

PRESENCE

If your absence doesn't affect them, your presence never mattered

p. 05



RENTAL

Rental inflation softens slightly but remains high in urban centres

p. 07



ACTING

When the acting candidate doesn't get the role

p. 15



THE

BRIEF

News Worth Knowing

AfDB commits N\$30.3bn to Namibia's economic transformation plan



FRIDAY 05 DECEMBER 2025

MAIN STORY



AfDB commits N\$30.3bn to Namibia's economic transformation plan

The African Development Bank Group (AfDB) has approved a allocation of N\$30.3 billion (US\$1.78 billion) for Namibia under its newly adopted Country Strategy Paper for 2025–2030, aimed at strengthening infrastructure, human capital and economic diversification.

Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
* 3 December 2025

Moono Mupotola, the Bank Group's Deputy Director General for Southern Africa and Country Manager for Namibia, said the five-year programme is designed to tackle inequality and long-standing structural barriers.

"This strategy marks a pivotal moment for Namibia's development. By focusing on strategic infrastructure and human capital development, we are laying the foundation for inclusive growth that will benefit all Namibians, particularly the young," she said.

According to the AfDB, youth unemployment remains above 40%, while per-capita income has declined from N\$101,100 (US\$5,942) in 2012 to N\$72,100 (US\$4,240) in 2024.

The bank said the financing will support transport, energy and water infrastructure to lower business costs, stimulate investment and position Namibia as a regional logistics hub.

Mupotola said planned investments will support AfCFTA-linked trade efficiencies, strengthen energy security through renewable projects and expand clean water and sanitation in underserved areas.

The AfDB noted that the interventions are expected to lift electricity access from 59.5% toward universal coverage and

improve cross-border connectivity with Angola and Zambia.

The strategy also focuses on market-aligned technical and vocational training, MSME support and women's economic empowerment, with the AfDB stating that these measures are intended to strengthen employment pathways and widen participation in the economy.

"Recent U.S. tariff impositions and official development assistance cuts have created additional pressures on Namibia's economy. Our strategy strengthens resilience by diversifying export markets, enhancing regional integration and building domestic productive capacities," Mupotola said.

The AfDB added that the programme is expected to support economic diversification beyond mining and agriculture, increase manufacturing capacity, deepen MSME participation in value chains and create thousands of jobs.

The latest allocation builds on N\$11.2 billion (US\$658.1 million) in AfDB financing over the past decade, which supported projects including the Walvis Bay Port expansion, national railway upgrades and improvements to 27 education institutions across all 14 regions.



VACANCY



OTESA Civil Engineering, founded in 2009, is a leading Namibian construction company specializing in roads, railways, bridges, and buildings. With a strong focus on quality, innovation, and sustainable development, we deliver projects that shape the nation's infrastructure while fostering growth and skills within our communities.

OTESA Civil Engineering hereby invites suitably qualified candidates to apply for the following positions:

- **Chief Financial Officer (CFO)**

How to Apply:

Submit your application through our online portal: <https://otesajobportal.com>

Enquiries: HR department - recruitmentHR@otesa.com.na
Tel: +264 61 248 000

OTESA is an equal-opportunity employer committed to Employment Equity (EE) principles.

Closing date: 17th December 2025



Namibia ranked among world's top hydrogen growth markets

Namibia has been ranked among the world's top emerging hydrogen markets in the COP30 Global Climate Action Agenda Outcomes Report, which places the country within a select group of ten priority nations under the 10GW Lighthouse Initiative backed by 15 development finance institutions, including the World Bank Group.

The initiative aims to accelerate renewable hydrogen development in emerging economies and has mapped 68 hydrogen projects out of a global pipeline of 500, with most focused on decarbonising steel and fertiliser production.

Namibia appears alongside Brazil, Chile, Egypt, India, Morocco and South Africa, reinforcing its position in the global clean energy transition.

