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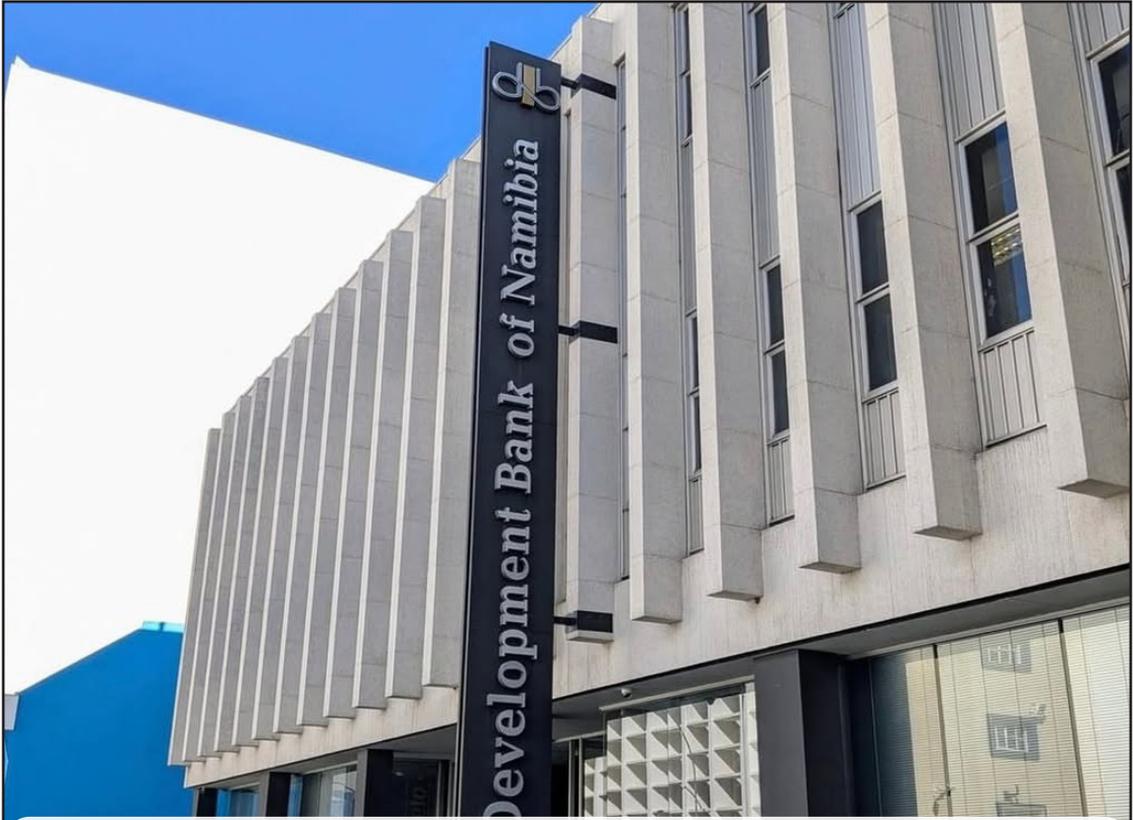


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# THE BRIEF

News Worth Knowing



## **DBN approves N\$22.74bn in loans since 2007**

WEDNESDAY 25 MARCH 2026

## MAIN STORY



# DBN approves N\$22.74bn in loans since 2007

The Development Bank of Namibia (DBN) has approved a total of N\$22.74 billion in loans since 2007, with N\$13.25 billion directed to the private sector, according to the bank's Acting Chief Investment Officer, Cliffy Nauses.

Of the private sector funding, only N\$1.87 billion, or 14.3%, has been allocated to women-owned enterprises, underscoring the need for targeted interventions to improve access to finance for female

## Crucial Dates

- Bank of Namibia Monetary Policy announcement dates:
  - \* 22 April 2026
  - \* 17 June 2026
  - \* 12 August 2026
  - \* 21 October 2026
  - \* 02 December 2026
- Namibia Oil and Gas Conference 18–21 August 2026 in Windhoek

entrepreneurs.

