

KAVANGO EAST REGIONAL COUNCIL

DIRECTORATE OF EDUCATION, INNOVATION, YOUTH, SPORTS, ARTS AND CULTURE SUBDIVISION: LIBRARY, ARCHIVES AND INFORMATION SERVICES

Post Designation	:	Librarian Grade 6
1 x post	:	Rundu
Salary Scale	:	N\$ 354,883- N\$ 424,119
Housing Allowance	:	N\$ 17,424 per annum
Transport Allowance	:	N\$ 10,512 per annum

Appointment requirements: A B. degree (or equivalent qualification) on NQF L7.

Supplementary Selection Requirements: Candidates should have a valid driver's licence

SUBDIVISION: LIBRARY, ARCHIVES AND INFORMATION SERVICES

Post Designation	:	Assistant Archivist Grade 10
1 x post	:	Rundu
Salary Scale	:	N\$ 159, 505- N\$ 191, 312
Housing Allowance	:	N\$ 13, 944 per annum
Transport Allowance	:	N\$ 10,512 per annum

Appointment requirements: An appropriate Diploma on NQF L6 (or equivalent qualification).

SECTION ARTS AND CULTURE SUBSECTION: CULTURE

Post Designation	:	Senior Culture Officer Grade 8
1 x post	:	Rundu
Salary Scale	:	N\$ 238,825- N\$ 285,420
Housing Allowance	:	N\$ 17,424 per annum
Transport Allowance	:	N\$ 10,512 per annum

Appointment requirements: An appropriate National Diploma or equivalent qualification on NQF L6.

Supplementary Selection Requirements: Candidates should have a valid driver's licence

SUBDIVISION: SPECIAL EDUCATION PROGRAMMES

Post Designation	:	Chief Education Officer Grade 5
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PSM CIRCULAR NO. F OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 JULY 2025, CLOSING DATE 15 AUGUST 2025

1 x post	:	Rundu
Salary Scale	:	N\$ 432, 601- N\$ 517, 195
Housing Allowance	:	N\$17, 424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Appointment requirements: An appropriate Degree or equivalent on NQF Level 7 plus 5 years appropriate experience

OR

An appropriate Degree or equivalent on NQF Level 8 plus 3 years appropriate experience

Supplementary Selection Requirements:

- An appropriate Degree or equivalent qualification in Inclusive Education /Education phycology /Special Education or related fields on NQF Level 8 plus 3 years appropriate experience

Or

- An appropriate Degree or equivalent qualification in Inclusive Education /Education phycology /Special Education or related fields on NQF Level 7 plus 5 years appropriate experience
- Candidates must be in possession of a valid Driving Licence and computer literacy.

**SUBDIVISION: PROFESSIONAL DEVELOPMENT
DIVISION: ADVISORY SERVICES**

Post Designation	:	Senior Education Officer Grade 6 (Geography & History Grade 8-12)
1 x post	:	Rundu
Salary Scale	:	N\$ 354, 883- N\$ 424, 119
Housing Allowance	:	N\$17, 424 per annum
Transport Allowance	:	N\$ 10,512 per annum

Appointment requirements: An appropriate Degree or equivalent qualification on NQF Level 7 plus 5 years appropriate experience.

OR

An appropriate Degree or equivalent qualification on NQF Level 8 plus 3 years appropriate experience

Supplementary Selection Requirements

- Specialised and proven experience in Geography and History in Secondary Education will be added advantage.
- Valid Driver's licence.

Post Designation	:	Senior Education Officer Grade 6 (English Grade 8-12)
1 x post	:	Rundu
Salary Scale	:	N\$ 354, 883- N\$ 424, 119

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Housing Allowance : N\$17, 424 per annum
Transport Allowance : N\$ 10,512 per annum

Appointment requirements: An appropriate Degree or equivalent qualification on NQF Level 7 plus 5 years appropriate experience.

OR

An appropriate Degree or equivalent qualification on NQF Level 8 plus 3 years appropriate experience

Supplementary Selection Requirements

- Specialised and proven experience in English in Secondary Education will be added advantage.
- Applicant must have taught English at advanced subsidiary for 3 years and proof must be attached.
- Valid Driver's licence.

Post Designation : Senior Education Officer Grade 6
(Social studies Grade 4-7)
1 x post : Rundu
Salary Scale : N\$ 354, 883- N\$ 424, 119
Housing Allowance : N\$17, 424 per annum
Transport Allowance : N\$ 10,512 per annum

Appointment requirements: An appropriate Degree or equivalent qualification on NQF Level 7 plus 5 years appropriate experience.

OR

An appropriate Degree or equivalent qualification on NQF Level 8 plus 3 years appropriate experience

Supplementary Selection Requirements

- Specialised and proven experience in Social studies will be added advantage.
- Valid Driver's licence.

CIRCUIT: SHINYUNGWE CIRCUIT

Post Designation : Principal Grade 5
1 x post : Shamangorwa Secondary School
Salary Scale : N\$ 432, 601 - N\$ 517, 195
Housing Allowance : N\$17, 424.00 per annum
Transport Allowance : N\$ 10, 512 per annum
RHA : N\$ 13, 800.00 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 7 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 7 years teaching experience

Supplementary requirements: Only candidates trained and qualified to teach one of the subject offered at the school at **Senior Secondary phase** will be considered.