“The institutions are progressing project development studies for financial structuring and contractual arrangements. Moreover, 1 GW of early stage electrolyzer capacity has

been enabled to date. Through innovative financing and strategic partnerships, we are turning ambition into action,” the report stated.

The report confirms Namibia as a beneficiary of major international financing commitments under the UNIDO–Global Environment Facility Global Clean Hydrogen Programme, with more than N\$3.65 billion (US\$ 213.5 million) pledged across Algeria, Ecuador, Egypt, Malaysia, Namibia, Nigeria, Pakistan, the Philippines and South Africa to support hydrogen production and uptake in high-emission industries.

Namibia also falls within a wider grouping of emerging markets identified as representing a N\$34.16 trillion (US\$ 2 trillion) global investment opportunity for clean industrialisation, positioning it to attract large-scale green manufacturing investment as supply chains shift towards low-carbon production.

If your absence doesn't affect them, your presence never mattered

By Junias Erasmus

Life has a powerful way of showing us who values us and who merely enjoys the convenience of having us around. Many people spend years placing themselves in environments, personal, social, or professional, where their presence is taken for granted.

They give their time freely, offer support, and show loyalty, often believing that their contribution is appreciated. Yet the real test of our significance is revealed not when we are present, but when we step away.

If your absence causes no shift, no concern, and no acknowledgement, then your presence was never meaningful to them in the first place.

This truth is not meant to breed bitterness, but to encourage self-reflection and self-worth.

Too often, people remain in spaces where they feel invisible, friendships where effort is one-sided, workplaces where dedication is unnoticed, or relationships where love is not reciprocated.

Staying in these environments slowly erodes confidence and drains emotional energy. It teaches you to settle for less, to adjust your expectations downward, and to accept being treated as an option instead of a priority.

Yet valuing yourself means recognising when a space no longer honours your contribution.



“

If your absence causes no shift, no concern, and no acknowledgement, then your presence was never meaningful to them in the first place.

Your presence should make a difference because you bring something unique, your ideas, your compassion, your perspective, your skills, and your humanity. When people value you, they notice when you are not there.

They reach out, they ask questions, they show concern, and they acknowledge the void created by your absence. It is not about dependency; it is about recognition. People who genuinely value you see you, not just what they can get from you. They appreciate your presence and feel the impact of your absence because you matter to them on a deeper level.

At the same time, this principle invites us to examine how we allocate our energy. Not everyone deserves equal access to your time or emotional investment. Your worth is too important to be wasted in places where it is not appreciated.

The discomfort of walking away from

CRAZY DISPLAY DEALS

STANDARD PULL-UP
Banners

NS1 000.00

EXECUTIVE PULL-UP
Banners

NS1 200.00

PULL-UP
BANNER



PVC BANNER
with Eyelets

NS250.00 per SQM



CANVAS FRAME

A3 - NS250.00

A2 - NS400.00

A1 - NS500.00

A0 - NS850.00

Custom Sizes Available
Prices Excludes VAT



CALL US
TODAY



+264 81 434 3154

undervaluing spaces is temporary, but the peace that follows is long-lasting. It frees you to redirect your energy toward environments where you are respected, celebrated, and supported.

Sometimes, your absence is the only way to teach people the value of your presence, because absence reveals truths that presence often hides.

Professionally, this principle also applies. If your organisation or team does not acknowledge your efforts, growth, or potential, it may be a sign that you have outgrown that environment.

Excellence should not be hidden or ignored; it should be nurtured. When people fail to recognise your contribution, it may not reflect your ability but rather their inability to see your value. Career growth sometimes requires the courage to step into new spaces where your presence can create meaningful impact and where your contributions command respect.

Ultimately, knowing your worth means understanding that you are not defined by who notices you, but by the value you bring. Your presence should influence your environment in positive and meaningful ways.

But when it doesn't, and when your absence reveals indifference, it becomes

an invitation to reposition yourself. Growth begins when you stop forcing yourself into spaces where you are not meant to fit.