“Total approvals amount to N\$22.74 billion, of which N\$13.25 billion was allocated to the private sector. Of this, N\$1.87 billion was approved for women, representing 14.3% of total approvals to the private sector,” Nauses said.

She was speaking at the launch of the DBN for Her programme on Thursday.

A breakdown of funding directed to women shows that large enterprises accounted for N\$1.187 billion, or 63.4%, while small and medium-sized enterprises (SMEs) received N\$684.49 million, representing 36.6%.

Geographically, the Khomas Region accounted for the largest share of funding to women-owned businesses, receiving N\$619.51 million, or 33.1% of total approvals.

From a sector perspective, business services led allocations with N\$290.08 million, covering activities such as cleaning services and stop-order supply contracts.

“Khomas accounted for N\$619 million, which is about 33% of approvals. The business services sector accounted for approximately 15.5% of total approvals, while support to women in the SME segment made up about 37% of our private sector approvals,” Nauses said.

She noted that the highest level of approvals for women was recorded in the 2016/17 financial year, when women accounted for 22.6% of funding.

However, for the current

financial year, covering the 11 months to February 2026, only about 5% of approvals have been allocated to women.

Nauses described the figure as disappointing.

She added that within the youth category, approximately 21% of funding has been extended to women, amounting to N\$392 million.

“What is also worth mentioning is a breakdown within the youth category. Of the support extended to women in the youth category, this accounts for about 21%, equating to N\$392 million,” she said.

## Share opportunities

## Vacancies

As a leading ICT player and equal-opportunity employer, Telecom Namibia is committed to innovation and service excellence. We are at the forefront of cutting-edge technologies, driving 5G expansion, cloud transformation, and managed cybersecurity services to enhance connectivity across Namibia. Our competitive remuneration and investment in human capital empower our employees to thrive in a rapidly evolving digital economy.

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<b>GRADE:</b>	D2

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Suitably qualified applicants from designated groups defined in the Affirmative Action Act (1998) are encouraged to apply. Only short-listed candidates will be communicated with, and no personal documents will be returned.

**CLOSING DATE: 26 March 2026**

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## RMB Namibia extends N\$405m loan to Telecom for broadband and network expansion

**R**MB Namibia has extended a N\$405 million social loan to Telecom Namibia Limited to support the operator's five-year strategy to modernise infrastructure and expand affordable connectivity across the country.

The seven-year facility will fund projects aimed at improving broadband access and strengthening mobile network capacity, particularly in underserved areas.

Telecom Namibia Chief Executive Officer

Stanley Shanapinda said the investment aligns with national development priorities and is intended to improve access to essential digital services.

"Telecom's key objective is to ensure that every citizen can access and use entertainment, communication, information, education, commerce and online health services through fast, reliable and affordable connectivity," Shanapinda said.

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He added that the strategy is closely aligned with Namibia’s national development plan, positioning the transaction as a direct investment in socio-economic development.

Namibia continues to face infrastructure constraints in the ICT sector, with 11 of the country’s 14 regions still below the national broadband coverage target of 95%. Limited fibre networks, legacy copper infrastructure and reliance on older 2G and 3G technologies have weighed on access and service quality.

Shanapinda said Telecom Namibia is implementing initiatives to address these gaps, including expanding fibre and 4G coverage, improving affordability and supporting digital skills development.

The funding will be directed towards two priority areas. These include a fibre-to-the-home rollout aimed at delivering broadband speeds of at least 25 Mbps, in line with national minimum requirements, with expected benefits for institutions such as schools, hospitals and other public services.

Telecom Namibia will also upgrade its mobile network infrastructure through the deployment of new base stations capable of supporting future 5G technology, while accelerating the transition from legacy networks to 4G.

RMB Namibia Transactor Leonard Hamunyela said the financing is designed to deliver broader socio-economic impact beyond infrastructure investment.

“This partnership with Telecom is more than just financing infrastructure. It is about enabling digital inclusion and empowering Namibians with improved access to essential services,” Hamunyela said.

