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BRIEF

News Worth Knowing



Ongos Valley development creates 14,000 jobs in Phase 1

MONDAY 20 JANUARY 2025

MAIN STORY



Ongos Valley development creates 14,000 jobs in Phase 1

The Ongos Valley development has created over 14,000 employment opportunities for Namibians as part of its Phase 1 project rollout.

According to Ongos Spokesperson Abed Erastus, large-scale residential development generates a wide range of job opportunities, including roles such as project managers, architects and engineers.

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

“There is a variety of employment opportunities created during a large-scale residential development; from project managers, architects, engineers (civil, structural, electrical), to site supervisors, coordinators, environmental and safety managers and heavy equipment operators, to plumbers, electricians, carpenters, bricklayers and general labourers etc,” he told The Brief.

He further explained that spanning 28,000 homes across seven phases, Ongos Valley is designed to be a dynamic, mixed-use community.

The development will include schools, shopping malls, service stations, businesses and institutions, aiming to create a sustainable, vibrant environment that caters to every need.

Currently, work is underway on Extension 3 of Phase 1, which will deliver 4,500 residential homes. This marks a major milestone in the 20-year development plan that promises to transform the region.

“Our 20-year development plan spans seven phases, and we are excited to be working on Extension 3 of Phase 1, offering quality homes with the current phase underway delivering 4,500 residences. This groundbreaking project has also created 14,000+ employment opportunities in Phase 1 alone, making a significant impact on the

local economy,” he said.

The Ongos Valley Development has invested N\$900 million into the housing project’s first phase of development in Windhoek.

Additionally, the project commissioned the expansion of the Peter Nanyemba Road into a dual-carriageway at a cost of N\$381 million in April 2023.

Ongos Valley is situated on a 1,750-hectare portion of Farm Ongos, 13 kilometres from the Windhoek city centre.

It will be a self-contained green village area with schools, hospitals, police stations and a cemetery, among other services.



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Year in Review



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Outlook 2025





Windhoek building plans surge by 48.6% to N\$2.22 billion in 2024

The City of Windhoek approved 1,950 building plans, with a total value of N\$2.22 billion in 2024, latest data shows.

According to IJG Securities, this reflects

a 48.6% year-on-year increase in value and a 4.6% growth in the number of approvals compared to the previous year.

In December alone, 141 building plans valued at N\$289.5 million were approved, a

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74.2% month-on-month increase. This was despite a 16.6% decrease in the number of approvals compared to November.

“The value of these approvals significantly exceeds the 2024 average of N\$184.8 million. During the month, 22 building plans worth N\$52.5 million were completed, showing an 8.2% y/y increase in value compared to last year,” noted IJG.

In 2024, 976 plans worth N\$758.5 million were completed, marking a 62.1% y/y increase in number and a 10.8% y/y increase in value.

Meanwhile, 108 additions, valued at N\$29.2 million, were approved during the month, reflecting a 44.9% m/m decline in value.

“For 2024, 1,546 additions worth N\$808.9 million were approved, representing a 7.4% y/y increase in the number of approvals and a 15.2% y/y rise in value compared to the previous year.

Additionally, 10 additions valued at N\$3.8 million were completed during the month,” noted the firm.

In December, 28 residential building plans valued at N\$217.1 million were approved, marking a 271.2% m/m increase in value and the highest monthly value recorded since October 2020.

“Throughout 2024, 348 residential plans worth N\$868.6 million were approved, reflecting an 87.3% y/y increase in value but a 5.9% y/y decline in the number of approvals,” said IJG.

Additionally, 10 residential buildings with a combined value of N\$20.2 million were completed in December.

IJG also noted that five commercial and industrial building plans were approved, with a total value of N\$43.3 million.

“Over the course of 2024, 56 commercial and industrial plans were approved, valued at N\$540.3 million, reflecting a 3.7% y/y increase in the number of approvals and a 65.4% y/y rise in value,” said IJG.

The firm noted that Namibia’s building plans saw strong growth in value during 2024, driven by notable increases in residential and commercial projects, marking the highest annual value since December 2014.

“The rising trend in approvals and completions reflects growing economic confidence. Continued investment in construction, underpinned by stable demand and infrastructure initiatives, is likely to sustain this positive trajectory,” said IJG.



SINOMINE

TSUMEB SMELTER

TENDER

TENDER: ST24_004

PROVISION OF SECURITY SERVICES

Sinomine Tsumeb Smelter (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for the Provision of Security Services.

