

COLLABORATION

Namibia, Sweden
strengthen mining
sector collaboration

p. 10



FINANCIAL

Why Millennials and
Gen Z are rethinking
financial security

p. 12



APPOINTMENT

CRAN appoints Shigwedha
as Executive for Regulatory
and Corporate Legal Services

p. 14



THE

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News Worth Knowing



CARBON
CREDIT

Nopal in talks with cement firms on carbon mitigation

MONDAY 03 FEBRUARY 2025

MAIN STORY



Nopal in talks with cement firms on carbon mitigation

Nopal Renewable Energy Corporation has confirmed that it is in early-stage discussions with two major cement producers as part of its broader push to promote renewable energy solutions and carbon mitigation credits.

The company's innovative use of nopal cactus as a bioenergy feedstock is gaining attention, particularly for its sustainability and potential to transform arid, non-agricultural lands.

Stephen McNeill, a partner at Nopal Renewable Energy Corporation, confirmed the increased interest from heavy power-consuming industries

“Interestingly, we are receiving an

increasing number of inquiries from cement companies seeking renewable energy solutions and carbon mitigation credits. We are currently in discussions with two major

Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
 - * 12 February 2025
 - * 16 April 2025
 - * 18 June 2025
 - * 13 August 2025
 - * 15 October 2025
 - * 3 December 2025

offering an eco-friendly alternative to fossil fuels.

McNeill emphasised that industries such as cement and mining, which rely heavily on fossil diesel for generators, stand to benefit significantly.

“By shifting to renewable energy sources located close to their operations, these companies can achieve compliance with global net-zero targets, substantially reduce their energy costs, and secure a stable, independent energy supply that supports both environmental and economic goals.”

While the current talks involve companies outside Namibia, McNeill highlighted the broader applicability of Nopal’s solutions.

“These are just two examples among discussions we are having in several countries in Africa and Asia where there are various interests from governments, manufacturers, mining, oil and gas, all seeking carbon credits or electricity or other forms of bioenergy such as renewable liquefied natural gas, methane, etc.,” he said.

In Namibia, Nopal has already begun discussions with potential clients and plans to expand its farm in Maltahöhe.

“Currently, we are in discussions with potential clients in Namibia. While it’s too early to share specific details, these conversations, along with growing interest from neighbouring countries, are driving our decision to

expand our farm,” McNeill confirmed.

Nopal’s approach offers additional benefits that differentiate it from other renewable energy sources such as solar.

“Beyond energy production, our approach delivers additional benefits such as carbon capture or mitigation, regenerating degraded land, and providing significant socio-economic benefits to local communities, including job creation and improved food security,” McNeill explained.

“By 2027, Nopal aims to cultivate 5,000 hectares of nopal cactus, with the total reaching 17,500 hectares by 2028,” Nicole Maske, a partner at Nopal said in an interview with The Brief.

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Maske described the strategic importance of the Maltahöhe area for the company's operations.

"The Maltahöhe area offers an unparalleled opportunity for regeneration through nopal cactus cultivation, and we anticipate acquiring and planting additional land in line with our growth strategy," she said.

The next phase of the project, scheduled to begin in early 2025, will involve expanding the plantation by 500 hectares using new cladodes from the initial phase.

"We aim to have a total of 17,500 hectares fully planted by 2028, establishing Nopal Carbon Farming as a significant contributor to Namibia's bioenergy and carbon sequestration landscape," Maske added.



VACANCY: FIELD SUPERINTENDENT

ReconAfrica is a premier oil and gas company operating in Namibia and Botswana dedicated to achieving excellence in our operations while maintaining the highest safety and environmental standards. Our mission is to drive energy production that fuels economic growth and development.

Job Title: Field Superintendent

Reports To: Vice President & Country General Manager, Senior Vice President, Drilling & Completions, and Senior Vice President, ESG, Communications & Stakeholder Relations.

Location: Rundu, Namibia

Position Summary: The Rundu Field Superintendent will oversee all Rundu field, office, ESG and EMP operations and ensure the effective supervision of employees and contractors. This role requires a strong leader with extensive experience capable of coordinating complex field activities while maintaining a safe and productive work environment. Experience in the oil and gas or related industry is an asset.