The loan has been structured in line with the Social Loan Principles of the Loan Market Association, an international framework promoting financing for projects with positive social outcomes.

RMB Namibia said the funding is expected to help narrow the digital divide between urban and rural communities, while strengthening Namibia’s competitiveness in the digital economy.



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**Description**

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- Evidence of having completed a supervised research project at Master’s level.
- Submission of a draft research concept note (downloadable template available).
- Attendance at a pre-selection interview.
- Applicants from institutions other than NUST must submit a detailed academic transcript and three [3] academic and/or employer and/or professional references.
- Applicants from industry must provide proof of at least two (2) years of relevant work experience.

**Applications Close: Friday 01 May 2026**

**Enquiries**

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## ExpressCredit Namibia appoints Melvin Angula as CEO

**E**xpressCredit Namibia has appointed Melvin Hosea Angula as Chief Executive Officer, effective 20 March 2026.

Angula joins the microlender from Letshego Micro Financial Services Namibia, where he served as CEO and oversaw a period of strategic repositioning, strengthened governance and improved operational performance.

He brings experience in financial services, strategy and digital transformation, with a focus on credit risk management, operational efficiency and scalable lending models.

The ExpressCredit board said his appointment will support the company's growth and strengthen its position in Namibia's microlending sector.

Angula said he will focus on enhancing operations, expanding access to responsible credit and delivering sustainable value to customers.

ExpressCredit Namibia provides short-term loans to private and public sector employees, particularly those underserved by mainstream financial institutions.

The company said it will continue to expand its



presence through digital platforms and its branch network, with an emphasis on responsible lending and customer service.

The appointment forms part of the company's efforts to strengthen leadership and advance financial inclusion in Namibia.

# Namibia's government bonds pay out on 15 April: What investors need to know

By Erastus Kalenga Hamunjela

On 15 April 2026, the Namibian government will process one of the most significant payout events in the local capital markets calendar.

Interest will be paid on the GI27 and GI33 inflation-linked bonds, while the GC26 fixed-rate bond will mature, returning both interest and full capital to investors. Three instruments, three different payment events, on the same day.

For holders of the GI27 and GI33, the April payout demonstrates how inflation-linked bonds function in practice. These instruments offer real returns of 4.0% and 4.5% respectively, but the return is applied to a principal that adjusts with inflation over time, rather than the original capital.

Namibia's inflation slowed to 2.4% in February 2026, with full-year forecasts ranging between 3.4% and 3.8%. Even at these levels, the structure ensures investors are not only earning interest but also preserving the purchasing power of their capital.

The practical effect is significant. An investor holding N\$100,000 in the GI33 could see their inflation-adjusted principal increase to approximately N\$145,000 based on accumulated historical inflation.

The semi-annual coupon of 4.5%, which would ordinarily produce N\$2,250 on the



**Interest will be paid on the GI27 and GI33 inflation-linked bonds, while the GC26 fixed-rate bond will mature, returning both interest and full capital to investors.**

original principal, is instead applied to the higher adjusted base, resulting in a payout closer to N\$3,262. This reflects the intended design of the instrument, delivering income that keeps pace with the cost of living.

There is also a tax advantage. Interest earned on Namibian government bonds is exempt from income tax for individual investors. As a result, an 8.5% return from a fixed-rate bond is more attractive in after-tax terms than a comparable bank deposit, where interest is subject to a 10% withholding tax.

The maturity of the GC26 introduces a separate dynamic. With a fixed coupon of 8.50%, the bond has been widely held by retail investors. On 15 April, holders will receive their final interest payment together with 100% of their original capital, creating a

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significant liquidity event in the market.

This release of funds will require reinvestment decisions. Investors seeking predictable income may turn to fixed-rate bonds such as the GC28, currently yielding between 8.3% and 8.5%. Others focused on inflation protection may consider longer-dated instruments such as the GI36.

One important technical point is that the Bank of Namibia closed the bond register on 15 March 2026. Investors who purchased these bonds after that date will not qualify for the April payout, as the bonds are now trading ex-coupon.