Details of the Tender

Tender availability

:

From Monday, 20 January 2025
Tender documents can be obtained by e-mailing: ststenders@sinomine.na

Cost per set

:

No levy

Closing date for submission

:

Friday, 14 February 2025

Submission requirements are defined in the tender documents and the closing date for submission is final, no extensions will be granted. Technical information, bid clarifications and any enquiries pertaining to this tender can be requested at: ststenders@sinomine.na

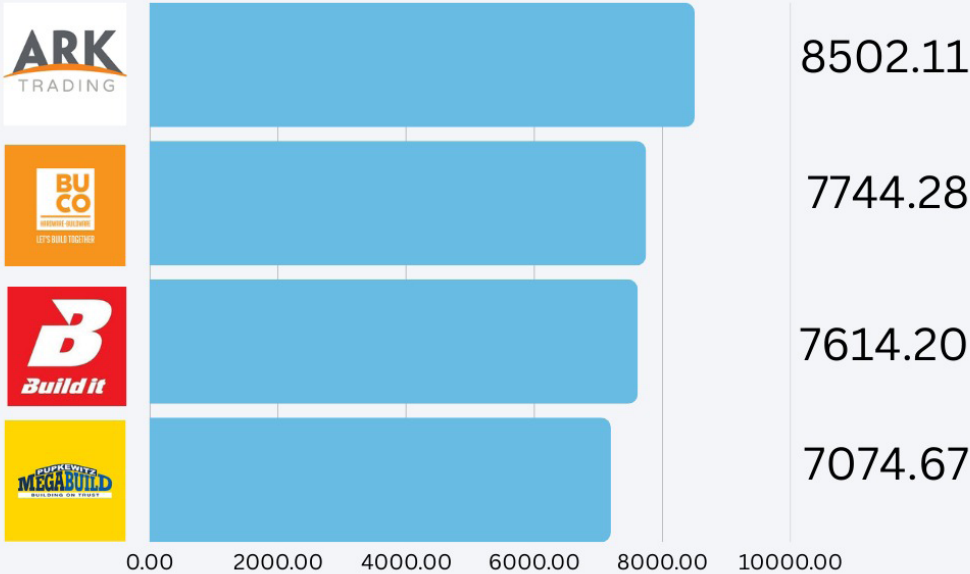
All tender proposals must be submitted via e-mail to:ststenders@sinomine.na

No other method of submission will be accepted

Sinomine Tsumeb Smelter employs an equal opportunity policy. Tenders will be awarded through a competitive bidding process which is transparent and open to all individuals or companies that meets the set criteria. Any person(s) or company that qualify as per the tender's evaluation criteria, may bid.

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2025 Hardware Store Prices: January Overview



Basket composition: Roofing Galvanised IBR, Copper Tube 460 Class 0, Aluminium window(Bronze),Aluminium Sliding door (Bronze),Brick 7MPA, Brickforce 150 mm 15m Roll, Brickforce 75MM 15M Roll, Lintol concrete 1200 x 110x75MM, Lintol concrete 1800x 110x75MM, Lintol concrete 900x110x75MM, Ceiling Board 1200x3000x6.4MM, Door Frame Steel 813x2032x115x1MM, Lockset Lever, Door Hardboard Interior 813x2032MM, Cement Ohorongo 32.5, Cement Ohorongo 42.5, Paint 20 litres

Pupkewitz Megabuild is Windhoek’s most affordable hardware store in January 2025

In January 2025, Pupkewitz Megabuild had the lowest-priced basket of selected products, totaling N\$ 7,074.67 among four leading hardware stores in Windhoek.

Notable items contributing to this price point include the Aluminium Sliding Door (Bronze), priced at N\$ 2,398.99, the Lintol Concrete 1800X110X75MM at N\$ 66.99, and the Door Hardboard Interior at N\$ 258.99.

Build It followed with a basket totaling N\$ 7,614.20, with key items such as the Aluminium Sliding Door (Bronze) priced at N\$ 2,816.10, the Lintol Concrete 1800X110X75MM at N\$ 80.11, and the Door Hardboard Interior priced at N\$ 317.81.

BUCO recorded a basket total of N\$ 7,744.28, with the Aluminium Sliding Door (Bronze) priced at N\$ 2,848.99, the Lintol Concrete 1800X110X75MM at N\$ 77.94, and the Door Hardboard Interior at N\$ 302.21.

