

MANAGEMENT CADRE

MINISTRY OF AGRICULTURE, FISHERIES, WATER AND LAND REFORM
DEPARTMENT OF WATER AFFAIRS
DIRECTORATE WATER RESOURCE MANAGEMENT
DIVISION HYDROLOGY (SURFACE WATER)

Post designation	:	Deputy Director Grade 4
1x Post	:	Windhoek
Scale of salary	:	N\$ 517 195 – N\$ 543 728 per annum
Salary Notch	:	N\$ 517 195 per annum
Housing allowance	:	N\$ 121 560 per annum
Motor Vehicle Allowance		
Capital Cost	:	N\$ 83 106 per annum
Running Cost	:	N\$ 27 811 per annum
Total Allowance	:	N\$ 110 917 per annum

Minimum requirements: A BSc Honours Degree in Hydrology or Geohydrology or Water Engineering or Natural Resources Management or related water qualification plus a minimum of nine (9) years' practical experience in water and natural resource management and experience in administration and management of an organization with staff from different scientific, technical and social disciplines.

Additional requirements: Candidates with subjects like Mathematics, Statistics, Physics, Geography and Computer Sciences, at Post graduate level would be a strongly recommended.

Duties and responsibilities: The incumbent will head the Division: Hydrology and work under the general direction of the Director: Water Resource Management in the Department of Water Affairs and Marine Resources in the Ministry of Agriculture, Fisheries, Water and Land Reform; to ensure proper management of surface water in the country.

He/She shall be responsible among others, at managerial level, for:

- National Hydrological Services functions in Namibia, including collection, processing, storage, publication and dissemination of hydrological data
- Assessment of and advice on surface water resources at international, national, regional and local levels
- Hydrological investigations at international, national, regional and local levels
- Flood monitoring and hydrological advice on flood management
- Implementation of the Water Resources Management Act, 2013 (Act 13 of 2013);
- Control of works in rivers, including impoundments, water abstraction and diversion and flood protection works
- Assistance with hydrological data collection and flood monitoring during rainy season as required
- Compilation, updating and management of a surface water database;
- Programming, implementation and guidance concerning routine tasks and projects;

- Technical, financial, personnel and administrative management of Division: Hydrology
- Coordination and supervising the implementation of Divisional Annual Plan and Functions;
- Implement Cabinet decisions pertaining to Water Resources Management.
- Implement of the Performance Management System in the Division;
- Motivation, productivity, training and correct placement of Divisional staff;
- Give due consideration to the responsibilities, needs and task requirements of all sections within the Division;
- Manage the Divisional Recurrent, as well as Capital budgets in the best interests of the Directorate;
- Accountability for the financial management and controls concerning the budget;
- Maintain a policy of transparent and good working relations with other Divisions and Directorates within the Ministry, with other line Ministries and with the general public;

NB: All Management Cadre posts are subject to security clearance.

ENQUIRIES: Ms Maria Amakali

Tel: (061) 208 7161

**DEPARTMENT OF LAND REFORM, RESETTLEMENT AND REGIONAL PROGRAMME
IMPLEMENTATION
DIRECTORATE OF REGIONAL PROGRAMME IMPLEMENTATION
DIVISION LANDS: ZAMBEZI REGION**

Post designation	:	Deputy Director Grade 4
1x Post	:	Katima Mulilo
Scale of salary	:	N\$ 517 195 – N\$ 543 728 per annum
Salary Notch	:	N\$ 517 195 per annum
Housing allowance	:	N\$ 121 560 per annum
Motor Vehicle Allowance	:	
Capital Cost	:	N\$ 83 106 per annum
Running Cost	:	N\$ 27 811 per annum
Total Allowance	:	N\$ 110 917 per annum

Minimum requirements: A Bachelor Degree in Land Management or Land Administration or Land Valuation or Geomatics or GIS or Regional and Rural Development or Natural Resource Management or Agriculture plus nine (9) years appropriate experience in land management or administration of which three (3) years must be at Grade 6 or at equivalent level.

Main duties:

- Responsible for planning, organizing, staffing, leading, controlling and coordinating of activities of the Division.
- Provide overall technical , personnel and financial management to the Division
- Establish, develop, and manage operation capacity at regional level
- Provide services in the area of resettlement, land use planning and communal land administration
- Coordinating regional activities for survey/mapping, valuation and deeds registration

- Establish and maintain communication and service delivery channels with other stakeholders
- Ensure implementation of ministerial policies, plans and programmes and regional level
- Any other duties as may be assigned.

