building  
Opuwo Main Road  
Opuwo

**The Regional Governor**  
Ohangwena Regional Council  
Government Building  
Eenhana Main Road  
Eenhana

**The Regional Governor**  
Omaheke Regional Council  
Government Building  
Church Street  
Gobabis

**The Regional Governor**  
Omusati Regional Council  
Government Building  
Namaungu Street  
Outapi

**The Regional Governor**  
Oshana Regional Council  
Government Building  
Leo Shoopala Street  
Oshakati

**The Regional Governor**  
Oshikoto Regional Council  
Omuthiya Main Road  
Omuthiya Omuthiya

**The Regional Governor**  
Otjozondjupa Regional Council  
Erf No. 219 P. O. Box 2091  
Hage Geingob Street, Main Road  
(Next to Avis Car Rental)  
Otjiwarongo

**The Regional Governor**  
Zambezi Regional Council  
Government Building  
Boma, Ngoma Road  
Katima Mulilo

**The Regional Governor**  
//Kharas Region  
P.O. Box 38  
Keetmanshoop

**The Regional Governor**  
Khomas Region  
P. O. Box 3379

**The Regional Governor**  
Kavango East Region  
Private Bag 2082

**The Regional Governor**  
Kavango West Region  
P.O. Box 6274  
Nkurenkuru

**The Regional Governor**  
Kunene Region  
Private Bag 502  
Opuwo

**The Regional Governor**  
Ohangwena Region  
Private Bag 2032  
Ondangwa

**The Regional Governor**  
Omaheke Region  
Private Bag 2277  
Gobabis

**The Regional Governor**  
Omusati Region  
Private 523  
Outapi

**The Regional Governor**  
Oshana Region  
Private Bag 5543  
Oshakati

**The Regional Governor**  
Oshikoto Region  
P.O. Box 19247

**The Regional Governor**  
Otjozondjupa Region  
Otjiwarongo

**The Regional Governor**  
Zambezi Region  
Private Bag 5002  
Katima Mulilo

**4. Minimum qualifications required to qualify of applicants**

An applicant, other than a company or close corporation contemplated in section 41 (7) of the Agricultural (Commercial) Land Reform Act, 1995 (Act No. 6 of 1995), must be a Namibian citizen who -

- (a) 18 years of age or older;
- (b) has a background or interest in agriculture or related activities;
- (c) has been socially, economically or educationally disadvantaged by past discriminatory laws or practices; and
- (d) has relinquished any right in respect of agricultural land.

**5. Rent payable in respect of farming units**

A farming unit is to be leased for a period of 99 years and the approximate rent payable in respect of a farming unit leased for livestock farming, is as determined by the Minister of Agriculture, Water and Land Reform on the recommendation of the Land Reform Advisory Commission, based on the value of the farming unit.

**6. Lease Agreement**

A successful applicant must enter into a lease agreement with the Minister of Agriculture, Water and Land Reform.



# Bank Windhoek appoints Toini Muteka as Human Capital Executive

**B**ank Windhoek has appointed Toini Muteka as the Bank's Executive Officer for Human Capital, effective 1 October 2024.

In her new role, Muteka will oversee the development and execution of the human resource strategy in alignment with the Bank's overall business plan and strategic direction, focusing on areas such as succession planning, talent and change management, organizational and performance management, training and development, and compensation.

As the Human Capital Executive, Muteka will provide strategic leadership by aligning human capital needs and plans with the vision of the executive management team, shareholders, and board of directors.

Muteka holds an MBA, a Postgraduate Diploma from Stellenbosch University, and a Bachelor of Technology in Human Resources from the Namibia University of Science and Technology.

Her previous experience includes roles at Old Mutual, Mobile Telecommunications Company (MTC), and Vivo Energy Namibia, where she worked across various aspects of the Human Capital value chain. She has also contributed her expertise to numerous boards and trustee positions.

Bank Windhoek's Managing Director, Baronice Hans, expressed confidence in Muteka's appointment.



"We look forward to the wealth of knowledge and expertise Toini Muteka brings to our organization. Her extensive experience in human capital management, coupled with her deep understanding of the financial sector, positions her as a significant asset to our team. We anticipate her valuable contributions as a member of the Executive Management team and her leadership of the Human Capital Department," she said.