Finally, Ark Trading had the highest basket total at N\$ 8,502.11, with the Aluminium Sliding Door (Bronze) priced at N\$ 3,157.05, the Lintol Concrete 1800X110X75MM at N\$ 76.82, and the Door Hardboard Interior at N\$ 318.03. Overall, Pupkewitz Megabuild offers the most cost-effective basket, while Ark Trading was the highest-priced for the month of January 2025.

About the Survey

This survey draws data from four hardware stores: Build It, BUCO, Pupkewitz Megabuild, and Ark Trading. Conducted monthly by The Brief, it began in June 2023 to evaluate a basket of comparable hardware items that

customers are likely to purchase each month. The survey’s primary goal is to help shoppers identify which hardware wholesaler offers the most affordable basket of building materials for a given month. Additionally, the

survey tracks changes in the basket to analyze both overall basket trends and individual item variations on a month-by-month and year-on-year basis.

The following items are in the basket:

- Roofing Galvanized IBR
- Copper Tube 460 Class o
- Aluminium Window (Bronze)
- Aluminium Sliding Door (Bronze)
- Brick 7 MPA
- Brickforce 150 MM 15M ROLL
- Brickforce 75MM 15M ROLL
- Lintel concrete 1200X110X75MM
- Lintel concrete 1800X110X75MM
- Lintel concrete 900X110X75MM
- Ceiling Board 1200X3000X6.4MM
- Door Frame Steel 813X2032X115X1MM
- Lockset 2 lever
- Door Hardboard Interior 813 X 2032 MM
- 32.5 Cement Ohorongo
- 42.5 Cement Ohorongo
- Paint 20 liters



Environmental Investment Fund
of Namibia | ensuring sustainability

EXPRESSIONS OF INTEREST (EOI)

PROCUREMENT MANAGEMENT UNIT

The Environmental Investment Fund (EIF) on behalf of the Namibia Green Hydrogen Programme invites international and local reputable service providers to express their interest for the following.

Reference Number	Description	Non-Refundable document levy
SC/EOI/EIF- 1/2024	Expression of Interest for the Shortlisting of consultant for the Strategic Environmental and Social Assessment (SESA) for Green Energy Production, Industrialisation and Common User Infrastructure in the Central Green Hydrogen Valley.	Free
SC/EOI/EIF- 2/2024	Expression of Interest for the Shortlisting of consultant for the Project Scoping/ Site Selection Study: Development of Wind Resource Assessment and Meteorological Mast Project Site Selection.	Free

- EOI document can be requested from procurement@eif.org.na

SUBMISSION OF BIDS:

Hard copies/physical bids to be delivered at:
Environmental Investment Fund of Namibia Head Office,
1st Floor, Heinitsburg Heights, c/o Heinitsburg & Dr. Theo Ben-Gurirab Street, Klein Windhoek

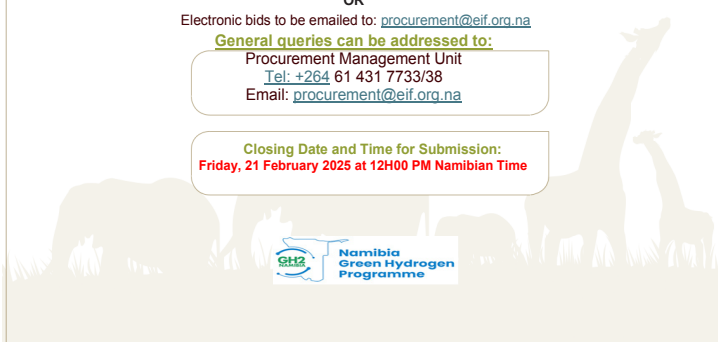
OR

Electronic bids to be emailed to: procurement@eif.org.na

General queries can be addressed to:
Procurement Management Unit
Tel: +264 61 431 7733/38
Email: procurement@eif.org.na

Closing Date and Time for Submission:
Friday, 21 February 2025 at 12H00 PM Namibian Time





Small habits, big change

By Ramona Itembu

A new year brings fresh energy and big goals, but keeping up the momentum can be hard. In truth, real change doesn't have to come from big actions. It's the small, simple steps we take every day that lead to lasting success.

Consider the ripple effect of doing one small thing consistently. Even the small habits count and bring a huge difference in your life and accomplishments over time. Take something as simple as drinking a glass of water upon rising. Sure, that is a small thing, but it helps hydrate your body, jumpstarts your metabolism, and gets you that sense of achievement right off the bat. That little win can be used to inspire healthier choices throughout the day. This too can be done in only five minutes: breathing or practicing mindfulness; this soothes the mind and elevates your mood, hence huge advantages to your mental health.