As you move into a new year and a new chapter, evaluate the rooms you walk into. Ask yourself where you feel seen, heard, and valued. Surround yourself with people who celebrate your presence and recognize your absence, not because they depend on you, but because they appreciate your essence. Life is too short to spend in places that ignore your value.

Never forget this truth: you matter. Your presence carries weight. And when you choose to step into spaces that recognise your worth, your contribution becomes not only visible but transformative. So if your absence does not affect them, it is simply a sign that your destiny lies elsewhere, where your presence will not only matter, but will be impossible to ignore.

****Junias Erasmus works in the Financial Sector. He is a Management Scientist and Operational Researcher, a Strategic Scholar & a Motivational Speaker. This article is written in his personal capacity. For inquiries, contact him at Junias99@gmail.com***



Rental inflation softens slightly but remains high in urban centres

Rental inflation eased marginally to 4.8% year on year, indicating a slight moderation, although price pressures remain firmly elevated in major urban areas, according to the latest inflation data.

Simonis Storm Economist Almandro Jansen said that while rental pressures have stabilised temporarily, deeper market

constraints continue to define housing affordability.

“Limited growth in new housing supply, slow land servicing, and persistently high construction input costs continue to limit affordability, particularly in high-demand areas such as Windhoek, Swakopmund and Walvis Bay,” he said.

The Business Banking Masterclass

Foundations of Entrepreneurship



Jansen added that recurrent adjustments to municipal tariffs and utility charges are worsening household expenditure pressures, reinforcing housing's weight in the inflation calculation due to its 28.4% share of the consumer basket.

Looking ahead, Jansen said housing-related inflation is expected to remain firm into 2026.

"While the moderation in water and refuse inflation may offer short-term relief, rising energy-related costs, higher maintenance prices and ongoing supply-demand

imbalances in the rental market are likely to sustain upward pressure on household living expenses," he explained.

The sector's influence is expected to remain decisive.

Jansen said the combined impact of tariff adjustments and structural constraints means the housing category will continue to play a central role in Namibia's overall inflation trajectory over the medium term.


Housing, Water, Electricity, Gas and Other Fuels inflation remained unchanged at 4.1% year on year in November 2025, matching the October outcome and slightly below 4.3% recorded a year earlier.

On a monthly basis, the category registered 0.0%, reversing the sharp 1.5% tariff-driven increase recorded in October.

"The stabilisation in November reflects a normalisation in utility adjustments, although underlying structural pressures within the housing market continue to keep the category elevated," Jansen noted.

Within the category, inflation for water supply, sewerage and refuse services slowed to 1.3% year on year, down from 4.8% in October, signalling easing following municipal tariff adjustments.

Maintenance and repair costs rose to 2.1% year on year, reflecting continued price pressures linked to construction materials and labour.


www.debmarmine.com


TENDER

First date of publication: 21 November 2025

DBMNE0541 – SUPPLY OF A VESSEL PLATFORM FOR OFFSHORE SURVEY OPERATIONS

SCOPE OF WORK: Debmarmine Namibia a joint venture marine diamond prospecting and recovery Company, owned in equal shares by the Government of the Republic of Namibia and the De Beers Group. The company operates in the offshore Atlantic 1 Mining License area off the southern coast of Namibia at shallow water depths between 90 - 150m. Debmarmine Namibia aims to continue enhancing its offshore survey capacity and is therefore inviting proposals from contractors to provide a vessel platform for the execution of the company's annual geophysical survey operations (geosurvey), environmental benthic sampling and geotechnical sampling work as and where it could be required. The vessel will serve as a launching platform for the equipment utilising existing techniques to obtain high resolution geophysical, and environmental benthic data for a period of between 3 to 5 years. The platform is expected to be chartered for a period ranging between **120 and 150 days** per annum depending on operational requirements (inclusive mobilization and demobilization time), which will be split up in **in between 3 and 5** different campaigns between January and December for the respective year.