Post Designation	:	Chief Hostel Matron Grade 12
1 x post	:	Linus Shashipapo Secondary School
Salary Scale	:	N\$107, 753 - N\$ 129, 240
Housing Allowance	:	N\$13, 944 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 9, 000 per annum

Appointment requirements: A Grade 10 or equivalent qualification on NQF Level 2.

Supplementary requirements: A candidate should have 3 years' experience as a Hostel Matron.

CIRCUIT: MUKWE CIRCUIT

Post Designation	:	Head of Department Grade 6
	:	Commerce (Accounting & Entrepreneurship Grade 8-12 or Accounting and Business Studies or Economics Grade 10-12)
1 x post	:	Max Makushe Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 9,000.00 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Languages (English & Thimbukushu) Grade 8-9
1 x post	:	Max Makushe Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 9,000.00 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification

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on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Mathematics & Science Grade 8-12
1 x post	:	Max Makushe Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 9,000.00 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Mathematics & Science Grade 8-11
1 x post	:	Andara Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 9,000.00 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Pre-primary – Grade 3 (English and Thimbukushu)
1 x post	:	Diyana Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 13, 800.00 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

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An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Languages Grade 8-9 (English & Thimbukushu)
1 x post	:	Martin Ndumba Secondary School
Salary Scale	:	N\$ 354 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 13, 800.00 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience.

Post Designation	:	Head of Department Grade 6
	:	Mathematics & Integrated Natural Science Grade 4-7
1 x post	:	Kippi George Primary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 13, 800.00 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Chief Hostel Matron Grade 12
1 x post	:	Divundu Secondary School
Salary Scale	:	N\$107, 753 - N\$ 129, 240
Housing Allowance	:	N\$13, 944 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 9, 000 per annum

Appointment requirements: A Grade 10 or equivalent qualification on NQF Level 2.

Supplementary requirements: A candidate should have 3 years' experience as a Hostel Matron.

CIRCUIT: RUNDU CIRCUIT

Post Designation	:	Head of Department Grade 6
	:	Commerce Grade 8-12 (Accounting & Entrepreneurship Grade 8-12 or Accounting and Business Studies or Economics Grade 10-12)
1 x post	:	Rundu Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Mathematics & Science (Physical Science or Physics or Chemistry or Biology or Computer Science) Grade 8-12
1 x post	:	Rundu Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance :	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Supplementary Selection Requirements

- Candidates must have at least 1-2 years teaching experience in one of the subjects on NSSCO, NSSCH or NSSCAS level will be added advantage.
- A reference letter or testimonial must be included where the experience is clearly stated.

Post Designation	:	Head of Department Grade 6
	:	Mathematics & Science Grade 8-12
1 x post	:	Elia Neromba Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum

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Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Commerce (Accounting & Entrepreneurship Grade 8-12 or Accounting and Business Studies or Economics Grade 10-12)
1 x post	:	Elia Neromba Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424 per annum
Transport Allowance	:	N\$ 10, 512 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Pre- primary - Grade 3 (English & Rukwangali)
1 x post	:	Sarusungu Junior Primary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424 per annum
Transport Allowance	:	N\$ 10, 512 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Pre- primary - Grade 3 (English and Rukwangali)
1 x post	:	Hompa Sophia Mundjembwe Junior Primary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Languages Grade 4-7 (English & Rukwangali or Rumanyo)
1 x post	:	Rebeka Kambundu Primary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience.

Post Designation	:	Head of Department Grade 6
	:	Languages Grade 8-9 (English & Rukwangali)
1 x post	:	Ndama Combined School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

CIRCUIT: NDIYONA CIRCUIT

Post Designation	:	Head of Department Grade 6
	:	Pre- primary - Grade 3 (English & Rumanyo)
1 x post	:	Neyuva Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424,119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 13, 800.00 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Pre- primary - Grade 3 (English & Rumanyo)
1 x post	:	Nyangana Combined School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 13, 800 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Mathematics & Science Grade 8-9
1 x post	:	Mupapama Combined School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 13, 800 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Mathematics & Science Grade 8-11
1 x post	:	Augustinus Mashika Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 13, 800.00 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

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OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Languages Grade 8-9 (English & Rumanya)
1 x post	:	Augustinus Mashika Secondary School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 13, 800.00 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Post Designation	:	Head of Department Grade 6
	:	Pre- primary - Grade 3 (English & Rumanya)
1 x post	:	Kanyumara Senior Primary School
Salary Scale	:	N\$ 354 883 - N\$ 424 119
Housing Allowance	:	N\$17, 424 per annum
Transport Allowance	:	N\$ 10,512 per annum
RHA	:	N\$ 13, 800 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience

CIRCUIT: SHAMBYU CIRCUIT

Post Designation	:	Head of Department Grade 6
	:	Mathematics and Science Grade 8-9
1 x post	:	Gabriel Muhuli Combined School
Salary Scale	:	N\$ 354, 883 - N\$ 424, 119
Housing Allowance	:	N\$17, 424.00 per annum
Transport Allowance	:	N\$ 10, 512 per annum
RHA	:	N\$ 9,000 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

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OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus 6 years teaching experience.

Applications should be addressed to:

**The Regional Director
Directorate of Education, Innovation, Youth, Sports, Arts & Culture
Kavango East Regional Council
Private Bag 2134
Rundu**

Or Hand Delivery @ Kavango East Regional Office - Rundu

Enquiries: Mr. G. Kudumo/ Ms. Z.S. Mbambo/ E. Kandingo/ Ms. S.M. Nangolo Tel: 066-2589000