Small wins are powerful because they build momentum. With each small success, the reward centre in your brain is activated, and you will feel good and further motivated. Viewing progress, even tiny progress, keeps you going. By focusing on small, manageable actions, you avoid burnout and frustration from setting goals that are too big or too hard. Small changes are easier to stick with and adapt to your life.

One way to build small habits is to connect them to things you already do. This is called habit stacking. For example, if you make coffee every morning, use that time to think of one thing you're grateful for, or set a positive intention for your day. Pairing new habits with existing routines makes them feel natural and automatic without using extra energy or willpower.



Small wins are powerful because they build momentum.

Also, one has to celebrate the small wins; no victory is too small. Recognising those moments will give you a feeling of accomplishment, thus motivating you more. If your goal is better fitness, a 10-minute walk may not seem like much, but it still moves you forward. Small activities, if done consistently, yield great results.

Small wins shift your perspective. Instead of getting mired in the long-term goal, you're focused on what you can achieve today. It keeps you in the present and fired up, even when the big results take time. The same is true for your financial journey: celebrating the progress—be it paying off some small debt or saving up for something—means confidence is built and good habits strengthened. Moreover, responsibly rewarding yourself along the way makes small steps both gratifying and a powerful part of long-term financial security. Unleash your full potential in 2025 with the power of small habits. Keep it small, keep it simple, and let tiny wins bring you closer to a giant transformation. Transformations don't happen overnight. They're big because they're allowed to grow through persistence, one small step at a time. With every small win, you get closer to health, happiness, and success.

****Ramona Itembu is Group Human Capital Executive at Old Mutual Namibia***



WFP supports over 24,000 Namibians in December

The World Food Programme (WFP) Namibia reached 24,558 people in December 2024, addressing critical food security and social protection support.

The WFP Namibia Country Brief reports that US\$10.6 million (N\$209 million) is required to meet funding needs from January 2024 to June 2025, representing 60% of the total needed resources.

This comes as on 5 December the Government of Japan introduced a

commodity voucher programme aimed at supporting 27,000 vulnerable individuals in the Ohangwena and Kunene regions.

The initiative prioritises households impacted by the El Niño-induced drought, with a focus on child-headed, female-headed and elderly-headed households.

“The vouchers, redeemable at local retailers, are expected to improve dietary diversity, enhance household purchasing power, and ultimately reduce under-five



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MOOKS & ADORA In the Morning

06:40

Mon-Fri



malnutrition rates,” said the WFP Namibia Country Brief.

The report noted this programme aims to mitigate the impacts of prolonged climatic shocks and support recovery efforts in drought-affected communities.

A joint WFP and USAID team assessed progress on a Chevron-funded project at Kaoko-Otavi Combined School in the Kunene region.

“With financial support from USAID, WFP drilled a solar-powered borehole at the Kaoko-Otavi Combined School providing clean water access to the school and community,” noted the WFP.

Additional components of the project include water tanks to ensure sustainable water management and a community garden to enhance nutrition and livelihoods.

During Human Rights Day and Namibia Women’s Day celebrations at Outapi, Acting Country Director Tiwonge Machiwenyika participated in the launch of the Social Protection Booklet, a collaborative initiative supported by WFP and other United Nations Namibia agencies.

“The booklet, developed with support from WFP and other United Nations Namibia agencies, serves as a comprehensive guide to building inclusive, resilient, and sustainable social protection systems. It consolidates efforts to ensure that no one is left behind in the pursuit of

equity and social justice,” he noted.

Machiwenyika highlighted how WFP continues to play a leading role in driving innovation within Namibia’s social protection system.

“Through strong partnerships, WFP is advancing equity and resilience, helping to create a more inclusive society that addresses the needs of the most vulnerable. The launch marked a significant milestone in the collaborative efforts of government and development partners to enhance the social protection landscape in Namibia,” he said.

Job Opportunity:

Public Sector Relationship Manager



Are you a dynamic professional with a passion for driving growth and building lasting relationships within the public sector? Join our team as a **Public Sector Relationship Manager (Windhoek)** and play a key role in driving strategic initiatives and delivering impactful financial solutions!

