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News Worth Knowing

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**Namibia's debt outpaces growth,
borrowing rises by N\$10 billion annually**

THURSDAY 30 OCTOBER 2025

MAIN STORY

Namibia's debt outpaces growth, borrowing rises by N\$10 billion annually



Namibia is borrowing more than twice as fast as it is growing, adding between N\$8 billion and N\$10 billion in new debt each year while foreign direct investment (FDI) inflows continue to decline.

Simonis Storm Economist, Almandro Jansen, said the country is now accumulating more debt per quarter than it receives in foreign investment, signalling a growing structural imbalance in the economy.

“Namibia’s debt burden is expanding faster than its ability to attract productive

investment,” Jansen said. “The debt trajectory has become the most pressing macroeconomic risk, with borrowing accelerating while foreign investment weakens.”

Crucial Dates

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

Public debt is projected to exceed N\$170 billion by the 2026/27 financial year, he said.

According to the Bank of Namibia, FDI inflows dropped to N\$6.8 billion in the second quarter of 2025, down from N\$12.7 billion in the first quarter, as oil companies reduced equity injections and shifted from exploration to appraisal.

Jansen said this was one of the sharpest quarterly declines in recent years and comes as public debt continues to climb. He noted that Namibia's public debt now stands at around N\$168 billion, or 67.2% of GDP, up from 51% a decade ago.

"The pace of debt accumulation is far outstripping economic growth, which has expanded by only about N\$25 billion in nominal terms since 2020," he said.

He explained that the ratio between FDI and borrowing has inverted, showing that the economy is now more dependent on debt than investment. "Much of the borrowing has gone towards refinancing and operational spending rather than infrastructure or productive assets that can generate future revenue," Jansen said.

He warned that nearly one in every five Namibian dollars collected in revenue is now used to service debt, with the interest-to-revenue ratio rising to 19%.

Jansen added that the composition of FDI

remains narrow, with about 68% of inflows in 2024 coming from extractive industries such as oil, gas and mining, which are capital-intensive but create few jobs.

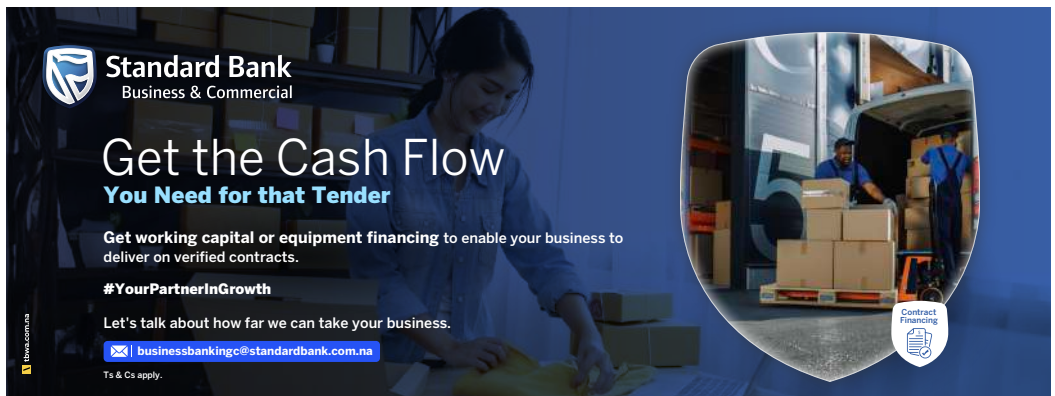
"When exploration slows, inflows dry up, and no other sector is yet positioned to fill that gap. This concentration risk leaves Namibia heavily exposed to global commodity cycles," he said.

He also cautioned that Namibia's growing reliance on domestic borrowing is tightening liquidity in financial markets. "Around 80% of public debt is now held within Namibia, forcing the government to compete with the private sector for funding," Jansen said.

"The bid-cover ratio at Treasury Bill auctions has dropped from 2.3 to 1.6 since early 2024. This means the state is soaking up liquidity, crowding out businesses that need credit to grow," he added.

Jansen proposed structural reforms to restore balance, including an investment facilitation desk and a public-private investment council to monitor large projects and speed up approvals.

"Namibia's fundamentals are sound, but without stronger execution and better investment management, stability will remain an illusion. The real test of fiscal success is not how much we borrow, but how productively we invest," Jansen said.