The ideal vessel platform should be a vessel of between 45-75m with a beam of **12-14m**, endurance of about 45 days, equipped with a reliable positioning system (DP1 or DP2). Vessel must be equipped with a suitable A-frame with a minimum of **30MT** lifting capacity. Adequate deck space and suitable accommodation in line with the Scope of Work.

CONTRACTOR COMPETENCIES REQUIRED:
The service provider must be able to demonstrate:

1. A successful track record of having delivered vessel platforms for this type of work and complexity.
2. To have management and technical teams with extensive knowledge and experience in managing projects of the same scale for same sized organisation or bigger.
3. Have adequate ticketed marine crew and DP officers to aid the project execution for the client.
4. Adequate project management and experience of similar type of projects.

DOCUMENTS TO SUBMIT:

1. Company Profile, good display of years of operation, highlighting in which key industry the company has been rendering services, include a clear display of previous clients with contactable references
2. CV's of Technical and Management personnel highlighting relevant proficiency in Marine related field, AUV Geophysical Operations, Benthic Sampling Operations and Geotechnical Sampling Operations as well as relevant Marine Project Management. In addition, CV's of senior ticketed vessel platform leadership teams.
3. Vessel specifications fact sheet and clearly annotated vessel GA's.
4. A detailed road map for vessel mobilization to the work area, including all relevant permitting and/or registration requirements.
5. Any other documents as per schedule E of the Invitation to Tender document.

CLOSING DATE: 09 January 2026 at 12:00.

ENQUIRIES:
The Commercial Officer
Tel: +264 61 297 8481
Email: E.tender@debmarine.com
Asite Marketplace: <https://za.marketplace.asite.com/>
Subject line: DBMNE0541 – SUPPLY OF A VESSEL PLATFORM FOR SURVEY OPERATIONS

Bidders must register on our electronic platform Asite Marketplace <https://za.marketplace.asite.com/> to participate in this Tender.

DISCLAIMER:
Debmarmine Namibia shall not be responsible for any costs incurred in the preparation and submission of a response to this Expression of Interest and furthermore reserves the right not to extend this Expression of Interest into any future tenders, negotiations and/or engagements.
Debmarmine Namibia will not accept submissions rendered after the closing date and time.



Is Namibia's green industrial vision aligned with the emergent paradigm of global green architecture?

By Prime Shaapopi

The short obvious answer is likely to be YES. The global energy system is undergoing an irreversible transformation, one that is reshaping markets, geopolitics and the very foundations of industrial competitiveness.

This shift was unmistakably evident at this year's Abu Dhabi International Petroleum Exhibition & Conference (ADIPEC) held in early November, where world leaders, industry giants and policymakers converged to acknowledge a shared reality: a reality that the world is no longer debating whether to decarbonise, but is instead building a new global green architecture.

What lies ahead is a wholesale transformation driven not only by climate science but also by legislation, market forces, geopolitical strategy and the rising energy demands of an AI-powered world. In this new landscape, the African continent and Namibia in particular, emerges as one of the most strategically positioned players and is currently stationed at a crossroads that could redefine economic futures for the rest of the century.

ADIPEC's 2025 theme was not the familiar debate between fossil fuels and renewables, but the narrative rather centred the concept of "energy addition" in addressing the need to drastically expand global power capacity to support artificial intelligence, data centres, electric mobility and large-scale industrial transition.