Key Responsibilities:

- Supervise and coordinate all field, office, ESG, and EMP activities to ensure efficient and effective operations.
- Develop and implement operational plans and schedules to meet production targets.
- Monitor field performance and address any issues or deviations from the plan.
- Lead, mentor, and manage field and office employees, ensuring clear communication and accountability.
- Foster a positive and productive work environment that encourages teamwork and professional growth.
- Conduct regular performance evaluations and provide constructive feedback.
- Ensure all field operations comply with company policies, government regulations, and safety standards.
- Work with Operations HSE Supervisor to conduct regular safety meetings and training for field staff to prepare them to engage with villages and communities about operations and drilling and prepare and update presentations as required.
- Investigate and report any incidents or accidents, implementing corrective action as needed.
- Ensure the company adheres to all relevant ESG and EMP regulations and standards.
- Work with the operations and seismic team and take part in weekly calls.
- Oversee the procurement, allocations in Rundu, and maintenance of equipment and materials required for field operations. Work with SCM and procurement process.
- Manage the budget for field operations, ensuring cost-effective use of resources and personnel.

- Maintain strong relationships with local communities, regulatory bodies, and other stakeholders.
- Represent the company in meetings with external parties and provide accurate reports on field activities.
- Identify opportunities for process improvements and implement best practices to enhance operational efficiency.

Requirements:

- Bachelor's degree in engineering, Geology, or related field. Previous experience will be considered.
- Minimum 10 years of experience, with at least 5 years in a supervisory role. Experience in the oil and gas or related industry is preferred.
- Strong leadership and interpersonal skills, with the ability to manage and motivate a diverse team.
- Excellent knowledge of industry regulations, safety standards, and operational best practices.
- Demonstrated ability to manage complex projects, solve problems effectively and operate successfully in an organization reporting to multiple managers.
- A strong understanding of ESG, EMP, and regulatory requirements.

Qualifications:

- Exceptional strategic thinking, leadership, and decision-making skills.
- Ambitious with the desire to continuously learn and the ability to adapt to a dynamic growing organization.
- Strong interpersonal skills: ability to build relationships with peers in remote locations.
- Must be a team player and work well with people at all levels within the company.
- Strong problem-solving skills and a proactive "continuous improvement" approach to issues.
- Demonstrated ability to multi-task and work in a fast-paced office setting.
- Ability to maintain a high level of confidentiality.

This description is not intended to be a complete statement of job content, rather to act as a guide to the essential functions performed. It is understood that this is not a contract. Management retains the discretion to add to or change the duties of the position without notice at any time.

ReconAfrica is a Canadian-based oil and gas company working collaboratively with national governments to explore oil and gas potential in Northeast Namibia and Northwest Botswana – the Kavango Basin. This project aims to prove a potential reserve that could lead to economic stimulus, funding local and regional jobs and other socio-economic benefits such as increased infrastructure, potable water access and investments in environmental and wildlife conservation.

ReconAfrica is publicly listed company on the TSX

Interested candidates are invited to submit their CV and qualifications to recruitment@reconafrika.com

Closing Date: 05 February 2025



Men edge out women in Namibian management

The latest Population and Housing Census Labour Force Report has revealed that men account for 51% of managerial positions in Namibia, while women hold 49% of these roles. Out of

47,174 people in managerial positions, 23,988 are men and 23,186 are women.

Despite this near parity, the data highlights that only 8% of men in the labour force hold managerial roles, while a slightly



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higher percentage of women—9.4%—occupy similar positions. The total labour force consists of 300,794 men and 246,011 women.

The Namibia Statistics Agency (NSA) report further indicates that the highest proportion of the employed population, 21.8%, work in elementary occupations, totaling 546,805 individuals. Service and sales workers represent the second-largest occupational group, accounting for 13.4% of the employed workforce.

The findings also show that a higher proportion of men than women are employed in craft and related trade work, skilled agriculture, forestry and fishery,

plant and machine operation, and the armed forces. The armed forces category recorded the smallest employment share at 3.4%.

Education levels among female managers were also analyzed, revealing that 52% lack tertiary education, while 50.3% have completed secondary school. The lowest proportion—32.5%—consists of women who attained only technical or vocational education.

The NSA reported that the employment-to-population ratio stood at 33.4% for men and 25.2% for women. The total working-age population (15 years and older) was estimated at 1,876,122 in 2023, with the overall labour force recorded at 867,247 and the youth labour force at 455,030.