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South Africa lifts suspension on Namibian horticultural imports

South Africa has officially lifted its suspension on selected horticultural imports from Namibia, allowing the resumption of trade in key produce such as tomatoes, peppers, cucumbers, watermelons, pumpkins and squash.

Confirming the development, Agriculture, Fisheries, Water and Land Reform Minister Inge Zaamwani said the suspension had caused significant financial losses to local farmers, especially tomato producers, as the affected commodities are

highly perishable.

She added that the temporary ban also disrupted grape exports dependent on South African transit routes to reach European markets, threatening more than 20,000 jobs and undermining producer confidence.

“The suspension had caused financial losses to local farmers, particularly tomato producers, as the affected commodities are highly perishable,” Zaamwani said.

“The temporary ban also disrupted

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grape exports dependent on South African transit routes to reach European markets, threatening over 20,000 jobs and producer confidence.”

According to the Ministry of Agriculture, Water and Land Reform, the National Plant Protection Organisation of Namibia (NPPONA) submitted the required technical documentation to its South African counterpart on 12 August, addressing all concerns related to pest management and product safety.

Despite several rounds of discussions between technical teams, the matter was resolved only after intervention at ministerial and presidential levels, leading to the full reinstatement of permits on 23 October 2025.

“As a result, all previously withdrawn permits have been reinstated, and trade in the affected commodities officially resumed on 23 October 2025,” Zaamwani said.

“This outcome reflects the strength of our plant health systems and the effectiveness of bilateral cooperation between our two nations.”

Zaamwani also raised concern over a serious outbreak of African Migratory Locusts in the Zambezi Region, affecting areas such as Kasaya, Nakabolelwa, Luhonono, Bukalo, Kabbe, Muyako, Masokotwani and Linyanti.

She said the floodplains of Muyako and Old Masokotwani, known breeding grounds for the locust species, have contributed to the rapid

spread of the outbreak, which has now reached both the hopper and flying stages, posing serious challenges to containment efforts.

In response, the Ministry has deployed three ground teams equipped with Land Cruiser vehicles, mounted sprayers and hand-held mist blowers to conduct spraying operations across multiple zones.

“To supplement these efforts, the Ministry has mobilised additional vehicles from the Directorate of Veterinary Services and the Programme for Communal Land Development. However, the scale of the outbreak demands broader support,” Zaamwani said.

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Namibia to develop national guidelines for responsible AI adoption

The Communications Regulatory Authority of Namibia (CRAN) has announced plans to develop national guidelines to promote the responsible adoption and use of Artificial Intelligence (AI) and other emerging technologies in

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the country.

According to Josephine Shigwedha, CRAN's Executive for Regulatory and Corporate Legal Services, the initiative forms part of the regulator's broader strategy to establish a framework that ensures emerging technologies are implemented ethically and effectively.

The guidelines according to Shigwedha, will set out best practices for responsible AI use, with a focus on governance, transparency and accountability.

"Currently, as part of our strategy, we are in the process of drafting and developing guidelines that address the adoption of emerging technologies such as Artificial Intelligence (AI)," Shigwedha said.

"Our aim is for these guidelines to establish a framework for the responsible use and integration of AI and other emerging technologies in Namibia."

She added that CRAN is also preparing

to introduce a regulatory sandbox , a controlled environment in which innovative technologies can be tested before full-scale implementation.

The sandbox will allow CRAN to assess potential risks, benefits and compliance issues associated with new technologies, ensuring they align with Namibia's legal and regulatory standards.

Shigwedha said that once the framework becomes fully operational, it will equip Namibia with the tools needed to manage the rapid evolution of AI and digital innovation, enabling the country to harness technology for socio-economic growth while safeguarding public interests.

"Once the project is fully launched and operational, we expect to have the essential tools and structures in place to support responsible innovation and regulatory oversight," she said.



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Namibia's race to exit the FATF grey list: Progress, pressure, and the politics of global finance

By Lot Ndamanomhata

Namibia has made remarkable progress in cleaning up its financial compliance record, having successfully addressed 11 of the 13 strategic deficiencies identified by the Financial Action Task Force (FATF)—a global watchdog on money laundering and terrorism financing.

The country now faces a six-month window to resolve the remaining two issues before the FATF's May 2026 review, according to the Financial Intelligence Centre (FIC) (Menas, 2025).