NB: All Management Cadre posts are subject to security clearance.

APPLICANTS SHOULD NOTE THE FOLLOWING:

- Applicants within the Public Service must attach proof of confirmation of probation to their application for employment. Applicants who are not in the Public Service must attach confirmations of employments from their previous and current employers.
- Applicants with foreign qualifications must attach proof of evaluation of such qualifications from the Namibia Qualifications Authority (NQA);
- Applicants who only partially complete and or do not sign application forms, or who do not attach originally certified Identification Documents, Qualifications will be disqualified. Hence applicants must fully complete the application form including Health Questionnaire. Where it is not applicable, applicants must indicate not applicable;
- Applicants must attach a comprehensive Curriculum Vitae (CV) to the application form for each position applied for;
- Please note all documentation must be originally certified and must be attached to the application form.
- Applicants must use one (1) application form for each position applied for;
- Applicants in designated groups particularly women and people living with disabilities who are able to perform the required duties are strongly encouraged to apply;
- Only shortlisted candidates will be contacted. No application forms for employment, CVs and other supporting documents will be returned to the applicants;
- Faxed applications will not be considered and ;
- Applications (Form 156043 obtainable at all Government Offices) together with a comprehensive Curriculum Vitae and certified copies of educational qualifications and identity document(s) must be submitted to:

**The Executive Director
Ministry of Agriculture, Fisheries, Water and Land Reform
Private Bah 13184
Windhoek OR**

**HAND DELIVERED AT:
Ministry of Agriculture, Fisheries, Water and Land Reform
Luther Street
Government Office Park
Windhoek**

Enquiries: Mr. Petrus-Canisius Nangolo at Tel No. 061 296 5337

MINISTRY OF AGRICULTURE, FISHERIES, WATER AND LAND REFORM
DIRECTORATE OF WATER RESOURCES MANAGEMENT
DIVISION: WATER LAW ADMINISTRATION
SUBDIVISION: WATER LAW ENFORCEMENT

Post designation	:	Control Administrative Officer Grade 6
1x Post	:	Windhoek
Salary scale	:	N\$ 354 883 – N\$ 424 119
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: An appropriate National Diploma in Water Resources Management or Water Law or Environmental Management or Environmental Law on NQF Level 6 plus five (5) years appropriate experience in administering the law in terms of compliance and enforcement. The candidate must be in possession of a valid driving licence and attached an original certificate of good conduct from the Namibian Police.

Main responsibilities:

- Investigate and respond to illegal discharges of pollutants into water bodies.
- Take enforcement action against individuals or companies violating water quality regulations.
- Conduct inspections of industrial, agricultural, and municipal facilities to ensure compliance with water-related environmental laws (e.g., effluent discharge standards, wastewater treatment practices).
- Respond to public complaints regarding water pollution, illegal water usage, or drainage issues. Conduct investigations to determine the source and nature of the problem.
- Issue enforcement notices, improvement notices, or fines to violators. Recommend prosecution in serious cases of environmental non-compliance.
- Ensure that water extraction from rivers, lakes, or groundwater sources complies with licensing laws to protect water resources.
- Advise landowners, farmers, businesses, and the public on best practices for water management and compliance with environmental laws.
- Work with local authorities, environmental agencies, and emergency services to manage water-related incidents or enforcement actions.
- Document inspections, enforcement actions, and investigations in detailed reports. Maintain accurate records for legal and environmental reporting purposes.
- Coordinate the activities of the Water Tribunal and Appeals institution.

Enquiries: Mr. Salmo Djuulume at 0612087226

DIRECTORATE OF WATER RESOURCES MANAGEMENT
DIVISION: WATER LAW ADMINISTRATION
SUBDIVISION: WATER PERMIT/LICENCE ADMINISTRATION
SECTION: PERMIT ADMINISTRATION

Post designation	:	Chief Administrative Officer Grade 8
1x Post	:	Windhoek

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

Salary scale	:	N\$ 238 825 – N\$ 285 420
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: An appropriate National Diploma in Water Resources Management or Water Law or Environmental Management or Environmental Law on NQF Level 6 plus three (3) years appropriate experience in water licensing and compliance. The candidate must be in possession of a valid driving licence and attached an original certificate of good conduct from the Namibian Police.