A promotional image for 'The Brief' featuring a man and a woman. The man is wearing a dark polo shirt and glasses, and the woman is wearing a colorful, patterned shirt. They are both smiling and looking towards the camera.

THE  
**BR/EF** | **06:40**  
Mon-Fri

**MOOKS & ADORA** In the Morning

The logo for 92FM, featuring the number '92' in a stylized font with 'FM' below it, all enclosed in a speech bubble shape.

# How Namibian youth can stand a better chance to benefit from the oil and gas industry

By Albert Khehare

The Namibian oil and gas industry has been making waves across the world amidst the massive oil discoveries in the Orange Basin. Equally, over the past year we have seen an increase in training institutions setting up their training centres in order to harness the business opportunities that the oil discoveries are presenting.

Consequently, Namibian youth may stand a better chance of securing employment opportunities across the three streams namely Upstream, Midstream, and Downstream sectors of the industry. In order to do so, they may be required to be upskilled, reskilled and cross-skilled. Each of these three sectors have its own focus and demands a different skill set. Our vocational schools and university will have a significant role to play in this regard.

Here is an overview of some essential skills that may be required in for all three sectors:

## **Upstream (Exploration and Production)**

The upstream sector involves the exploration and extraction of oil and gas from underground or underwater reservoirs. Workers in this sector need specialised skills in geosciences, drilling, and production.

### **Key Skills:**

- **Geological and Geophysical Analysis:** Understanding of subsurface mapping, seismic interpretation, and well log analysis.
- **Reservoir Engineering:** Knowledge of reservoir simulation, fluid dynamics, and pressure-volume-temperature (PVT) relationships.



**Namibian youth may stand a better chance of securing employment**

**opportunities across the three streams namely Upstream, Midstream, and Downstream sectors of the industry.**

- **Drilling and Completion Technology:** Proficiency in drilling techniques, wellbore stability, completion design, and equipment operation.

- **Health, Safety, and Environmental (HSE) Compliance:** Training in safety protocols (e.g., well control, fire safety), environmental impact, and hazardous material handling. Also, once critical skills must be learnt is the offshore survival skill.

- **Petroleum Engineering Software:** Skills in software like Schlumberger's Petrel or Halliburton's Landmark for simulation and modeling.

- **Well Testing and Production Techniques:** Understanding of flow rates, well testing, artificial lift, and enhanced oil recovery methods.

- **Mudlogging and Wireline Logging:** Skills in gathering and interpreting data on rock formations and fluid content during drilling.

Additional Skills required:

- Project Management: Managing large-scale exploration and drilling projects.
- Supply Chain Logistics: Knowledge of sourcing and delivering drilling materials and equipment.
- Contact Management: There are various agreements that are involved at this level namely, Production Sharing Agreements (PSAs), contracts between governments and oil companies regarding resource extraction. Joint Operating Agreements (JOAs) this is an agreement between multiple parties involved in a joint exploration and production venture. Drilling Contracts, contracts with service providers for drilling rigs and associated services Lastly, a Lease Agreements which are contracts with landowners or governments for the right to explore and extract oil and gas.
- Petroleum Economics and Financial skills- these skills are required when it comes to determining the monetary value during the exploration, development and production stages of the sector.

Midstream (Transportation, Storage, and Processing)


The midstream sector deals with the transportation, storage, and sometimes processing of oil and gas. Professionals here work on pipelines, terminals, and other transportation systems.

Key Skills required at this stage:

- Pipeline Design and Maintenance: Understanding of pipeline materials, routing, installation, and monitoring systems (e.g., SCADA systems).

- Corrosion Engineering and Prevention: this is knowledge of anti-corrosion techniques, coatings, and cathodic protection systems.
- Compression and Pumping Technology: this is operation of compressors and pumps that facilitate the transportation of oil and gas via pipelines.
- Storage Facility Operations: this requires expertise in the design and management of storage tanks, terminals, and underground storage systems .
- Regulatory Compliance: this requires knowledge on transportation regulations and environmental rules related to pipeline safety

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ENQUIRY NO. E004-ND-2024

SUPPLY, ASSEMBLE, MAINTAIN AND INSTALL HYDRAULIC HOSES

**SCOPE OF WORKS**

Namdeb Diamond Corporation (Pty) Ltd hereby invites reputable and suitably qualified service providers to submit their proposals for the Supply, Assemble, Maintain and Install of Hydraulic Hoses at its operations within Southern Coastal and Orange River Mines, respectively, located near the Town of Oranjemund in south-western Namibia.

