



VACANCY

NAMPOR is a leading strategic and dynamic institution facilitating trade for national development. We are unique in our trade and operate in a highly competitive global sphere. Opportunities are available for creative and high potential individuals who have the zeal to learn, grow and contribute in a high-performing environment. As a reputable Employer of choice, we offer competitive rewards and prospects in return.

Our vision is *to be the best performing seaports in Africa*. If you resonate with our vision and have the right attitude; we encourage you to apply for the following **senior specialist** position:

POSITION: EMPLOYEE EXPERIENCE SPECIALIST
DEPARTMENT: HUMAN CAPITAL
LOCATION: PORT OF WALVIS BAY

PURPOSE OF THE JOB:

To lead, design and coordinate enterprise-wide employee experience strategies and initiatives that enhance employee engagement, shape the Nampor culture and support organisational transformation. The role champions the design and continuous evolution of the Nampor Employee Value Proposition (EVP) and integrating culture transformation, strategic change enablement, employee wellbeing, Diversity, Equity, Inclusion, and Belonging (DEIB), internal communications, and people analytics to ensure that Nampor build an inclusive, connected, and purpose-driven workplace where every employee feels valued, empowered, and inspired to contribute. This senior specialist blends strategic foresight with hands-on execution across the full employee lifecycle and reports directly to the Executive: Human Capital.

KEY PERFORMANCE AREAS:

- Act as a strategic partner by assessing and advising on all organisational projects to ensure alignment with Nampor's desired culture and employee value proposition and to transform how we work and connect.
- Drive the design and ongoing refinement of a compelling Nampor's Employee Value Proposition (EVP) to align with shifting workforce expectations and emerging talent market dynamics.
- Lead and account for the development and implementation of the Nampor Employee Experience strategy to elevate the employee lifecycle experience for organisational success.
- Shape the Nampor's desired culture by driving and implementing culture transformation initiatives that align employee behaviour with Nampor's values and strategic direction.
- Enhance employee engagement and productivity through the design and delivery of measurable engagement frameworks that enhances the employee voice and drive continuous feedback, motivation, trust, and discretionary effort.
- Build Nampor's change capability by designing and executing a comprehensive enterprise-wide change management strategy and capacity development plan, always acting as the Change Manager, while ensuring continued effectiveness and relevance.
- Improve change adoption rates and employee adaptability by driving enterprise-wide change programmes with structured, people-centric change management approaches to support organizational development and innovation.
- Promote diversity, equity, inclusion, and belonging (DEIB) strategies through intentional programmes, awareness campaigns and inclusive policy practices that create equitable access, psychological safety, and connectedness across employee groups.
- Boost workforce wellbeing and resilience by championing holistic wellbeing programmes across mental, physical, financial, career and social dimensions, contributing to reduced absenteeism and improved morale.
- Strengthen internal alignment by developing and executing compelling and impactful internal communication plans that inspires and improve understanding of Nampor's vision, foster transparency and inclusion, and connect employees to leadership for the attainment of the designed Nampor culture.
- Optimise employee lifecycle experiences by improving key touchpoints — from onboarding to offboarding — resulting in higher satisfaction, reduced attrition, and stronger organisational pride.
- Enable data-driven decisions through monitoring and analysing people metric, creating functional dashboards, assessments/ surveys, and insights that track sentiment, measure progress, and inform strategy refinement for improved employee experience.
- Foster organisational cohesion by building and delivering employee networks, recognition platforms, and storytelling opportunities as well as employee-led events and social engagements that cultivate shared purpose and a sense of connection and community.
- Provide effective leadership that fosters a high-performing, inclusive, and collaborative divisional team culture focused on continuous improvement, accountability, and operational excellence.

QUALIFICATIONS, EXPERIENCE AND SKILLS:

- An Honours Degree [NQF Level 8] in Industrial/ Organisational Psychology, Organisational Development, Human Resources Management, Behavioural Science, Creative Communication/ Marketing or related discipline.
- A Master's Degree [NQF Level 9] in Industrial/ Organisational Psychology, Organisational Development, Strategic Human Resources, Coaching, Change Leadership, or equivalent is an added advantage.
- Must be a Prosci Certified Change Practitioner.
- Certification(s) in the following areas would be ideal: Culture, OD, Employee Experience, Employee Engagement, DEIB, Strategic Internal Communication, Project Management.
- Minimum of six (6) years relevant experience across the entire Human Capital value chain, of which two (2) years should have been in functions of Change Management, OD/ Employee Engagement, Creative Marketing/ Communications at a specialised and/ or supervisory level.
- Proven experience in leading or supporting enterprise-level culture development, employee engagement and experience, change initiatives and internal communication with demonstrable results.
- Strong communication, facilitation, influence and storytelling skills as well as familiarity with organisational diagnostics, feedback tools, and internal communications platforms.
- Strategic, innovative and analytical mindset with the ability to interpret data, link people initiatives to business outcomes and drive action.
- High emotional intelligence, with a passion for people, service excellence as well as building inclusive and connected workplaces.
- Collaborative, and empathetic approach to people and processes.
- Strong stakeholder engagement and collaboration ability across all levels of the organisation.
- Results-driven, with a continuous improvement orientation.
- Must have a reputation for the highest degree of integrity and the ability to effectively work within a high-performance work environment while exhibiting adaptability and flexibility in response to shifting organisational needs.

Women and persons with disabilities are highly encouraged to apply and will be given preference.

To apply, and for more information on these opportunities, please visit our website at www.nampor.com/careers/ or apply through the Namibia Integrated Employment InformationSystem (NIEIS) at <https://nieis.namibiaatwork.gov.na/>

Certified copies of foreign qualifications should be accompanied by proof of evaluation by the Namibia Qualifications Authority.

WINDOW OF OPPORTUNITY: 23 MAY 2025

No hand delivered, emailed, or faxed applications will be considered. Only shortlisted candidates will be contacted.
Enquiries and applications should be addressed to: **Human Capital Business Partner** | Namibian Ports Authority | P O Box 361 | Walvis Bay.
Tel: 064: 208 2307 | 2316 | 2255 | 2506

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