This marks a decisive step toward Namibia's removal from the FATF's "grey list," where it was placed in February 2024 for gaps in enforcing anti-money laundering (AML), counter-terrorism financing (CTF), and anti-proliferation measures.

What the Grey List Means

The FATF grey list—often dubbed the "dirty-money list"—is not a sanction, but



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Grey-listed countries are subjected to increased international

monitoring, with global banks and investors treating them as high-risk jurisdictions.

it carries heavy economic and reputational costs.

Grey-listed countries are subjected to increased international monitoring, with global banks and investors treating them as high-risk jurisdictions.

According to the International Monetary Fund (IMF), countries on the grey list can experience a 7.6% reduction in foreign capital inflows (Reuters, 2025).

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This makes cross-border banking and investment costlier and slower. For Namibia, being on the list can affect trade finance, foreign direct investment, and even donor confidence—factors vital to an economy reliant on natural resources and regional trade integration.

Namibia's Progress and the Road Ahead

FIC director Bryan Eiseb confirmed that Namibia has resolved most deficiencies within the prescribed timelines and ahead of schedule. The remaining issues concern:

1. Increasing investigations and prosecutions for money-laundering offences; and
2. Strengthening the ability to identify and investigate terrorist financing activities.

"These last two deficiencies are already

being addressed," said Eiseb, adding that Namibia's progress reflects Africa's growing commitment to combat illicit financial flows and align with international standards (Menas, 2025).

Africa's Turnaround Story

Namibia's momentum mirrors the success of South Africa, Nigeria, Mozambique, and Burkina Faso, which were delisted from the FATF grey list in October 2025. FATF president Elisa de Anda Madrazo described this as "a positive story for the continent of Africa" (Reuters, 2025).

South Africa's delisting followed a sweeping reform effort that enhanced financial intelligence, beneficial-ownership transparency, and inter-agency collaboration (South African Revenue Service [SARS], 2025). Nigeria, meanwhile, strengthened coordination across its anti-corruption and financial-monitoring institutions, restoring investor confidence (Agbetiloye, 2025).

These successes show that African nations can and do rise to global compliance challenges—often under intense scrutiny.

The Political Undercurrents: Greylisting and Global Power

However, while Namibia's near-exit is cause for celebration, it also reignites debate about the politicization of global financial surveillance. Critics argue that institutions like the FATF, though technical in design, are



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often shaped by geopolitical power imbalances.

Developing nations—particularly in Africa—are disproportionately grey-listed despite having smaller financial systems. In contrast, major Western financial centres, where vast sums of illicit money circulate through tax havens and shell companies, rarely face the same punitive oversight.

Scholars such as Sharman (2011) and Christensen & Murphy (2020) have long argued that financial transparency standards are applied unevenly, reflecting global hierarchies rather than purely technical criteria. The weaponization of financial compliance has, in some cases, been used to restrict access to international markets and discipline states through reputational means.

Economic and Developmental Implications

For Namibia, exiting the FATF grey list is not merely about compliance—it is about reclaiming economic credibility. Removal would ease international transactions, attract new investment, and reduce the cost of capital.

It could also restore confidence among development partners and multilateral financiers.

Conversely, prolonged grey-listing risks undermining the

goals of Namibia's Harambee Prosperity Plan II and Vision 2030, both of which rely on a strong and transparent financial system.

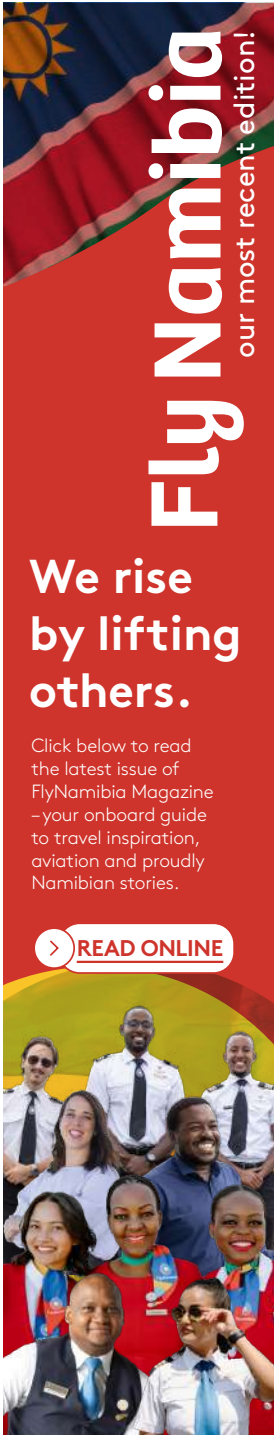
Conclusion: Between Compliance and Sovereignty

Namibia's near-exit from the FATF grey list underscores both institutional resilience and the complex politics of global finance. As Africa's biggest economies—South Africa and Nigeria—have just demonstrated, delisting is possible with coordinated reforms.