Main Responsibilities:

- Support the Control Administrative Officer in managing the issuance, renewal, suspension, and revocation of water abstraction and discharge licenses in accordance with national or regional water laws.
- Ensure that individuals, industries, and institutions using water resources comply with legal and environmental standards.
- Review complex or high-impact water use applications to determine environmental sustainability, legal compliance, and alignment with water allocation plans.
- Supervise and support a team of licensing officers, setting performance standards, providing training, and ensuring consistent application of policies.
- Contribute to the development of national or regional water licensing policies and regulations. Provide technical interpretation and advice on their application.
- Liaise with government departments, water users, environmental groups, and community stakeholders to resolve conflicts and promote sustainable water use.
- Support the implementation of resolution on disputes or appeals related to water license decisions, ensuring fairness and legal compliance.

Enquiries: Mr. Salmo Djuulume at 0612087226

DIRECTORATE OF WATER RESOURCES MANAGEMENT DIVISION: WATER LAW ADMINISTRATION SUBDIVISION: WATER LAW ENFORCEMENT

Post designation	:	Agricultural Inspector Grade 10 (Water Inspector)
1x Post	:	Windhoek
Salary scale	:	N\$ 159 505 – N\$ 191 312
Housing Allowance	:	N\$ 13 944 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: An appropriate National Diploma in Water Resources Management or Environmental Management or Environmental Law or B. Degree in Water Law on NQF Level 6. The candidate must be in possession of a valid driving licence. The candidate must be in possession of a valid driving licence and attached an original certificate of good conduct from the Namibian Police.

Competencies required: The candidate is expected to have an understanding and knowledge of water licensing, compliance, and enforcement. Knowledge of dispute

resolutions will be an added advantage. Computer skills and knowledge of report writing is necessary.

Enquiries: Mr. Salmo Djuulume at 0612087226

**DIRECTORATE OF WATER RESOURCES MANAGEMENT
DIVISION: WATER LAW ADMINISTRATION
SUBDIVISION: Water Law Enforcement**

Post designation	:	Senior Agricultural Inspector Grade 9 (Water inspector)
1x Post	:	Windhoek
Salary scale	:	N\$ 195 216 – N\$ 234 144
Housing Allowance	:	N\$ 13 944 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: An appropriate National Diploma in Water Resources Management, Environmental Management, Environmental Law or Water Law on NQF Level 6 plus two (2) years appropriate experience in water licensing, compliance and enforcement. The candidate must be in possession of a valid driving licence and attached an original certificate of good conduct from the Namibian Police.

Competencies required: The candidate is expected to have an understanding and knowledge of water licensing, inspections, compliance, and enforcement. Knowledge of dispute resolutions will be an added advantage. Computer skills and knowledge of report writing is necessary.

Enquiries: Mr. Salmo Djuulume at 0612087226

**DIRECTORATE: AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING SERVICES
DIVISION: PLANT HEALTH (PLANT HEALTH CONTROL)
SUBDIVISION: KHOMAS REGION
SUBSECTION: PLANT HEALTH CONTROL**

Post designation	:	Chief Agricultural Scientific Officer Grade 5
1x Post	:	Windhoek
Scale of salary	:	N\$432 601 – N\$ 717 195 per annum
Salary Notch	:	N\$432 601 per annum
Housing allowance	:	N\$17 424 per annum
Transport allowance	:	N\$10 512 per annum

Minimum Requirements: A Bachelor Honours Degree in Entomology on NQF Level 8 plus a minimum of three (3) years appropriate experience in designing and implementing pest surveillance programs OR Insect pest identification using morphological and/or molecular tools OR conducting pest risk analysis and managing pest outbreaks OR supervising technical teams and managing scientific projects. Candidates must be in a possession of a valid driver's license.

Preference will be given to candidates with a Masters' degree in Entomology on NQF level 9.

Competencies required: In-depth knowledge of insect taxonomy, pest ecology, and integrated pest management (IPM). Familiarity with national and international phytosanitary standards (e.g., IPPC, ISPMs). Strong analytical and diagnostic skills in entomology. Proficiency in scientific reporting, data analysis, and use of pest surveillance tools. Excellent leadership, coordination, and communication skills. Ability to train, mentor, and manage technical and junior staff.