These contemporary needs continue to reshape global energy plans faster than



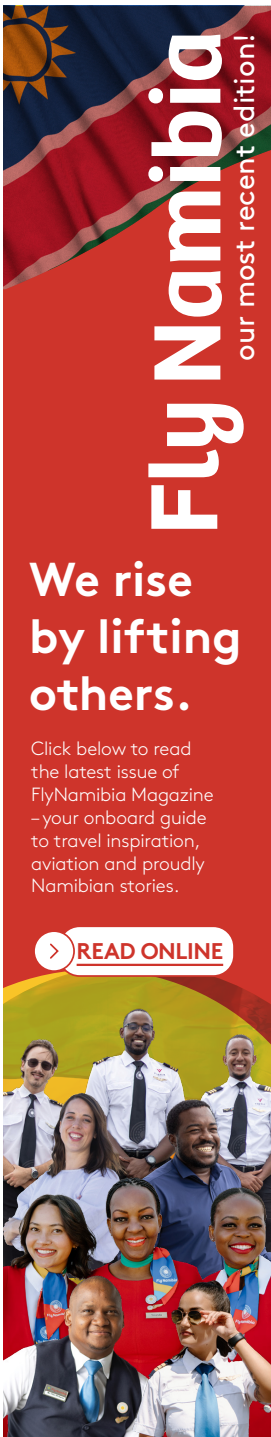
The Summit highlighted financing mechanisms, cross-border investment platforms, public-private partnerships and shared technology roadmaps to accelerate the transition.

climate diplomacy alone ever could. Countries are now designing policies for a world where clean energy is not merely preferable, but imperative for competitiveness.

The architecture of today's world increasingly points towards green hydrogen, green ammonia, synthetic fuels and cross-border renewable energy supply chains. At the heart of this global shift lies a recognition that nations with abundant solar and wind resources, like Namibia, are uniquely positioned to become anchors of the new global green economy.

ADIPEC, however, was only one node in a wider global movement. The G20 Summit has also solidified the world's commitment to an equitable green future through the Just Energy Transition (JET) framework. While the absence of the United States at certain sessions generated headlines, it did not slow momentum.

In fact, the G20 showed, perhaps more



FlyNamibia
our most recent edition!

We rise by lifting others.

Click below to read the latest issue of FlyNamibia Magazine – your onboard guide to travel inspiration, aviation and proudly Namibian stories.

[READ ONLINE](#)

clearly than ever, that the world's major economies understand that energy security, economic resilience and climate stability are inseparable. JET is built on the principle that emerging economies must not be left behind; they must be active beneficiaries of the industrial revolution currently sweeping the globe.

The Summit highlighted financing mechanisms, cross-border investment platforms, public-private partnerships and shared technology roadmaps to accelerate the transition. In term of Namibia, JET aligns perfectly with its own green industrialisation ambitions, offering new pathways for concessional financing, technical collaboration and global market integration. The message from the G20 was unmistakable: a stable, renewable-powered Africa is not optional; it is essential for global climate success.

Much of Namibia's early momentum herein is tied to the historic symbolic work and legacy of outgoing Green Hydrogen Commissioner James Mnyupe, whose role was central in shaping Namibia's green industrial vision.

In his heartfelt farewell letter of 1 November 2025 he described his time in office as "the greatest honour of my professional journey to serve the Government and people of the Republic of Namibia," expressing "immense pride

in the milestones we have achieved together" and reaffirming that he remains "at your disposal" even as he moves into a global new role and that was not merely a polite sign-off but a true reaffirmation of his commitment to a national vision he helped build from the ground up.

His tenure saw Namibia secure millions of Foreign Direct Investment in catalytic funding, build global partnerships, promote top-tier investment frameworks and send more than 180 young Namibians for specialised technical training. For a young nation, this represents both progress that will ripple through generations to come as well as a foundational shift in economic identity worthy of endless applause.

James Mnyupe's tenure is a testament to what Namibia is capable of when vision meets discipline and when leadership aligns with national ambition. Working closely with the late President Dr. Hage G. Geingob, Mnyupe advanced one of the most complex industrial reforms on the African continent.

The creation of the green hydrogen programme, its investment frameworks, diplomatic partnerships, global funding and youth training pipelines were achievements only a few nations could have realised and arguably remain far-fetched undertakings for developing countries in the

global south.

Their work stands as a reminder that Namibia is committed to graduating from merely participating in global innovation to being part of those who lead, inspire and nourish such innovation.

In studying the fabric of the nation's development, a golden thread can be observed that characterises how modern, often unorthodox ideas and leadership have accelerated Namibia's growth.

We have seen the same pattern of excellence in the establishment of the Namibia Revenue Agency (NamRA) under Sam Shivute in 2021.