But Namibia's case also invites deeper reflection: compliance with global standards must not become a form of economic subordination. A fair international system should uphold financial integrity without reinforcing inequality or geopolitical dependence.

If Namibia completes its final reforms by May 2026, it will not only safeguard its financial reputation but also reaffirm Africa's growing capacity to define its own narrative—one of accountability, sovereignty, and economic justice.

**Lot Ndamanomhata is graduate of Public Management, Journalism and Communication. This article reflects his views and write entirely in his personal capacity.*



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Namibia urged to adopt pro-employment reforms to tackle jobless growth

Namibia has been urged to accelerate a new phase of economic and institutional reforms focused on inter-ministerial coordination, skills mapping and pro-employment budgeting to tackle rising unemployment and strengthen policy delivery.

The call was made during the Economic Association of Namibia's (EAN) dialogue on Jobless Growth, where experts from government, academia and international organisations emphasised the need for coordinated and accountable action to address structural joblessness.

International Labour Organisation (ILO) Employment Specialist Jealous Chirove said Namibia's next phase of reform must ensure that public policies and spending directly generate jobs, particularly for young people.

"We do not lack frameworks. We fail to execute them effectively. Job creation must be a deliberate outcome of what we do. It cannot just happen," Chirove said.

He said the ILO is assisting Namibia with pro-employment budgeting, a mechanism that links each government programme and budget allocation to measurable employment outcomes.

The ILO is also supporting employment impact assessments in sectors such as green hydrogen, agriculture and biomass to identify areas where job growth can be accelerated.

"These findings will feed into Namibia's third National Employment Policy, currently under development," Chirove said.

"The policy will introduce skills mapping and labour demand analysis to identify which sectors can absorb more workers and guide

training institutions to align qualifications with market needs.”

Chirove also stressed the importance of stronger inter-ministerial coordination and accountability mechanisms.

“Employment is not the responsibility of one ministry. It must be mainstreamed across agriculture, industry, finance and education,” he said, citing Rwanda’s model where senior officials’ performance evaluations include employment indicators.

Executive Director in the Ministry of Finance, Michael Humavindu, said the government has adopted the Integrated National Financing Framework, which incorporates employment, gender and climate tracking into the budgeting process.

“We are not looking at the budget only through the lens of fiscal balance, but also its ability to support productive sectors and build domestic capacities,” Humavindu said.

He highlighted the National Youth Development Fund, capitalised at N\$500 million, with N\$257 million already available this year through the Development Bank of Namibia, Agribank and the Environmental Investment Fund.

The fund will provide targeted financing for youth-led enterprises, particularly in agribusiness, services and manufacturing.

Humavindu said government is also

working with the Bank of Namibia and Wasandra Bank to establish an endowment fund to sustain youth financing beyond the current budget cycle.

“Inclusive prosperity is not an abstract ambition. It is the logical outcome of a state that is investing in its institutional muscle, in systems that link planning to implementation and investment to jobs,” he said.

Professor Denis Yuni from the University of Namibia said skills mapping will be crucial to ensure the country’s labour force matches market demand.

“Over 70% of the workforce have at least secondary education, but a large portion of jobs require less. We are overproducing in areas that do not match the economy’s needs,” he said.

A Deputy Director in the Ministry of Finance’s Public-Private Partnerships (PPP) Unit added that employment creation should be built into all PPP projects.

“When government structures PPP contracts, the number of jobs a bidder can create should be a deciding factor,” she said.

Panel participants agreed that Namibia’s unemployment challenge will not be solved through new policies, but through effective coordination, targeted skills development and budgets that reward programmes producing measurable employment outcomes.



EAN Public Discussion – The Jobless Growth Puzzle: Can Namibia Unlock Inclusive Prosperity?