The country's unemployment rate has risen to 36.9%, up from 33.4% recorded in the 2018 Labour Force Survey. Of the 867,247 individuals in the labour force, 320,442 were unemployed. Unemployment was more prevalent in rural areas (38.0%) than in urban centers (36.4%). The male unemployment rate stood at 34.6%, while the female unemployment rate was notably higher at 39.6%.

Overall, the labour force remains male-dominated, with 459,723 men compared to 407,524 women. Additionally, urban areas housed a larger share of the workforce, with 573,043 individuals compared to 289,145 in rural areas.

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If you meet these criteria, please submit your application, including a cover letter, resume, and certified copies of academic certificates, to: hrrnam@accessbankplc.com on or before **14 February 2025**, ensuring the position you are applying for is indicated in the subject line.

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Year in Review



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Outlook 2025





NCCI calls for urgent local content legislation in oil and gas sector

The Namibia Chamber of Commerce and Industry (NCCI) has urged the government to fast-track the enactment of legislation promoting local participation in the country's oil and gas sector.

NCCI President Bisey Uirab emphasized the need to convert the existing local content policy into law to ensure Namibians benefit from the rapidly growing industry.

"We can always do better. We can always do faster. Yes, we are discussing the local content policy," Uirab said, calling for

greater urgency in regulating the sector and securing local benefits.

Uirab noted that oil and gas are becoming vital to Namibia's economy, with the potential to create employment opportunities in both upstream activities and supporting industries.

"It's important that we change that into legislation—into a law that directs how this industry needs to be regulated and how local Namibians can benefit. We're on the right track, but we must move faster," he said.

He stressed that Namibians must acquire

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the necessary skills to leverage opportunities in the sector, while businesses, particularly micro, small, and medium enterprises (MSMEs), should contribute to shaping the local content policy to ensure it safeguards Namibian interests.

"These services include transportation, logistics, accommodation, hospitality, and others. As Namibians, this is a new industry for us, and many may not yet be fully prepared to provide these services," he said.

Uirab acknowledged the challenges of immediate participation in the oil and gas industry's core activities but highlighted that businesses could first enter through support services while training young professionals for direct industry roles.

"If we do that, we will ensure that, maybe not immediately, but in the coming years, we become significant players in this industry. The reality is that it is a challenge to immediately engage at the core of this sector."

He also cited the lack of industry-specific skills as a major hurdle and urged international oil companies to educate Namibians on industry requirements to better prepare them for emerging opportunities.

"We must call upon oil majors like Total to educate Namibians on their requirements so that people can equip themselves with the necessary skills and identify available opportunities. At the moment, many Namibians may not even be aware of what those opportunities are."

Uirab encouraged Namibians to take a proactive approach in seeking out opportunities while also urging oil companies to share relevant information with the local business community.

"We must stand up and take the initiative, but we also call on oil majors to be willing to share information with Namibians so that they can benefit from these services."

This call follows the Cabinet's approval of the National Upstream Petroleum Local Content Policy, which recognizes Namibia's petroleum resources as a national asset. The policy aims to ensure that oil and gas developments translate into an improved quality of life for Namibians through a robust local content framework.

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Namibia, Sweden strengthen mining sector collaboration

Namibia is seeking to bolster its mining sector through strategic collaboration with Sweden, focusing on value addition and sustainable

mineral processing.

Speaking at the 10th session of the Namibia-Sweden Bilateral Working Group meeting, Deputy Minister of International

Relations and Cooperation Jennelly Matundu highlighted the potential for Sweden's advanced mining technology and expertise to enhance Namibia's mineral beneficiation.

"We see scope to explore new growth opportunities in areas of renewable energies, value addition of minerals, tourism, information and communication technologies, transport, logistics management, and maritime, among others," Matundu said.

She also acknowledged Sweden's historic support for Namibia's independence and stressed the importance of strengthening cooperation across key sectors, including academic exchanges between institutions in both countries.

"We recognise that people-to-people exchanges are crucial to bilateral ties, and we must continue to strengthen productivity, enhance business, explore investment and trade opportunities, and promote cultural exchanges," she added.

State Secretary to the Minister for International Development Cooperation and Foreign Trade of Sweden, Håkan Jevrell, reiterated Sweden's commitment to sustainability, social responsibility, and investment in Namibia's economic sectors, particularly in transport, energy, and digitalisation.

