



# 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 **Managerial** position:

**POSITION:**  
**DEPARTMENT:**  
**LOCATION:**

**MANAGER: TALENT**  
**HUMAN CAPITAL**  
**PORT OF WALVIS BAY**

## PURPOSE OF THE JOB:

To develop, implement and lead integrated enterprise-wide talent management strategies and organizational development initiatives that supports continuous improvement in organizational capability, culture, and effectiveness. This includes designing and implementing agile workforce solutions that underpin embedding of a thriving organisational culture which enables sustainable talent availability, high-performance and change adoption for improved employee engagement, productivity and organisational success. The role supports executive management as part of the Nampor Management Committee (MANCO) and reports directly to the Executive: Human Capital.

## KEY PERFORMANCE AREAS:

- Contribute to Nampor's strategic planning and success, acting as a strategic partner in delivering talent strategies that align with Nampor's vision, while cultivating a high-performance culture and optimizing organizational development.
- Deliver a future-ready workforce by executing a Talent and Organizational Development (OD) strategy that ensures the right skills, capabilities, and leadership are in place to meet evolving business demands.
- Lead and facilitate systematic organisational diagnostics and market research on a regular basis to inform Nampor's Talent Management strategies, practices, projects as well as policy and process development and improvement and regularly examine the entire talent management value-chain to ensure relevance and effectiveness.
- Improve organisational and individual performance by embedding a high-performance culture through effective design/ refinement and execution of the performance management system and frameworks as well as targeted initiatives, leading to measurable improvements in performance excellence, productivity and accountability at all times.
- Enhance organisational agility and effectiveness through the development and delivery of OD interventions and change management programmes that support seamless strategy execution and organisational transitions and improve employee adaptability to change to ensure continuous improvement.
- Drive organizational effectiveness through the development and optimization of structures, processes, and systems to improve operational efficiency, eliminate duplication, and align talent with strategic priorities.
- Lead the design and implementation of innovative and inclusive talent attraction and acquisition strategies, ensuring efficient and effective high-quality hiring solutions aligned with business priorities and workforce demands and that strengthen Nampor's talent brand.
- Reduce talent risks by optimising and leading robust and tailored workforce planning, capability development, succession management efforts, and career development pathways that ensure a sustainable talent pipeline, organisational resilience, and alignment with current and future business needs.
- Accelerate leadership effectiveness and readiness by developing and executing targeted development programmes that build and sustain a robust leadership pipeline across levels.
- Lead the development of a comprehensive and inclusive talent development strategy that fosters a learning culture, continuous growth and professional development and monitor the implementation of learning programs to ensure they build current and future organizational capabilities needs and priorities.
- Drive informed decision-making by delivering actionable workforce analytics and insights that track and evaluate talent management outcomes, effectiveness and impact and shape strategy, investments, and human capital planning.
- Facilitate compliance and functional excellence in all talent-related systems, processes, and policies to enhance stakeholder and employee experience and contribute to audit readiness and governance standards.
- 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, Strategy, or related discipline.
- A Master's Degree [NQF Level 9] in Industrial/ Organisational Psychology, Organisational Development, Strategy, Strategic Human Resources, Coaching, Change Leadership, or equivalent is highly desirable.
- Certification(s) in the following areas: Culture/Change Management, OD, Talent Management, Balanced Scorecard, Strategy, Project Management will be a strong advantage.
- Minimum of seven (7) years relevant and progressive experience in the roles of OD, Change Management, Talent management, or Strategic HR; with at least three (3) years in a managerial/ senior specialised/ senior supervisory capacity driving enterprise-wide talent and OD programme, preferably within a fast-paced, matrixed environment and/ or large organisation.
- Proven experience in organisational design and transformation, culture change, change management, driving process improvements and optimising service delivery workflows across complex environments.
- Demonstrated expertise and success in conducting organisational diagnostics, designing and executing strategic talent management policies and programs across the value chain.
- Strategic thinking and systems perspective:** A critical thinker with sound judgment and ability to connect dots for long-term value creation.
- Design and innovation:** Ability to craft tailored talent and OD solutions that drive agility, inclusion, and effectiveness.
- Leadership and influence:** Ability to lead cross-functional teams, coach senior leaders, and drive strategic alignment across the organisation.
- Workforce analytics:** Skilled in interpreting people data to influence planning, diagnose issues, improve decision-making and to track and improve talent management outcomes.
- Change management expertise:** Proven ability to lead initiatives that shape behaviour, drive adoption, and reduce resistance.
- Performance and learning mindset:** Deep understanding of performance enablement, continuous learning, and skills development.
- Stakeholder engagement:** Charismatic, assertive with strong interpersonal and communication skills, and with the ability to build trust and partnership at all levels.
- Must have a result-oriented with 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/](http://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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**AFRICA'S ULTIMATE PORTS EXPERIENCE**



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