OES becomes first Namibian wood-chip biomass firm to meet EU standards

Organic Energy Solutions (OES), a subsidiary of the Ohlthaver & List (O&L) Group, has become Namibia's first and only wood-chip biomass company to achieve SURE (Sustainable Resources Verification Scheme) certification for energy production.

According to the company, the certification was granted after a three-day audit confirming that OES's operations comply with the European Union's Renewable Energy Directive (RED II) sustainability standards.

OES said this recognition places it

among a small group of Namibian energy producers with SURE certification, most of whom operate in the charcoal sector.

OES Managing Director Gero von der Wense said the certification gives the company a competitive advantage.

"Being the only SURE-certified wood-chip biomass company in Namibia gives us a strong competitive edge in local and international markets," von der Wense said.

"The certification ensures compliance with strict EU sustainability standards, allowing us to access premium export markets and supply sustainability-focused

industries. This leadership position enhances our appeal to stakeholders and customers committed to green energy and climate goals.”

The company said it sources biomass exclusively from invasive encroacher bush species, which threaten biodiversity, water availability and agricultural productivity. OES stated that its operations play an ecological role by helping to restore Namibia’s savanna ecosystems.

Franklin Angermund, Public Affairs and Sustainability Manager at Namibia Breweries Limited (NBL), one of OES’s main clients, said the certification supports NBL’s environmental goals.

“A SURE certification directly supports NBL’s Brew a Better Namibia strategy and gives us surety that the biomass supplied to NBL is responsibly sourced, fully traceable and delivers real environmental benefits,” Angermund said.

“This assurance positions NBL as a credible partner in driving sustainable energy solutions that protect Namibia’s environment whilst supporting long-term economic resilience.”

Progress Kashandula, Chief Executive Officer of the Namibia Biomass Industry Group (N-BiG), said OES’s certification is an important development for the sector.

“Having a SURE-certified member like Organic Energy

Solutions is a major milestone for N-BiG and Namibia’s biomass sector,” Kashandula said.

“It demonstrates that Namibia’s bioenergy value chain meets international sustainability and traceability standards. This achievement strengthens Namibia’s position in global markets and enables the country’s bioenergy products to access the European Union market.”

OES said the certification supports the O&L Group’s broader sustainability agenda, including carbon emission reduction, responsible sourcing and local economic development.

The company added that it plans to expand its work in biodiversity and rangeland restoration, create jobs in rural communities and invest in cleaner technologies while exploring new regional and international markets for sustainable biomass.

The company noted that its broader operations aim to address Namibia’s dual challenges of land degradation and sustainable energy by converting encroacher bush into organic fertilisers, compost and renewable energy.

OES said this regenerative process helps restore grasslands, improve soil health, enhance biodiversity and strengthen Namibia’s water security.

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Taking the next step in financial planning

By Bianca Schmidt

In my previous article, I explored some of the most common misconceptions that hold Namibians back from achieving long-term financial security.

From delaying savings to over-relying on debt or assuming that simply belonging to a retirement fund is enough, these beliefs can create significant challenges later in life.

But financial planning is not about avoiding mistakes alone it is about taking the right steps at the right time.

Key Actions You Can Take Today

1. Start small, but start now

Even the smallest contribution to a retirement fund or savings account can grow meaningfully over time. Consistency matters more than the amount.

2. Seek professional guidance

Financial planning is complex, and no two individuals share the same circumstances. Partnering with a financial adviser ensures your plan is tailored to your goals, income, and family responsibilities.

3. Educate yourself

Financial literacy is empowering. Resources such as the Financial Literacy Initiative (FLI) and education sessions offered by retirement funds and institutions like Alexforbes provide valuable insights to help you make informed choices.



Financial planning is complex, and no two individuals share the same circumstances.

4. Talk openly about money

Cultural pressures and family responsibilities are real and often unavoidable. However, open discussions with loved ones about expectations and boundaries can reduce stress and make financial planning more sustainable.

5. Diversify your income

Relying on a single income stream leaves many households vulnerable. Exploring entrepreneurial opportunities or side ventures can enhance resilience and create pathways to financial independence.

Final Thought

Financial planning is not a once-off event, it is a lifelong journey. By starting early, staying consistent, and seeking the right support, Namibians can overcome misconceptions and build a foundation of financial security that benefits not only individuals but their families and communities as well.