The scope of works primarily consists of the manufacturing of hydraulic hoses and the removal and fitment of the manufactured hoses on Namdeb's core fleet, listed below:

- Mobile plants such as Earth Moving Vehicles (EMV), Utility and Heavy Commercial Vehicles (HCV); and
- Fixed plants, namely, 3Plant, Orex, SAS, DIFS, STP and RAC.

**COMPULSORY PHYSICAL SITE INSPECTION**

A compulsory Physical Site Inspection (PSI) shall be conducted on **Thursday, 24<sup>th</sup> October 2024, at 07h30 (GMT+2).**

**Only Tenderers who attended the Physical Site Inspection shall be eligible to participate in the tender process.**

**ENQUIRY DOCUMENTS**

Interested parties may contact Shaneen van Wyk, at the below listed details to obtain a copy of the enquiry documents:


Email: shaneen.vanwyk@namdeb.com  
Tel.: +264 (63) 238 502

**SUBMISSIONS**

All documents in support of the requirements must be submitted via e-mail to **tender@namdeb.com**

The closing date and time for submissions is: **29<sup>th</sup> October 2024 at 14h00 (GMT+2).**

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and operations.

- **HSE for Midstream Operations:** this focuses on risk assessments, incident response, and safety management in transportation and storage.

- **Pipeline Integrity Monitoring:** understanding of leak detection, inline inspection tools and failure analysis.

### **Additional Skills:**

- **Logistics and Supply Chain Management:** Managing the transport of crude oil, refined products, and natural gas across regions.

- **Project Planning and Execution:** Skills in planning new pipeline routes or expanding existing transportation infrastructure.

### **Downstream (Refining, Distribution, and Retail)**

The downstream sector involves refining crude oil, distributing products, and retail operations such as fuel stations and chemical processing. In Namibia we currently have plenty of retail stations across the country and this sector already employs a good number of Namibians already.

Hereunder are some skills required in this sector.

- **Refining Processes:** Deep understanding of refinery processes like distillation, cracking, reforming, hydro treating, and blending.

- **Process Engineering:** Knowledge of process optimization, heat integration, and the handling of chemical reactions within refinery

operations.

- **Catalyst Technology:** Expertise in the use of catalysts in refining to enhance fuel quality and efficiency.

- **Petrochemical Production:** Understanding of processes used to manufacture chemicals and plastics from oil and gas derivatives.

- **Instrumentation and Control Systems:** Skills in managing automated systems that control refinery operations, such as DCS (Distributed Control Systems) and PLCs (Programmable Logic Controllers).

- **HSE for Refining Operations:** Emphasis on process safety, hazardous area classification, explosion prevention, and incident management.

- **Quality Assurance and Laboratory Testing:** Skills in product testing, ensuring fuel meets specifications (e.g., octane rating, sulfur content).

- **Environmental Compliance:** Knowledge of emissions controls, waste management, and effluent treatment.

- **Supply Chain and Logistics:** Managing the distribution of refined products via pipelines, trucks, or ships.

- **Retail Management:** Knowledge of managing fuel distribution networks, pricing strategies, and customer service for fuel stations.

### **Cross-Sectoral Skills**

In addition to sector-specific skill, the Namibia youth with the following skills may benefit from the booming oil and gas



Consequently, each level of the oil and gas industry demands a broad and unique set of skills, supported by in-depth technical training and regulatory knowledge.

industry.

- Risk Management: Identifying, assessing, and mitigating risks.
- Sustainability Practices: Integrating environmental and social governance (ESG) principles into daily operations.
- Communication and Team Collaboration: Ability to work effectively with cross-disciplinary teams.
- Advanced Technology Proficiency: Skills in AI, automation, and digital twins for optimizing operations.
- Finance and Economics: Understanding of oil price dynamics, cost management, and project economics.

