



# VACANCY

NAMPORT 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: SHEQ (SAFETY, HEALTH, ENVIRONMENT & QUALITY)**  
**RISK MANAGEMENT**  
**PORT OF WALVIS BAY**

## PURPOSE OF THE JOB:

To direct, lead and manage Namport's Safety, Health, Environment and Quality (SHEQ) function, Insurance Management (IM) function, Business Continuity Management (BCM) as well as sustainability strategy and innovative approaches for business sustainability, in compliance to relevant regulations and legal guidelines. The position substantively forms part of the Namport Management Committee (MANCO) and reports directly to the Executive: Risk Management.

## KEY PERFORMANCE AREAS:

- Plan, monitor, direct and manage all divisional activities in line with Namport's strategic objectives and operational plans and provide input to strategic/ organisational business planning processes.
- Manage the development and implementation of Namport's corporate sustainability strategy and plan for the attainment of the Authority's environmental, social and governance (ESG) strategic objectives.
- Account for the development, implementation and monitoring of SHEQ policies, procedures, systems and programmes, and ensure compliance throughout the organization with applicable insurance standards and current legislation.
- Promote a sound, open and pro-active risk management culture, working closely and collectively with other business leaders and port users to identify, assess, report, mitigate and manage potential risk and their impact on the business.
- Plan, manage and review the development and implementation of business continuity management capability across the organization, ensuring comprehensive and effective management of crises, pandemics and disasters.
- Drive a culture of safety throughout the organization by driving and monitoring the effectiveness of the SHEQ plans, ensuring overall compliance and enforcement of relevant statutory requirements and international standards and regulations.
- Design, conduct and implement internal SHEQ control and audit systems to identify continuous improvement opportunities.
- Manage Namport's complete insurance portfolio ensuring comprehensive and cost-effective liability coverage as well as claims management processes.
- Provide effective team leadership and develop a high-performance culture that supports continual organisational improvement, performance and productivity.
- Develop and manage divisional annual operational and capital budgets and expenditure.
- Lead and manage the division by monitoring strategic/ functional risks and ensure timeous reporting, and compliance to promote governance within Namport.
- Collaborate with other departments to ensure smooth and effective communication, coordination, and resolution of customer issues.
- Establish and maintain effective working relationships with external stakeholders to promote and facilitate the implementation of best practices in SHEQ where applicable.

## QUALIFICATIONS, EXPERIENCE AND SKILLS:

- An Honours Degree [NQF Level 8] in Environmental Management, Occupational Health and Safety Management, Maritime Safety or equivalent.
- A Master's Degree [NQF Level 9] in Environmental Management, Occupational Health and Safety Management, Maritime Safety or equivalent is an added advantage.
- A minimum of seven (7) years relevant professional experience in the field of Environmental Management or Occupational Health and Safety Management, of which three (3) years should have been in a management capacity, preferably in a complex institution within a port/ maritime/ logistics environment.
- Certification in Project Management, ISO 9001, 14001 and ISO 45001, SHEQ Compliance Auditing certificate, Risk and Compliance Management Training is an added advantage.
- Excellent leadership and people management skills, with the ability to inspire and motivate a diverse team.
- Proven experience in driving process improvements and optimising service delivery workflows.
- Ability to thrive in a dynamic and rapidly changing environment, adapting to evolving business needs.
- High degree of professionalism, ethics, integrity and responsibility.
- Intellectual curiosity and analytical approach to work.
- Strong sense of collaboration and ability to develop positive relationships with key business stakeholders.
- Leadership ability to inspire and motivate others to perform well through continuous feedback.
- Ability to build and maintain consistent high productivity and customer service levels.

**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.namport.com/careers/](http://www.namport.com/careers/) or apply through the Namibia Integrated Employment Information System (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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