**** Bianca Schmidt is the Head of Individual Client Consulting (ICC) Namibia***



Namibia wins award for cultural and tourism promotion in China

Namibia has been named the “Destination of Effective Publicity for Culture and Tourism 2025” at the Meadin International Tourism Destination (MITD) Awards, hosted by the Meadin Research Institute and Meadin.com.

The Namibia Tourism Board (NTB) said the accolade recognises Namibia’s growing visibility, innovative communication strategies, and successful engagement with the Chinese travel market through digital platforms.

According to the NTB, the MITD Awards honour global destinations that demonstrate outstanding performance and innovation in engaging the Chinese tourism market. The awards are recognised as the first international cultural and tourism accolades based on Chinese market demand and the multi-dimensional competitiveness of destinations.

The selection process includes data screening, expert

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evaluation, and public voting by Chinese high-net-worth travellers, making it one of the most comprehensive recognitions of tourism excellence in China.

NTB Chief Executive Officer Sebulon Chicalu said the award highlights Namibia's progress in positioning itself as a preferred travel destination in Asia.

"This global recognition reflects Namibia's strengthened efforts to position itself as a preferred destination in Asia, especially within the fast-growing Chinese market," Chicalu said.

He added that the NTB remains committed to deepening partnerships, embracing innovation, and promoting responsible travel experiences that showcase Namibia's cultural and natural diversity.

"We remain committed to deepening our destination marketing partnerships, embracing digital innovation, and promoting responsible travel experiences that celebrate Namibia's unique natural and cultural identity," he said.

The award underscores NTB's commitment to promoting Namibia's scenic beauty, cultural heritage, and sustainable tourism through dynamic and relatable storytelling tailored to the Chinese audience.

The official award ceremony will take place during the Meadin Cultural and Tourism Festival in Hangzhou, China, next month, where Namibia will be represented by an NTB delegation to receive the accolade.

The MITD Awards apply a "3E+S" evaluation model, Engagement, Experience, Ecosystem, and Sustainability, to assess the effectiveness and appeal of international destinations in the Chinese market.

The organisers, the Meadin Research Institute and Meadin.com, said the awards aim to identify and celebrate global destinations excelling in tourism engagement, combining data compliance, professional evaluation, and public voting to ensure credibility and market relevance.



Rethinking financial resilience on World Savings Day

By Samuel Linyondi

Saving money has become more complex in today's world, with instant gratification, rising living costs and intricate financial systems making it easy to feel overwhelmed.

As world-renowned author Tony Robbins notes, consistency transforms average into excellence, a principle that applies perfectly to saving.

As we mark World Savings Day on 31 October, it is a timely reminder that saving remains one of the most effective ways to build personal freedom, financial resilience and drive social progress.

This year's theme, "Money on Your Mind," encourages us to see saving as a path to security and independence.

What does saving mean today?

Traditionally, saving meant setting aside some of your income for emergencies, a simple habit.

Today, it is a strategic process involving emergency funds, retirement planning, investing and using digital micro-savings tools. Saving is no longer just about discipline but designing systems that make it easy, inclusive, and impactful.

For instance, Bank Windhoek encourages customers to use its cost-effective self-service and digital channels to manage their banking needs conveniently.

Another example, the Financial Literacy Initiative's "RetireWise" booklet emphasises the importance of early



“

Traditionally, saving meant setting aside some of your income for emergencies, a simple habit.

retirement planning, not just a decade before retirement.

Modern savers face challenges like debt, lifestyle inflation, economic uncertainty, and the lure of easy credit. Saving is about empowerment, taking charge of your financial future, rather than reacting to circumstances.

Why savings matter more than ever

Recent years have shown how economic shocks, such as pandemics, global conflict, and inflation, can disrupt lives.

Those with savings recover faster. Savings are not just a safety net but a launchpad for education, home ownership, entrepreneurship, and dignified retirement. For companies, savings fuel innovation and growth. For economies, they mean stability and long-term prosperity. In essence, saving is the foundation of independence and resilience.

The role of banks and technology

Financial inclusion is crucial for building

Recent years have shown how economic shocks, such as pandemics, global conflict, and inflation, can disrupt lives.

a savings culture. Digital banking and fintech, such as mobile wallets, micro-investment platforms, and automated savings tools, make saving more accessible.