Beyond the mechanics, the 15 April payout marks an important milestone for many retail investors. For those who entered the market during recent bond issuances, this will be their first full cycle of receiving interest and, in the case of the GC26, the return of capital.

It is a reminder of how these instruments are designed to function, providing

government-backed, tax-efficient and, in the case of inflation-linked bonds, inflation-protected returns.

*Disclaimer: The information provided in this article is for educational and informational purposes only. It does not constitute financial, investment, legal, or professional advice. Readers should not rely on this content as the sole basis for making investment decisions and are encouraged to seek independent professional advice before acting on any information contained herein.*

**\*Erastus Kalenga Hamunjela is a Namibian investment researcher and financial markets commentator with a strong focus on capital markets, investment literacy, and data driven financial education.**

**For Educational Investments, Business Consultation & Collaborations: [erastuskalengier@gmail.com](mailto:erastuskalengier@gmail.com)**

A milestone worth celebrating. Namibia Mining & Energy has reached 50,000 followers on LinkedIn. Thank you to our readers, partners and industry stakeholders for being part of the journey. Continue to read, share and engage with us as we tell Namibia's mining and energy story.

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## DBN launches N\$400m financing initiative for Namibian women entrepreneurs

The Development Bank of Namibia (DBN) has launched a N\$400 million financing initiative aimed at expanding access to capital for Namibian women entrepreneurs.

Speaking at the launch of the DBN for Her programme, the bank's Chief Executive Officer, Titus Ndove, said the initiative, developed in partnership with the African Development Bank (AfDB), is a dedicated funding facility designed to support fully women-owned businesses across Namibia.

Ndove said the programme seeks to address the gender financing gap by targeting both small and medium-sized enterprises and larger firms employing between five and 300 people across all sectors of the economy.

The facility offers a range of financing options, including short-, medium- and long-term project finance, bridging finance, infrastructure and asset-backed finance. Loan amounts range from N\$150,000 to N\$10 million at prime interest rates.

Ndove added that the initiative includes a 12-month interest-free period and a grace period on capital repayments, along with flexible collateral requirements.

"Since inception, we have extended just under N\$700 million in financing to women. This initiative will significantly increase that amount, adding close to N\$400 million in additional support," he said.

Also speaking at the event, Chief Officer of the AfDB's flagship programme, Affirmative Finance Action for Women

”

Since inception, we have extended just under N\$700 million in financing to women.

in Africa (AFAWA), Alex Area, said that despite Namibia's progress in gender parity, access to finance remains a key constraint.

He said estimates point to a funding gap of approximately N\$3.3 billion (US\$195 million) for women-owned small and medium enterprises, with thousands of

businesses still underserved.

While many women have access to banking services, access to credit remains limited, highlighting the need for targeted interventions such as the DBN initiative, Area said.

He added that the facility forms part of a broader N\$1.5 billion line of credit structured in collaboration with the AfDB, with N\$400 million specifically ring-fenced for women entrepreneurs.

The programme also incorporates blended finance and technical support aimed at improving affordability and strengthening both institutional capacity and the bankability of women-led businesses.

“However, despite these achievements, gaps remain, particularly in access to finance. Our studies show that the financing gap for women-owned SMEs in Namibia is approximately US\$195 million, with around 22,000 SMEs still underserved. This presents a significant opportunity for institutions such as the Development Bank of Namibia and other financial players,” he said.

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## NAMFISA says FIMA to be implemented this year as regulations near completion

The Namibia Financial Institutions Supervisory Authority (NAMFISA) says the long-awaited Financial Institutions and Markets Act (FIMA) will be implemented this year, with final regulatory processes now at an advanced stage.

NAMFISA Chief Executive Officer Kenneth Matomola said the Ministry of Justice is finalising the subordinated legislation required to operationalise the Act following consultations with industry and the public.

“FIMA will be implemented

in the course of this year. It is accompanied by subordinated legislation that has been discussed with the public and industry, and these instruments are now being finalised by the Ministry of Justice. They are at the tail end of the process, and the Minister is awaiting the final drafting so that FIMA can be brought into operation,” Matomola said.