"From our side, we welcome any increase

in our collaboration. We have strong industry capacity within sectors that are of high interest to Namibia, including transport, renewable energy, and mining. By incorporating local value addition, we can further strengthen our partnership," Jevrell said.

Both officials welcomed the revival of the Namibia-Sweden Working Group as a crucial platform for enhancing bilateral cooperation. They agreed that stronger ties between the two nations would unlock economic opportunities, promote sustainable development, and drive innovation in key sectors.



**CONTINUING OUR
LEADERSHIP JOURNEY**

The GIPF Board of Trustees is pleased to announce the reappointment of Mr. Penda Ithindi as Chairperson and Mr. Evans Maswahu as Vice-Chairperson of the Board, effective 1 January 2025. Their continued leadership and unwavering commitment to excellence will ensure the Fund remains steadfast in its mission to guard and grow the futures of our members.

We extend our heartfelt congratulations and look forward to achieving even greater milestones together.

CHAIRPERSON: Mr. Penda Ithindi
With a distinguished career in economics, capital markets, and public sector governance, Mr. Ithindi has been instrumental in steering the Fund's strategic direction. His reappointment reflects our confidence in his ability to lead with vision and integrity.

VICE-CHAIRPERSON: Mr. Evans Maswahu
A seasoned public sector administration and investments leader, Mr. Maswahu's expertise continues to be a driving force behind the Fund's success. His reappointment underscores his invaluable contributions to the Board.

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Why Millennials and Gen Z are rethinking financial security

By Ndadhi Ndoroma

The way people think about life cover is changing. For older generations, it was a practical safeguard, a traditional product that provided financial protection for spouses and children in the event of death.

But younger generations are bringing fresh perspectives to financial planning, including how they view life insurance.

Many of them grew up during economic downturns and have faced financial uncertainties.

They're also shackled with student loans and increased living expenses, which, altogether, very much make their attitude towards money different from their parents. Security remains important but has shifted regarding how it's achieved and in what priority it comes.

Life cover is less about the traditional family structures or passing on wealth and more about flexibility, freedom, and contingencies that may pop up in one way or another for these two successive generations.

Millennials and Gen Z also tend to be more accepting of non-traditional family structures and lifestyles.

Many are choosing to get married later in life, opting for life partners rather than legally binding marriages, or not having children at all. This means their financial dependencies are different.



Millennials and Gen Z also tend to be more accepting of non-traditional family structures and lifestyles.

To them, life cover isn't just about securing peace of mind, it's a powerful tool for building generational wealth that can give their loved ones a head start in life.

For Millennials and Gen Z, life insurance offers a unique opportunity to leave a legacy, ensuring that the next generation has a strong foundation to build on.

By investing in life cover now, it is believed that they are creating a financial cushion that will carry them through tough times and set them up for success, allowing them to focus on their dreams rather than stressing about survival.

It's about planting the seeds today for the prosperity of tomorrow – a gift that keeps on giving, far beyond their lifetime. Why not be the change-maker for your family's future?

Technology also plays a very critical role in how this generation makes decisions on financial issues.

The digital platform and apps have completely changed the way people learn

about life insurance, manage their finances, and compare products.

Younger consumers value convenience and transparency, wanting products that are easy to understand, flexible to their needs, and simple to buy or update.

This need for tailored solutions requires insurers to think differently about the provision of life cover, shifting away from one-size-fits-all products to more tailored and flexible solutions.

They are also more aware of risks beyond the conventional ones that insurance covers. Events such as pandemics, climate change, and economic shocks have made them consider how they can future-proof their lives against unimagined challenges.

Life cover has become much more than a financial obligation; it's an active ingredient

in their wider strategy to build resilience.

For Millennials and Gen Z, there's a strong focus on financial freedom and flexibility. If positioned well, life cover is about stability without constraint.

It's about having a safety net that protects the people they love most while supporting the evolving choices of their lifestyle.

As they reimagine financial security, they seek tools that reflect their values—tools that protect yet let them adapt as life changes. Insurers who can grasp this change and respond with appropriate intuitive products will, therefore, be better positioned to forge lifelong relationships with such progressive consumers.