However, access alone is not enough. Financial institutions must promote literacy, transparency, and trust, helping people understand the “why” and “how” of saving. Technology simplifies saving, but education gives it meaning.

For example, Bank Windhoek consistently shares financial literacy information on its digital platforms, with its customers and the broader public.

Building a culture of saving

World Savings Day is about valuing tomorrow as much as today. This mindset should start early, in schools, homes and workplaces. Saving prepares us for the unexpected, helps us invest in our dreams, and creates a legacy of stability for future generations.

Common practical saving tips

As the year ends and expenses rise, with events such as Black Friday, Christmas, and New Year’s coming up, it is easy to feel financial pressure. World Savings Day is the perfect time to reflect. Here are some

actionable tips:

- * Budget: Track income and expenses and set clear savings goals.

- * Start small: Even saving N\$100 regularly adds up. The key is to start and keep going.

- * Eliminate expenses: Review subscriptions and avoid impulse buys and unnecessary costs.

- * Use bonuses wisely: If you expect a year-end bonus, consider allocating it to major upcoming expenses to reduce stress in the new year.

- * Automate your savings: Set up automatic transfers to make saving effortless.

- * Build strong habits: Aim to save enough to cover at least three months’ expenses.

- * Leverage Repo Rate reductions: If interest rates drop, save some extra disposable income.

World Savings Day has been celebrated since 1924, and its message remains relevant: saving is essential for personal and collective well-being. Start small, stay consistent and watch your financial resilience grow.

* **Samuel Linyondi is Bank Windhoek’s Strategic Communication Manager**



Standard Bank invests in young talent through graduate initiative

Six young professionals have joined Standard Bank Namibia's Graduate Programme, gaining hands-on experience and exposure to the workings of one of the country's leading financial institutions.

The initiative, part of the bank's broader Development Programmes, was established to attract top-performing graduates in disciplines such as computer science, software engineering, applied statistics, and data science.

It offers structured rotations across business units, mentorship from senior leaders, and opportunities to participate in strategic projects.

Johanna Nghililewanga, Senior Manager for Learning and Organisational Development at Standard Bank Namibia, said the Graduate Programme plays a central role in developing the next

generation of banking professionals.

"The Graduate Development Programme is an integral component of our Talent Development Programme, strategically designed to cultivate and unleash the critical skills required to drive our business into the future," Nghililewanga said.

She added that the initiative aligns with the bank's long-standing commitment to investing in Namibia's human capital.

"We believe the future belongs to those who are bold enough to learn, grow, and lead with purpose," she said.

"Our Graduate Programme follows a structured universal approach that gives young talent the opportunity to gain hands-on experience as part of the rotation. As we celebrate 110 years of driving Namibia's growth, this programme reflects our commitment to building a future-fit organisation, one that is innovative,

Our Graduate Programme follows a structured universal approach that gives young talent the opportunity to gain hands-on experience as part of the rotation.

inclusive, and ready to meet the evolving needs of our clients and communities.”

The 2025 cohort comprises Gottlieb Naruseb, Thamirah Shivangulula, Richard Khabeb, Mbayeroka Mungunda, Rebekka Imbili, and Titus Kapofi.

Naruseb, who holds a degree in software development and computer science, described the programme as both challenging and fulfilling.

“I would describe my journey as the ocean — sometimes still, sometimes with 50-foot raging waters,” he said.

“I’ve appreciated every moment. I’m proud to have contributed to the Standard Bank Smart App for Namibia and shadowed some of the lead developers. The programme has sharpened my skills and taught me that even in a big, professional bank, people are still human — we live to be better every day.”

Imbili, a graduate in applied statistics, said the experience has been transformative.

“The way I am today is not the way I entered the programme,” she said.

“I’ve grown internally and within the organisation. I’m now able to make decisions independently and work confidently. Standard Bank changed my perception of the financial industry — it’s not just about services, but about development and growth, both for the nation and for individuals.”

The Graduate Programme runs alongside Standard Bank Namibia’s Bursary Scheme, which supports school leavers in pursuing studies in priority fields.

Together, the two initiatives form part of the bank’s long-term commitment to talent development and national progress.

As the bank celebrates 110 years of service, it says its continued investment in young professionals underscores a strategic focus on sustainability, innovation, and inclusive economic participation.

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