FIMA is expected to significantly reshape the regulation of Namibia’s non-banking financial sector by consolidating and harmonising existing



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laws, while strengthening prudential supervision, governance standards and consumer protection.

Matomola said the move comes as the sector continues to play a dominant role in the country's financial system.

"Currently, 70% of the country's financial sector assets are held in the non-banking sector. According to our latest published data, this amounts to more than N\$500 billion," he said.

NAMFISA oversees a broad range of institutions, including insurers, pension funds, medical aid funds, asset managers, collective investment schemes, auditors

and micro-lenders.

However, Matomola acknowledged that the existing regulatory framework has limitations, particularly around consumer protection. "The current Act does not speak to consumer protection and therefore consumer protection becomes a little bit weak," he said.

He noted that the introduction of FIMA, alongside the new NAMFISA Act of 2021, forms part of broader reforms aimed at modernising supervision and shifting towards a more risk-based regulatory approach.

"I was advised by the Minister of Finance that Cabinet has given the go-ahead to the implementation of FIMA and the new NAMFISA Act," Matomola said.

Once implemented, FIMA is expected to introduce a range of reforms, including clearer board responsibilities, strengthened codes of conduct and enhanced measures to combat financial crime.

The Act will also introduce provisions aimed at improving financial inclusion. These include enabling micro-insurance products with lower entry costs, simplifying contract language, reducing waiting periods for medical aid schemes and introducing cooling-off periods for consumers.

Matomola said these changes are intended to improve access to financial services while strengthening consumer safeguards across the sector.

## Tender Provision of Office Stationery



FNB Namibia Ltd. invites reputable, qualified companies to supply and deliver various office stationery for a period of three (3) years. This service will be required for FNB Namibia's head office in Windhoek and all branches and offices located across the country.

REQUEST FOR PROPOSAL (RFP) – Ref number NARFX10979

Interested, reputable Namibian registered companies with proven experience can request the RFP document via the below email address:  
[procurement@fnbnamibia.com.na](mailto:procurement@fnbnamibia.com.na)

### Submission:

A formal RFP invitation will be issued through the FNB Namibia online portal. All submissions must be completed and submitted electronically via the portal.

No email/hand delivered, or late applications will be accepted.

**Enquiries:** Any enquiries relating to this tender should be directed via email to [procurement@fnbnamibia.com.na](mailto:procurement@fnbnamibia.com.na) on or before 27 March 2026.

**Disclaimer:** FNB Namibia Limited shall not be responsible for any costs incurred in the preparation and submission of a response to this tender and furthermore reserves the right to not give any reasons for acceptance or rejection of any offer, and no correspondence will be entered into in this regard.

**Closing date:** Tuesday, 7 April 2026 at 12pm

## EAN Public Lecture: Harnessing AI For National Development: Skills, Productivity and the Future of Namibia



## Standard Bank Namibia champions inclusion as a catalyst for high-performance and sustainable growth

By Retuura Ballotti

Namibia continues to distinguish itself as a continental leader in gender equality, supported by strong national institutions and sustained policy reforms.

Research from the African Development Bank's 2025 Gender Brief places Namibia among the top three African countries with the least gender disparity, driven by consistently high education completion rates among girls and a growing presence of women in strategic decision-making roles.

Women make up 51.8 per cent of the national population, and the country's empowerment and representation scores outperform continental averages, underscoring a social environment that increasingly supports gender equity.

This national trajectory provides a fertile foundation for organisations to embed inclusion into their operating models. At Standard Bank Namibia, our workforce reflects this demographic strength.

We employ more than 1,300 staff, 65% of which are women. Women also form the majority of our leadership pipeline, with more than 800 represented across management, senior leadership and executive levels.

Our 2026 targets commit us to achieving at least 50 per cent female representation across all divisions, a target grounded not in compliance but in evidence.

Gender-balanced leadership correlates strongly with organisational resilience,



**Despite strong national progress, Namibia continues to grapple with structural challenges.**

improved performance and enhanced decision-making quality.