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- Operational excellence: Maintain accurate records of credit proposals and monitor expired limits to ensure compliance and efficiency
- Tactical strategy: Contribute to the development of tactical strategies and implement operational plans that align with business objectives
- Client expansion: Identify and onboard profitable customers to expand the customer base and strengthen our public sector presence

What we're looking for:

- Relevant business or commerce degree
- 3-5 years relevant experience in a similar environment and/or management level
- Proven experience in relationship management, preferably within the public sector
- Strong strategic planning and sales acumen
- Excellent analytical and communication skills
- Ability to build and maintain professional relationships with key stakeholders
- A results-driven mindset with a passion for excellence

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Application closing date: 28 January 2025

The map of experience management: A journey towards customer satisfaction, value maximization, and operational excellence

By Victor Songa Musiwa

The ability to deliver exceptional experiences has become a key driver of growth and success. Organisations can no longer rely solely on great products or competitive pricing. The leaders of tomorrow are those who can create meaningful and memorable experiences for their customers, employees, and stakeholders.

This series introduces the Map of Experience Management - a practical framework designed to help organizations enhance satisfaction, loyalty, and financial success while achieving operational excellence.

What is Experience Management?

Experience management is about more than just tracking customer feedback or employee satisfaction. It's a holistic approach to understanding, designing, and improving interactions across every touchpoint. When done right, it becomes part of the organization's DNA, shaping how decisions are made and how relationships are built.

The foundation of experience management rests on five interconnected pillars:

1. Customer Experience (CX): Ensuring that every interaction meets and exceeds customer expectations.

2. Employee Experience (EX): Building a workplace where employees feel



Experience management is about more than just tracking customer feedback or employee satisfaction.

empowered, engaged, and motivated to contribute.

3. Brand Experience (BX): Delivering a consistent and resonant brand image that aligns with core values and audience expectations.

4. Product Experience (PX): Ensuring that products deliver consistent quality, usability, and value to meet customer expectations.

5. Stakeholder Experience (SX): Fostering trust and meaningful relationships with partners, investors, and the community at large.

When these pillars align, they create a powerful synergy that drives both short-term results and long-term success.

Why Use the Map of Experience Management?

For many organizations, the concept of experience management can feel overwhelming. The Map of Experience Management breaks it down into clear,

actionable steps that anyone can follow. It offers:

- **Clarity:** Simplifying complex strategies into a roadmap that's easy to understand.
- **Alignment:** Helping teams work together towards shared goals instead of operating in silos.
- **Focus:** Identifying the most impactful areas to improve, ensuring resources are used wisely.
- **Sustainability:** Embedding experience management principles into everyday operations for lasting benefits.

What's Coming in This Series?

Each article in this series will take a closer look at one element of the Map of Experience Management. We'll cover topics such as:

- How to measure and improve customer satisfaction effectively.
- The connection between employee engagement and operational success.
- The impact of consistent branding on customer loyalty.
- Tools and techniques for implementing experience management at scale.

You'll also find practical tips, case studies, and insights from leaders who have successfully navigated these challenges.

Our goal is to equip you with the knowledge and tools you need to build stronger connections, streamline processes, and maximize value.

Join the Journey

This series is for entrepreneurs and business leaders who are ready to make experience management a priority. Whether you're just starting out or looking to refine your approach, we invite you to explore this roadmap with us.

Experience management isn't just a strategy—it's a new way of thinking about how we do business. It's about fostering relationships, creating value, and delivering excellence every step of the way. Let's get started.

In our next article, we'll dive into the first pillar: Customer Experience. Discover why it's the foundation of the Map of Experience Management and how it sets the stage for success.

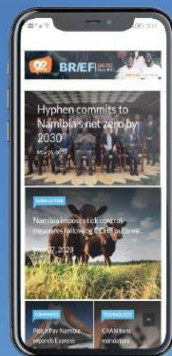
****Victor Songa Musiwa, CCXP, XMP, MSc, is Namibia's first globally certified experience management professional (CCXP & XMP), Founder, and Chief Executive Officer of Relentless CX.***

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EU allocates N\$19.5 million to Namibia to combat corruption

The European Union (EU) has committed N\$19.5 million to Namibia's Good Governance initiative, aimed at strengthening transparency and advancing sustainable development in the country.

The program, co-designed with the Namibian government and key stakeholders, prioritizes the implementation of the National Anti-Corruption Strategy and Action Plan (NACSAP) to curb corruption and illicit financial flows.