Pillared on unprecedented efforts and strategies, NamRA has become one of the most efficient agencies of the State, demonstrating that Namibia's institutional capability is stronger than often assumed. These achievements are the seeds of a national culture of excellence and "Africanacity," our uniquely African ability to build, adapt and excel at global standards.

This spirit of renewal is equally visible in Namibia's political landscape. For the first time in the nation's history, Namibia is led by a female President from the ruling SWAPO Party, whose leadership has been marked by decisiveness and stability in her first months in office.

Her administration has signalled continuity in governance and the courage to modernise state institutions and embrace new economic frontiers. This transition is not merely symbolic but tangible marks a generational shift in Namibian leadership.

At the same time, the political dynamism shaped by the Affirmative Repositioning (AR) Movement, the third largest party on paper, reflects an increasingly assertive democracy. With just six parliamentary seats, AR under Prof Dr. Job Amupanda has nonetheless shaken up national debates, proving that innovation in governance is not about size but conviction.

Their presence is a reminder that Namibia is evolving into a country unafraid of debate, scrutiny and new political thought. The lesson is clear: Namibia thrives when its citizens allow themselves to adapt to change, embrace new ideas and trust leadership when it is oriented toward the collective good.

A key concept gaining global traction and one that Namibia is wisely embracing is Common-Use Infrastructure (CUI). This approach recognises that hydrogen and green industrialisation cannot scale if each developer must independently build ports, desalination plants, pipelines, transmission lines, or export terminals.

Instead, countries must invest in shared infrastructure that multiple companies can plug into. Research organisations such as Dii Desert Energy have emphasised that CUI is not optional for emerging hydrogen countries; it is the only viable path to affordability, bankability and competitiveness.

This model mirrors what Oman, Morocco and the UAE are doing: designing shared industrial corridors that reduce risk, spread capital costs and accelerate timelines. In practice, CUI is the backbone of the new global green architecture, enabling smaller economies to compete globally and allowing investors to commit funds with confidence.

Beyond infrastructure, the global legislative environment is accelerating the green transition faster than ever. The Paris Agreement set the foundation for this shift, but the real catalysts today are binding laws and market mechanisms.

The European Union's Carbon Border Adjustment Mechanism (CBAM), for instance, is reshaping global industry by imposing carbon tariffs on high-emission imports of steel, cement, aluminium and fertilisers. This single policy means that countries hoping to export into Europe will need low-carbon production lines or

risk being priced out. Simultaneously, major economies are adopting hydrogen strategies with legislative teeth: the U.S. Inflation Reduction Act (IRA) offers long-term production tax credits that make green hydrogen financially attractive; the EU's Renewable Energy Directive and Hydrogen Strategy set mandatory market targets; and nations across Asia are drafting similar frameworks to secure supplies of clean molecules.

Africa is not insulated from these shifts, but is instead directly pulled into them. In this regulatory landscape, green energy becomes more than a climate strategy; it becomes a compliance requirement, economic opportunity and economic necessity.

This interplay between global climate law and market access positions Namibia uniquely well. Its exceptional solar and wind resources allow it to produce some of the most competitive green energy in the world. Its political stability and economic openness enhance investor confidence.

And its alignment with UN Sustainable Development Goals, especially SDG 7 on clean energy, SDG 8 on inclusive growth, SDG 9 on infrastructure and innovation and SDG 13 on climate action gives its strategy international legitimacy.

What makes the SDG connection particularly meaningful is that green energy is not simply a climate project; it is a development project. Done well, it creates modern industrial jobs, attracts advanced manufacturing, expands energy access and diversifies economies that have long been reliant on extractive primary sectors and beneath these advantages lies something deeper: a nation realising its own potential.

For ordinary Africans, the implications of this green transition are profound. The green industry is not just about energy it is about jobs, technology transfer, education and long-term economic sovereignty. It offers the chance to build entirely new industrial

ecosystems green steel, green fertilisers, synthetic fuels, advanced logistics and export corridors that can employ thousands and support thriving middle classes.