Namibia's broader progress reinforces this direction. The World Economic Forum's 2025 Global Gender Gap Report positions Namibia as the most gender-equal country in Africa and the only African nation ranked in the global top ten, having closed 81.1 per cent of its gender gap.

The country's leadership landscape has also undergone a historic transformation, with both the President and Vice President being women for the first time.

This moment signals a significant recalibration of leadership norms and contributes to shifting public perceptions about the legitimacy and capability of women in the highest offices. Such visibility strengthens the leadership aspirations of young women and sends a powerful message to institutions across the country.

Within Standard Bank, our People and Culture strategy is focused on converting representation into meaningful opportunity. While our gender transformation work began with empowering women, it has matured into

cultivating environments where both men and women engage constructively on issues of equity.

Effective transformation requires shared understanding, accountable leadership and platforms where employees feel safe to discuss the realities of a diverse and evolving workforce.

Our Succession Acceleration Plan is an essential driver of this ambition. We are intentionally mapping talent for critical roles and placing strong emphasis on high-potential women to ensure depth and continuity in our leadership pipeline.

This approach is used alongside more robust coaching and mentorship programmes designed to support career transitions, particularly from junior to middle management and from middle to senior roles.

These are often the inflection points where women face the most pronounced

barriers, and our interventions are aimed at closing those gaps through structured support that builds capability, confidence and mobility.

Despite strong national progress, Namibia continues to grapple with structural challenges. The UN Women Data Hub identifies persistent gaps in labour market indicators, unpaid care work distribution and women's access to economic assets.

These insights highlight the need for organisations to develop policies that address bias, expand flexibility and create equitable pathways for advancement. True progress requires continuous evaluation, courageous adjustments and long-term commitment.

This year's Women's Month theme, Give to Gain, reflects a principle well understood within our organisation. Investing in women is not an act of goodwill; it is a



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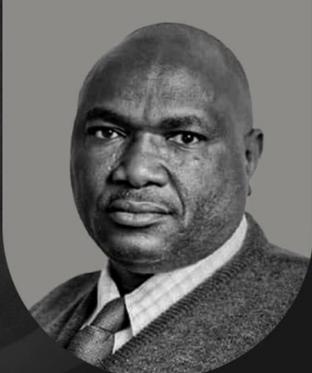
strategic decision that strengthens teams, widens perspective, enhances innovation and supports long-term competitiveness.

When women have equitable access to opportunities, coaching and leadership visibility, the organisation gains significantly in capability and performance.

At Standard Bank Namibia, our commitment to inclusion is anchored in both purpose and performance. We are building a workplace where talent is recognised, opportunity is accessible and every employee can pursue their potential with clarity and confidence.

Our people remain our most valuable asset. By giving them the support, resources and pathways they need to succeed, we gain an organisation equipped to drive Namibia's growth with strength, integrity and ambition.

*\* Retuura Ballotti is the head of people and culture at Standard Bank Namibia*




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04  
JUNE  
2026



## Govt moves to prioritise local manufacturers in procurement overhaul

The Ministry of Works and Transport has launched a procurement initiative aimed at expanding Namibia's manufacturing capacity by prioritising locally produced goods through government stores.

The Government Stores Local Manufacturers Registration Initiative follows Cabinet directives issued in July 2025 and is aligned with the job creation and industrialisation targets set under the Sixth National Development Plan (NDP6).

Under the directive, all Offices, Ministries and Agencies (OMAs), state-owned enterprises, local authorities and regional councils will be required to procure standard items through government stores, with a growing share sourced from local manufacturers.

Deputy Director of Centralised Services at the ministry, Connie Campbell, said the process began with an expression of interest issued in December last year, inviting

manufacturers to register on an eligibility list for preferential procurement.

"The Ministry of Works, through government stores, advertised an expression of interest where companies and manufacturers were requested to register themselves on an eligibility list to be considered for preferential procurement through restrictive bidding," Campbell said.

She said the eligibility list is intended to establish a national database of manufacturing capacity, allowing government to better align procurement with local production.