Main duties:

- Design and lead national and regional pest surveillance and early detection programs.
- Monitor pest distribution through field surveys, trapping, and sampling.
- Develop pest risk maps, surveillance protocols, and maintain pest occurrence databases.
- Identify insect pests using morphological and molecular techniques.
- Oversee entomological diagnostic services and maintain reference collections.
- Conduct Pest Risk Analyses (PRA) and contribute to pest management and emergency response plans.
- Provide expert advice during inspections, interceptions, and eradication efforts.
- Train and mentor inspectors, technical staff, and extension officers in pest surveillance and IPM.
- Prepare technical reports, surveillance summaries, and submissions for international reporting.
- Conduct awareness campaigns and stakeholder engagement on pest threats and biosecurity.
- Supervise technical staff and ensure quality control in diagnostic and surveillance work.
- Support the Deputy Director in implementing and administering the Plant Quarantine Act (Act No. 7 of 2008).

ENQUIRIES: Ms. Violet Simataa; Deputy Director, Plant Health, Tel. No (061) 208 7778

DIVISION: PLANT HEALTH (PLANT HEALTH CONTROL)

SUBDIVISION: //KARAS REGION

SUBSECTION: PLANT IDENTIFICATION, TRACEABILITY, AND QUARANTINE

Post designation	:	Agricultural Scientific Officer Grade 8
1x Post	:	Noordoewer Border Post
Scale of salary	:	N\$ 238 825 – N\$ 285420 per annum
Transport allowance	:	N\$ 10 512 per annum
Housing allowance	:	N\$ 14 520 per annum
Remote allowance	:	N\$ 21 000 per annum

Minimum Requirements: A B-degree on NQF Level 8 in Crop Production or Crop Science or Agronomy or Biological Science OR Plant Pathology OR Entomology. ***The candidate should be in possession of a valid drivers' license.***

Main duties:

- Conduct inspections of plants, plant products, and regulated articles entering or leaving the country to ensure compliance with national phytosanitary regulations and international standards.
- Check and validate phytosanitary certificates, import permits, and other supporting documents to ensure that shipments meet legal and quarantine requirements.
- Apply the Plant Quarantine Act and relevant legislation by intercepting, detaining, or rejecting non-compliant consignments, and initiating quarantine or treatment measures where required.
- Collect samples and conduct preliminary pest identification of intercepted insects, plant pathogens.
- Oversee and guide junior inspectors or technical staff at the border post to ensure consistent and accurate implementation of phytosanitary procedures.
- Accurately document inspection findings, interceptions, treatments applied, and non-compliance cases.
- Collaborate with customs, immigration, veterinary, and other relevant authorities to ensure coordinated and efficient border control operations.
- Offer technical advice to stakeholders on import/export procedures, pest risk mitigation, and treatment options
- Prepare and submit regular reports to headquarters for surveillance and statistical purposes.
- Overall supervision of operational and supporting staff at border post

ENQUIRIES: Ms. Violet Simataa; Deputy Director, Plant Health, Tel. No (061) 208 7778

DIRECTORATE: AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING SERVICES
DIVISION: PLANT HEALTH (PLANT HEALTH CONTROL)
SUBDIVISION: //KARAS, KHOMAS AND OTJOZONDJUPA REGIONS
SUBSECTION: PLANT IDENTIFICATION, TRACEABILITY, AND QUARANTINE

Post designation	:	Agricultural Technician Grade 9
3x Posts	:	Noordoewer Border Post, Grootfontein, Windhoek
Scale of Salary	:	N\$ 195 216– N\$ 2234 144 p.a.
Transport Allowance	:	N\$ 8 760 per annum
Housing Allowance	:	N\$ 11 616 per annum
Remote Allowance	:	Noordoewer Border Post N\$ 21 000 per annum

Minimum Requirements: A National Diploma in Agriculture NQF Level 6, with basic knowledge in Crop related fields etc. ***Must be in possession of a valid Driver's License.***

Main duties:

- Inspect imported plants, plant products, soil, and other regulated articles to ensure they are free from pests and diseases.
- Verify phytosanitary documents and seal consignments (e.g., trucks, containers) as required.
- Issue import, in-transit, and re-export permits under supervision.
- Assist in issuing phytosanitary certificates for export consignments, ensuring compliance with importing countries' requirements.