Finally, the graduates in various fields may just need a bit of reskilling, upskilling and cross skill to enable them to fully benefit

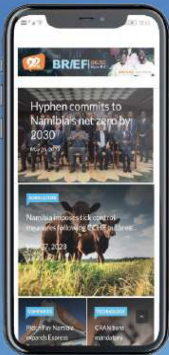
from oil discoveries. For instance, a welder from our local vocational school may need to acquire skills on underwater welding. This would then enable him/her to work on the oil rig as a welder. Equally, a graduate in Economics or mechanical engineering will need additional skill relating to oil and gas for them to deliver effective services to their potential employer.

Consequently, each level of the oil and gas industry demands a broad and unique set of skills, supported by in-depth technical training and regulatory knowledge.

***\*Albert Khehare is an Oil and Gas Training and Specialist and Career Coach. He writes this in his personal capacity.***

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# BUSINESS & FINANCE 2024

## HANDBOOK



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# Megan Pritchard appointed CEO of Ogilvy Namibia

**M**egan Pritchard has been appointed Chief Executive Officer of Ogilvy Namibia.

Pritchard, who celebrates her 10-year anniversary with the agency on 1 October, was previously the Operations Director for the past five years.

As CEO, Pritchard, who was appointed as a shareholder in April 2024, will now focus on long-term strategies, financial stewardship, and driving the operational vision of the business.

Rozanne van der Merwe, who succeeded agency founder Anny Mouton as Managing Director in 2017, will continue in her role.

"Megan has been instrumental in shaping the operational backbone of this agency," said Van der Merwe.

"Her leadership and insight have already contributed so much to Ogilvy Namibia's success, and I'm excited to see how she will drive our future vision as CEO. Together, we are committed to strengthening the creative and strategic impact we deliver to our clients."

Commenting on her appointment, Pritchard said, "Ogilvy Namibia is moving into a new era, one that builds on our legacy while charting bold, new directions. I am honored to step into the CEO role and excited to work closely with Rozanne and our entire



team to drive innovation and meaningful results for our clients."

The appointment comes just one week after the launch of the Ogilvy Academy, an initiative aimed at shaping the future of creative talent in Namibia, launched in partnership with the Red & Yellow Creative School of Business.

The Ogilvy Academy will be run by agency founder Anny Mouton.

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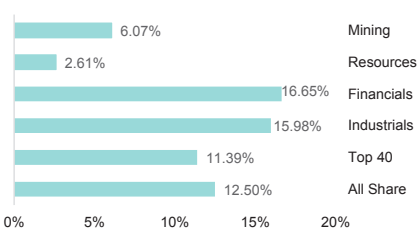
Commodities

Spot Gold	2648.10
Platinum	985.02
Palladium	993.32
Silver	31.68
Uranium	81.75
Brent Crude	76.54
Iron Ore	99.82
Copper	9964.57
Natural Gas	2.95
Lithium	11.15

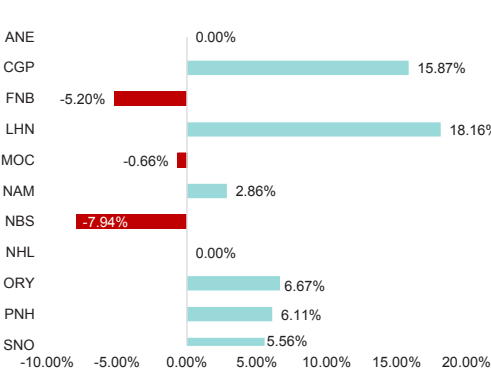
Currencies

USD/ZAR	17.5495
EUR/ZAR	19.3237
GBP/ZAR	22.9816
USD/CNY	7.0187
EUR/USD	1.1010
GBP/USD	1.3095
USD/RUB	94.6048
CPI	4.40%
Repo Rate	7.50%
Prime Rate	11.25%

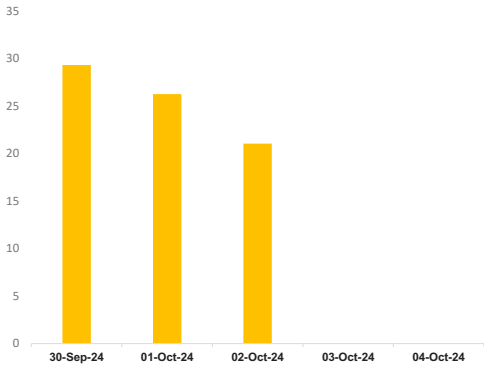
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NSX Local Stocks: Year to Date in %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



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