It promises cleaner air, more stable energy supply and increased national revenue. Most importantly, it offers a development pathway fundamentally different from the extractive patterns of the 20th century.

Challenges undoubtedly continue to rear their head in any arena of growth or transition. Leadership transitions, global competition, investor caution and political change are constant realities.

However, Namibia has repeatedly shown in its institutions, industries, civic movements and people that it is capable of navigating complexity with maturity and innovation. The future of Africa and the global green architecture is indeed being written now and Namibia is proudly helping to draft, graph and craft it.

If Namibians continue believing in themselves, embracing innovation, trusting capable leaders and remaining open to national transformation, then this moment may one day be remembered not simply as the rise of a new energy industry, but as the rebirth of a nation's identity and confidence. Moreso, if African countries like Namibia remain disciplined, forward-thinking and strategically aligned with global market rules, then the green transition may become the continent's missing puzzle piece towards legitimate, comprehensive economic transformation.

**** Prime Shaapopi CA(Nam) is a Namibian professional with an interest in taxation and finance, global economic integration, African economic diversification and the industrialisation of African and global markets and economies. The views and opinions expressed in this article are solely his own and he writes in his personal capacity.***



Standard Bank equips 40 MSMEs in pilot phase of Blue Growth Series

Standard Bank Namibia has equipped 40 micro, small and medium enterprises through its inaugural Blue Growth Series, selected from 695 applicants under the pilot phase launched in August 2025.

The four-month initiative concluded at the bank's headquarters, where participants completed structured training and mentorship designed to strengthen

entrepreneurial capacity and prepare businesses for investment readiness.

Senior Manager for Public Relations and Communications, Elzita Beukes, said the programme was developed to support the long-term growth of emerging enterprises and strengthen their role in economic development.

"The Blue Growth Series is not merely a training programme, it is a catalyst for

sustainable growth and a testament to our purpose: Namibia is Home, and We Drive Her Growth. We celebrate the resilience and innovation of these entrepreneurs, and we remain committed to supporting MSMEs as vital engines of our economy,” she said.

Of the MSMEs enrolled, 45 percent were women-owned enterprises, which the bank said reflects its commitment to inclusivity and gender parity.

Participants completed over 40 hours of intensive training, including business formalisation with the Business and Intellectual Property Authority, the Namibia Revenue Agency and the Social Security Commission.

The bank also facilitated new business banking relationships and sector-specific development across construction, agriculture, crafts, food and beverage, ICT, beauty, retail and manufacturing.

Certification was issued through Harvard ManageMentor and Bloomberg Finance Lab, delivered in partnership with the Namibia Investment and Finance Academy.

Winner of the pitching session held at the closing ceremony, Jane Auala of Ontoko Poultry, said the experience improved her operational and financial skills.

“We’ve been fortunate to be part of the Standard Bank Blue Growth Series, where we learned how to better manage our business and our financial governance. I would definitely encourage any startup business interested in growth to apply,” she said.

Standard Bank indicated that it is considering expanding the programme following the success of the pilot, positioning the Blue Growth Series as a long-term feature in its MSME support framework.



**LAUNCH YOUR
BRAND INTO ORBIT
WITH PREMIUM
CORPORATE WEAR**

- Corporate Lounge Shirts
- Branded Golf Shirts
- Formal & Casual Trousers
- Workwear & Overalls
- Corporate Dresses & Skirts
- Branded Winter Jackets
- Body Warmers & Fleece
- Safety Boots & PPE Wear
- Caps, Beanies & Accessories
- Custom Embroidery & Branding

**CONTACT US TODAY
TO PLACE YOUR ORDER**



orbitalmedianam@gmail.com



+264 81 434 3154

When the acting candidate doesn't get the role: Navigating setbacks with grace and growth

By Ipupa Fadeyi

Stepping into a vacant senior position in an organization is a defining moment for any professional.

Companies often select an internal candidate to act in the role while advertising it both internally and externally to find the right permanent fit.