Manufacturers are required to submit documentation including a company profile, details of key personnel, Affirmative Action certification, SME registration, social security compliance, proof of premises and evidence of previous contracts, along with product brochures.

Campbell said registration does not automatically guarantee qualification, with

site inspections to be conducted to verify operational capacity.

“Once we have verified the operations, applicants will be informed whether they have qualified or not,” she said.

The initiative introduces restrictive bidding, allowing registered manufacturers to compete among themselves for certain tenders, a move government says will correct imbalances in the current procurement system. “Currently, the procurement process has not been favourable to local manufacturers. This is about creating a level playing field where they can compete among themselves,” Campbell said.

However, officials acknowledged that not all goods can be sourced locally. Control Administrative Officer at government stores, Agnes Shoopala, said items that cannot be produced domestically will remain open to standard national bidding processes.

“There are items that cannot be manufactured within the country, and these will continue to be procured through open national bidding where all suppliers can compete,” Shoopala said.

She added that even registered manufacturers will still be required to undergo full evaluation, including submitting product samples to ensure compliance with required standards.

“After registration, manufacturers will still go through a bidding process. They will compete among themselves and be evaluated, including the submission of samples to ensure the products meet demand,” she said.

Government stores currently manage more than 11,000 items across six warehouses nationwide, including cleaning materials, hardware, furniture, uniforms, educational supplies and official documentation.

The ministry said the registration process remains open-ended, with no closing date set, as government seeks to continuously expand its database of local manufacturers.

Officials have also encouraged young entrepreneurs to take advantage of available funding mechanisms to establish manufacturing businesses and participate in the initiative.

## EXPRESSION OF INTEREST (EOI) FOR REGISTRATION OF SERVICE PROVIDERS / SUPPLIERS - EXPRESSION OF INTEREST (EOI)

ref number: NARFX11178



First National Bank of Namibia (FNB Namibia) hereby invites suitably qualified, experienced and accredited service providers to submit Expressions of Interest (EOI) for registration on the FNB Namibia Supplier Database for the provision of services in the disciplines listed below:

### A. Professional and Consulting Services

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- Legal Services (Corporate, Commercial, Litigation)
- Media Monitoring
- Digital Marketing
- PR Consultation
- Research
- Human Capital Consulting
- Change Management and Training Services
- Advertising and Marketing

### B. Construction and Built Environment Services

- General Building Construction
- Civil Works and Infrastructure Development
- Renovations and Refurbishments & Fit-Outs
- Energy-Efficient and Green Building Solutions
- Building Condition Assessments and Technical Due Diligence

### C. Facilities and Property Services

- Facilities Management
- Property Management
- Cleaning and Hygiene Services
- Landscaping
- Interior Plants Maintenance
- Pest Control Services
- Waste Management Services and Document Destruction
- HVAC Maintenance
- Building Compliance and Statutory Inspections
- Mechanical Installations (HVAC, Lifts, Generators, UPS)
- Fire Detection and Fire Suppression Systems
- Plumbing and Drainage Services
- Electrical Installations and Maintenance

### D. Information Technology and Digital Services

- Software Development and Systems Integration
- IT Infrastructure and Network Services
- Hardware Supply and Maintenance
- Cloud Services and Data Management
- Business Intelligence and Data Analytics
- Software Development and Systems Integration
- Cybersecurity Services and Penetration Testing
- Identity and Access Management (IAM)
- Disaster Recovery and Business Continuity Systems

### E. Security and Risk Services

- Physical Security Guarding Services
- Electronic Security Systems (CCTV, Access Control, Alarms)
- Risk Assessments and Loss Prevention
- Cash-in-Transit (CIT)

### F. Logistics and Support Services

- Office Furniture Supply and Installation
- Printing Services
- Promotional Items
- Stationery and Office Consumables
- Florist and Decor
- Fleet Management and Vehicle Maintenance
- Courier and Logistics Services (Including Furniture Transport)
- Secure Document and Record Storage
- Branding and Signage Services
- Fleet Management and Vehicle Maintenance
- Event Management and Corporate Functions Support

Interested, reputable Namibian-registered companies with proven experience can request the EOI document via the following email address: [procurement@fnbnamibia.com.na](mailto:procurement@fnbnamibia.com.na)

In the email subject title of your request, please insert the EOI number and your company name.