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- Participate in pest and disease surveillance activities at farms, nurseries, and other agricultural facilities.
- Support emergency responses involving pest detection, containment, and eradication efforts.
- Enforce compliance with national and international phytosanitary regulations (e.g., Plant Quarantine Act, ISPMs).
- Maintain accurate records of inspections, interceptions, permits, and enforcement actions.
- Conduct basic outreach and awareness activities for farmers, traders, and the public on plant health regulations.
- Submit monthly reports on assigned activities using the standard reporting format.

Enquiries: Ms. Violet Simataa (Deputy Director: Plant Health) Tel: (061) 208 7778

**DIRECTORATE OF AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING
SERVICES (DAPEES)**

DIVISION: NORTH CENTRAL DIVISION (NCD)

SUB DIVISION: OHANGWENA REGION

Post Designation	:	Chief Agricultural Scientific Officer Grade 5
1x Post	:	Eenhana
Salary Scale	:	N\$432 601.00 – N\$ 517 195.00
Salary Notch	:	N\$432 601.00 per annum
Housing Allowance	:	N\$17 424.00 per annum
Transport Allowance	:	N\$10 512.00 per annum

Minimum requirements: A Bachelor Degree in Agriculture on NQF Level 8 with specialization in Livestock or Animal Science or Rangeland Management or Pasture Science or Agricultural Economics or Crop Science plus a minimum of approximately four (4) years appropriate experience. A masters' Degree or PhD. Degree will be an added advantage. The candidate must be in a possession of valid drivers' Code B.

Competencies required: High level of analytical skills in planning, organizing, leading, controlling and financial management, strong communication and scientific report writing, knowledge and skills in basic computing, demonstrated interpersonal skills in working with a multidiscipline team & cultural diversity is expected. The candidate must be familiar with and have knowledge of the Namibian Constitution, NDPs (NDP6), Sustainable Development Goals (SDGs), Harambee Prosperity Plans, MAFWLR Strategic Plans, Farming System Research and Extension (FSRE), Public Service Act, Labour Act, State Finance Act, Public Service Staff Rules and other legislations/legal documents.

Main duties:

- Advise the Division & Directorate with regard to issues related to Agricultural Extension Services, technologies and Developmental Projects.
- Supervise and monitor the execution of activities related to the mandate of Extension.

- Ensure that the functions of the Directorate are carried out in conformity with the relevant acts and regulations nationally.
- Represent the Division of Extension and the Ministry on all important regional meetings, commissions and committees as assigned by the Dep. Director, Director and Accounting Officer.
- Compile & review Annual Work plans and regional budget.
- Chairing and organize the Sub Divisional management meetings
- Supervise and guide identification of available technologies for adoption.
- Supervise and guide the identification of Regional program and project ideas and the formulation of relevant program and project proposals within the Sub Division
- Supervise and guide the formulation of appropriate extension messages according to agro, ecological and socio- economic conditions by making use of scientific data, knowledge and skills to support subsistence and specialized farming operations.
- Design duty sheets for staff members in the Sub Division.
- Enforcing disciplinary code of conduct amongst staff members
- Implement an effective and efficient monitoring and evaluation system of all extension and training programs within the Sub Division.

Enquiries: Mr. Leevi S. Nekwaya at 0811700123

**DIRECTORATE OF AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING
SERVICES (DAPEES)**

DIVISION: SOUTH EASTERN REGIONS

SUB DIVISION: OMAHEKE REGION

Post Designation	:	Chief Agricultural Scientific Officer Grade 5
1x Post	:	Gobabis
Salary Scale	:	N\$432 601.00 – N\$ 517 195.00
Salary Notch	:	N\$432 601.00 per annum
Housing Allowance	:	N\$17 424.00 per annum
Transport Allowance	:	N\$10 512.00 per annum

Minimum requirements: A Bachelor Degree in Agriculture on NQF Level 8 with specialization in Livestock or Animal Science or Rangeland Management or Pasture Science or Agricultural Economics or Crop Science plus a minimum of approximately four (4) years appropriate experience. A masters' Degree or PhD. Degree will be an added advantage. The candidate must be in a possession of valid drivers' Code B.