"With the contributions from the EU to UNDP, we will support Namibia in its continued efforts to achieve the national development goals in building a transparent

and equitable society, that is resilient to corruption and deeply rooted in the principles of rule of law," EU Ambassador to Namibia, Ana Beatriz.

"Corruption exacerbates inequalities, especially when funds meant for healthcare, education, and infrastructure are misdirected or misappropriated. Corruption also distorts competition, hinders economic growth, and erodes public trust in institutions. Therefore, addressing corruption is a global imperative, that is enshrined in the UN Sustainable Development Goals, so that resources can go to where they are most needed."

The initiative, set to run from 2025 to

2028, aligns with the EU's mission in Namibia to promote governance, human rights, and sustainable development.

Speaking at the launch event, UNDP Country Representative Alka Bhatia underscored the damaging effects of corruption on democracy and development.

"Corruption erodes democracy, undermines human rights, and perpetuates inequality. In 2018, Namibia recorded over 872 corruption cases with the ACC, many of which remain unresolved. This has fueled public frustration, economic hardships, and perceptions of impunity for the powerful," Bhatia said.

She added that the initiative aligns with Namibia's Harambee Prosperity Plan, the upcoming Sixth National Development Plan, Vision 2030, and the United Nations Sustainable Development Cooperation Framework.

The program incorporates various measures to promote transparency, accountability, and integrity across sectors. These include enhancing access to government information to improve transparency, strengthening financial management systems to protect public resources, and revising anti-corruption legislation to align with international standards.

The initiative will also empower Namibia's Anti-Corruption Commission (ACC), enabling it to play a stronger role as the NACSAP secretariat. Additional efforts include providing grants to civil society organizations engaged in anti-corruption efforts, revising mechanisms for allocating fishing quotas to ensure fairness, and aligning legislation with international standards in the extractive industries. Efforts will also focus on fostering stakeholder dialogue, promoting collective action, and investing in capacity-building programs for institutions and individuals.

Bhatia noted that these measures are critical to restoring public trust and ensuring resources are directed where they are most needed.

World Economic Forum data, estimates the economic impact of corruption at over US\$ 3.6 trillion annually, representing about 5% of global GDP.

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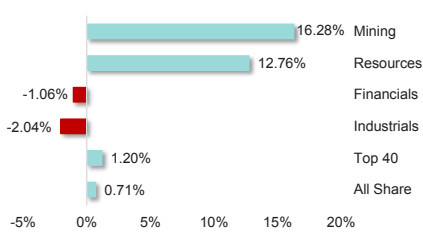
Commodities

Spot Gold	2709.51
Platinum	942.43
Palladium	943.58
Silver	30.48
Uranium	73.50
Brent Crude	80.07
Iron Ore	97.10
Copper	9127.46
Natural Gas	3.80
Lithium	9.85

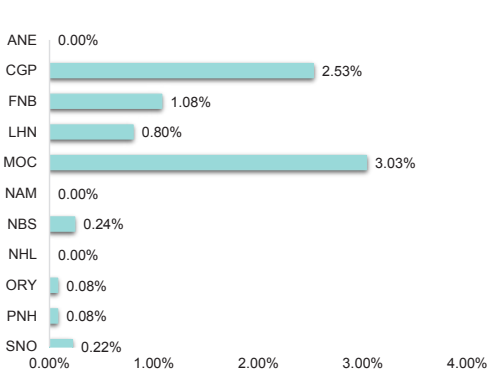
Currencies

USD/ZAR	18.5651
EUR/ZAR	19.3465
GBP/ZAR	22.8679
USD/CNY	7.2643
EUR/USD	1.0420
GBP/USD	1.2317
USD/RUB	101.7820
CPI	3.40%
Repo Rate	7.00%
Prime Rate	10.75%

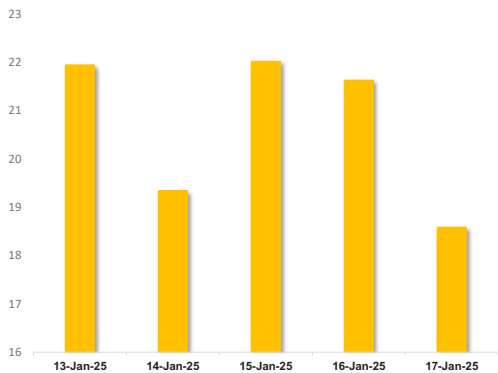
JSE Sectors: Year to Date in %



NSX Local Stocks: Year to Date in %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to Date in %