**Submission:** A formal EOI will be issued through the FNB Namibia portal. All submissions **must** be completed and submitted electronically via the portal.

#### Important Notes:

- No email/hand delivered or late applications will be accepted
- This EOI is strictly for supplier registration and pre-qualification purposes
- Submission of an EOI does not guarantee appointment or invitation to tender
- FNB Namibia reserves the right to verify all submitted information
- FNB Namibia is not obliged to appoint the lowest-priced service provider

**Enquiries:** Any enquiries relating to this EOI should be directed via email to: [procurement@fnbnamibia.com.na](mailto:procurement@fnbnamibia.com.na) on or before 20 March 2026.

**Closing date:** Friday, 27 March 2026 at 12pm

# CDH appoints Phetheni Nkuna as COO to oversee operations across Namibia and Africa

Cliffe Dekker Hofmeyr (CDH) has appointed Phetheni Nkuna as Chief Operating Officer, effective 1 April 2026, with oversight of the firm's operations across Namibia, South Africa and Kenya.

Nkuna, who currently serves as Director of Executive Management, will lead operational activities across the firm's regional offices, supporting the integration and coordination of its African operations.

The appointment comes as CDH seeks to strengthen its leadership capacity and advance its strategic priorities, including operational efficiency and growth across its footprint on the continent.

Nkuna joined CDH in October 2020 as a Director in the Employment Law practice and was appointed Director of Executive Management in June 2023. In that role, she oversaw several operational portfolios and worked closely with Chief Executive Officer Brent Williams on the firm's strategy.

She holds LLB and LLM degrees, a Certificate in Advanced Labour Law, a Postgraduate Diploma in



A promotional poster for the Project Never Walk Alone Annual Fundraising Gala Dinner. The background is a dark, teal-tinted image of a construction site with workers. At the top left is a green Bitcoin logo with the text 'Never Walk Alone' in green. The main text is in white and green: 'PROJECT NEVER WALK ALONE INVITES YOU TO THE ANNUAL FUNDRAISING GALA DINNER SAT, 30TH MAY 2026 18H00'. Below this is a portrait of Gayton McKenzie, Minister of Sports, Arts &amp; Culture - South Africa. To the right of his portrait, it says 'VENUE: MOVENPICK HOTEL DRESS CODE: BLACK TIE' and 'SPECIAL GUEST: GAYTON MCKENZIE (MINISTER OF SPORTS, ARTS &amp; CULTURE-SOUTH AFRICA)'. At the bottom, a green banner reads 'VIP TABLE: N\$40,000'. At the very bottom, in white text, it says 'FOR ENQUIRIES CONTACT +264 81 349 6234 OR NEVERWALKALONE359@GMAIL.COM'.

”  
She has a deep understanding of legal practice, combined with strong business, financial and operational acumen.

Business Administration and a Master of Business Administration from the Gordon Institute of Business Science.

CDH said Nkuna has played a central role in shaping the firm’s operational strategy, including driving its people-focused initiatives and supporting client and business development efforts.

Chief Executive Officer Brent Williams said Nkuna brings a combination of legal expertise and operational leadership to the role.

“She has a deep understanding of legal practice, combined with strong business, financial and operational acumen. She has demonstrated her ability to think strategically, lead decisively and drive progress across the firm,” Williams said.

In her new role, Nkuna will be responsible

for driving operational performance, supporting both legal and business services teams, and ensuring the firm is equipped to deliver services across its offices in Namibia, South Africa and Kenya.

She will also work with the firm’s executive leadership to implement CDH’s strategy across its regional operations.

Beyond her operational responsibilities, Nkuna has been involved in initiatives aimed at supporting professional development within the firm, including mentorship programmes and workplace support initiatives.

CDH said the appointment reflects its focus on strengthening leadership capacity as it expands its presence across Namibia and the wider African market.

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