In this scenario, the acting candidate and several internal peers apply, interviews take place, and the role goes to one of those internal peers instead. This situation tests resilience and reveals true leadership potential.

These moments arrive unexpectedly in every career, especially at the C-suite level where stakes feel sky high. The acting candidate might have poured heart and soul into the temporary role, only to watch a colleague claim the prize.

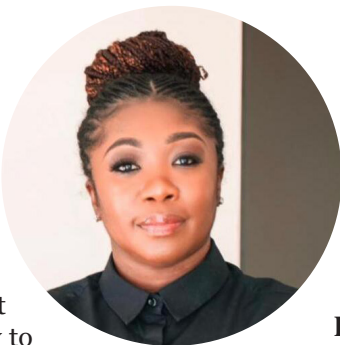
Disappointment stings, questions swirl and self-doubt can creep in. Yet, from a mentor's perspective, this is not an endpoint but a powerful pivot point rich with opportunity for growth.

Process Your Emotions First

If you find yourself in this position, it can feel like a personal and professional blow. It's natural to wrestle with disappointment and question your worth or future prospects.

Yet, how you handle this scenario could become one of the most defining moments of your leadership journey. First, acknowledge your feelings.

Disappointment is real and valid. Give yourself permission to process it without



Your peer's success is not a defeat for you, it's a different narrative in your shared leadership journey.

judgment. Then, shift your mindset from loss to learning. Ask yourself: what new insight did this experience uncover about your skills, your aspirations, or the company's needs?

Remember, not getting the role doesn't diminish your potential or past contributions. It might simply mean that the optimal fit for that specific moment lies elsewhere.

Your peer's success is not a defeat for you, it's a different narrative in your shared leadership journey. Use this moment to deepen professionalism. Extend genuine congratulations to the successful candidate.

Supporting them publicly shows your strength of character and commitment to the organization's greater good. This attitude not only builds goodwill but also garners respect and positions you for future opportunities.

Celebrate Your Peer Gracefully

A simple note or team shout-out that says, "I support our shared success." This builds bridges rather than walls. In tight-knit executive circles, grudges erode influence

For Daily Namibian Finance and Business news

SUBSCRIBE



Daily PDF
version sent
via email



while generosity elevates it.

Your peer now carries the role's weight; offer quiet support when needed. This creates reciprocity, positioning you as a team player indispensable to the organization's health.

Seek Feedback with Openness

Feedback becomes your greatest ally post-rejection. Request a candid debrief from the decision-makers, framing it positively: "I value this experience and seek insights to grow further." Listen without defensiveness, noting patterns in responses. Perhaps the peer excelled in stakeholder alignment or innovative strategy, areas you can strengthen. Act on this intelligence swiftly. Enroll in targeted training, shadow mentors in those skills, or lead a project showcasing newfound abilities.

This proactive stance transforms setback into setup, signaling to leaders your commitment to excellence. Peers notice too, building alliances that pay dividends later.

Invest in Self-Reflection and Development

Pause for deep self-assessment. Dust off your Personal Development Plan or Wheel of Life tool to map current realities against aspirations. Identify one to three high-impact areas: perhaps executive presence, data-driven decision-making, or cross-functional influence.

Set measurable goals with timelines, tracking progress monthly/quarterly. Engage a mentor or coach for unbiased perspective. Share specifics from the process; they might spot blind spots or affirm overlooked strengths.

Broaden Your Long-Term Vision

Finally, keep your vision broad and long-term. Leadership paths are rarely linear. Setbacks like these can catalyze breakthroughs if met with resilience and an open heart.

Your journey as CEO of your Career is about pacing yourself, learning continuously and rising to leadership moments, large and small, with grace. In this situation, wisdom lies in humility, strategic patience and a steadfast commitment to your professional growth. The way you respond today shapes your leadership legacy tomorrow!

** Ipupa Fadeyi is an Employability Skill Mentor, Young Professionals Career Coach & Founder, IpupaK Grow You*