****Ndadhi Ndoroma is General Manager: Personal Financial Advice at Old Mutual Namibia***

BID

**Construction of the transition space access
at Viljoen street entrance to the MVA Fund
parking area**

Reference No: W/OAB/MVA FUND/01-2025

Bid Opening Date: 10 January 2025

Closing Date: 20 February 2025

**Construction of the transition space access at Viljoen street entrance to the
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**Note: Bidding documents and drawings can be collected from the MVA Fund Windhoek Service Centre
upon payment of N\$ 300.00 fee.**

Contact Person: Bonfasius Kleopas, Procurement Manager
Tel: (061) 289 7051 | Email: bonfasius@mva-fund.com.na



CRAN appoints Josephine Shigwedha as Executive for Regulatory and Corporate Legal Services

The Communications Regulatory Authority of Namibia (CRAN) has appointed Josephine Shigwedha as its new Executive: Regulatory and Corporate Legal Services, effective 3 February 2025.

Shigwedha, an admitted legal practitioner, brings over 11 years of corporate law experience, including five years in senior and executive management roles.

She also serves as a Non-Executive Director at the Namibia Civil Aviation Authority (NCAA).

She holds a B-Juris and LLB Honours degree from the University of Namibia, a Postgraduate Certificate in Risk, Compliance, and Governance Law from the University of Witwatersrand, and has completed the Executive Development Programme at the University of Stellenbosch.

She is currently pursuing an MPhil in Business Administration at the University of Pretoria.

Her expertise spans regulatory compliance, legal risk management, contract management, litigation oversight, and policy formulation. At CRAN, she will be



responsible for corporate advisory services, legislative drafting, licensing, regulatory compliance, dispute resolution, and sector reform in line with the Communications Act (No. 8 of 2009).

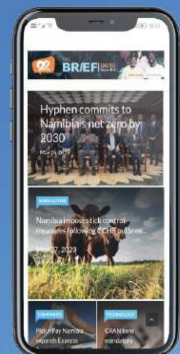
"I am excited about the opportunity to join CRAN and to contribute to its mission of ensuring a fair and efficient communications regulatory environment in Namibia," Shigwedha said.

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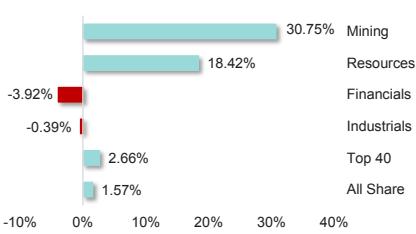
Commodities

Spot Gold	2828.77
Platinum	965.82
Palladium	1007.23
Silver	31.50
Uranium	67.30
Brent Crude	76.39
Iron Ore	99.80
Copper	8953.73
Natural Gas	3.30
Lithium	9.85

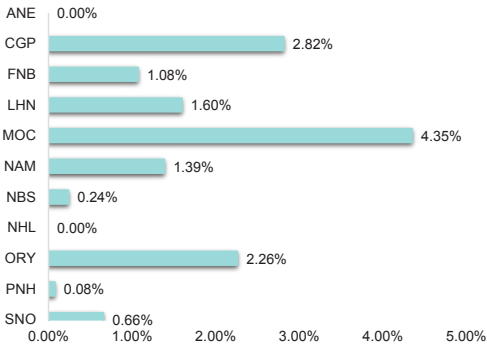
Currencies

USD/ZAR	18.8505
EUR/ZAR	19.3237
GBP/ZAR	23.2849
USD/CNY	7.2447
EUR/USD	1.0251
GBP/USD	1.2353
USD/RUB	99.8656
CPI	3.40%
Repo Rate	7.00%
Prime Rate	10.75%

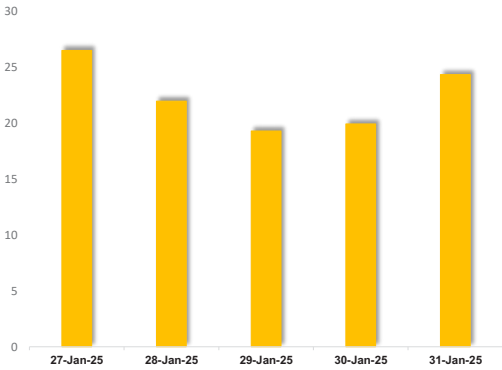
JSE Sectors: Year to Date in %



NSX Local Stocks: Year to Date in %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to Date in %