Competencies required: High level of analytical skills in planning, organizing, leading, controlling and financial management, strong communication and scientific report writing, knowledge and skills in basic computing, demonstrated interpersonal skills in working with a multidiscipline team & cultural diversity is expected. The candidate must be familiar with and have knowledge of the Namibian Constitution, NDPs (NDP6), Sustainable Development Goals (SDGs), Harambee Prosperity Plans, MAFWLR Strategic Plans, Farming System Research and Extension (FSRE), Public Service Act, Labour Act, State Finance Act, Public Service Staff Rules and other legislations/legal documents.

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

Main duties:

- Advise the Division & Directorate with regard to issues related to Agricultural Extension Services, technologies and Developmental Projects.
- Supervise and monitor the execution of activities related to the mandate of Extension.
- Ensure that the functions of the Directorate are carried out in conformity with the relevant acts and regulations nationally.
- Represent the Division of Extension and the Ministry on all important regional meetings, commissions and committees as assigned by the Dep. Director, Director and Accounting Officer.
- Compile & review Annual Work plans and regional budget.
- Chairing and organize the Sub Divisional management meetings
- Supervise and guide identification of available technologies for adoption.
- Supervise and guide the identification of Regional program and project ideas and the formulation of relevant program and project proposals within the Sub Division
- Supervise and guide the formulation of appropriate extension messages according to agro, ecological and socio- economic conditions by making use of scientific data, knowledge and skills to support subsistence and specialized farming operations.
- Design duty sheets for staff members in the Sub Division.
- Enforcing disciplinary code of conduct amongst staff members
- Implement an effective and efficient monitoring and evaluation system of all extension and training programs within the Sub Division.

Enquiries: Mr. Nelson Ngarizemo , Tel: (063)223268.

DIRECTORATE OF AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING SERVICES (DAPEES)

DIVISION: AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING SERVICES - NORTH CENTRAL REGIONS

SUBDIVISION: AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING SERVICES - OHANGWENA REGIONS

SECTION: LIVESTOCK AND LAND USE ADVISORY SERVICES

Post Designation	:	Agricultural Scientific Officer Grade 6
1x Post	:	Eenhana
Salary Scale	:	N\$354 883.00 – N\$ 424 119.00
Salary Notch	:	N\$354 883.00.00 per annum
Housing Allowance	:	N\$17 424.00 per annum
Transport Allowance	:	N\$10 512.00 per annum

Minimum requirements: A Bachelor Honours Degree in Agriculture on NQF Level 8 with specialization in Livestock or Animal Science or Rangeland Management or Pasture Science plus a minimum of three (3) years of appropriate experience. A masters' Degree will be an added advantage. The candidate must be in a possession of valid drivers' Code B.

Competencies required: The candidate must be able to plan, develop, organize, lead, control and implement projects. The candidate must have understanding and knowledge on Farming System, Research and Extension (FSRE), MAFWLR Strategic Plans, NDPs, the Namibian Constitution, NDPs, Harambee Prosperity Plans, Public Service Act, Labour Act, State Finance Act, Public Service Staff Rules and other legislations.

Main duties:

- Advise with regard to issues related to a subject matter specialty (Livestock production & Land Use Advisory Services).
- Contribute with the implementing and execution of the FSRE approach.
- Ensure Agricultural technology is developed and disseminated for adoption.
- Advise, assist and train farmers, ASOs and S/ATs in the context of the extension services and the participatory FSRE- approach, the extension staff and specialized farmers in the sub division in aspects related to livestock, rangeland, socio-economic and etc. related to subject matters.
- Develop, access and or adapt extension-ready technologies and practices jointly with field staff and farmers aimed at solving problems.
- Supervise and assist with the implementation, monitoring and evaluation of development projects and activities.
- Identify technology constraints and on-farm research topics through participatory survey methods.
- Liaise with research agencies on issues identified by farmers or extension staff requiring solutions and research.
- Initiate adaptive on-farm research.
- Design, plan and supervise relevant on-farm demonstrations and analyze the results.
- Compile an annual workplan and budget for activities to be performed.
- Represent MAFWLR/Division/Sub-Division on committees, meetings, workshops, seminars, conferences, etc. on issues related to the functions of the Directorate or any other field, which may be assigned from time to time by the CASO.
- Provide monthly, quarterly and other reports as indicated by the reporting format.
- Assist development partner organisations with planning, coordination implementation of projects/programmes/activities as might be assigned from time to time by the CASO.

Enquiries: Mr. Leevi S Nekwaya, (Deputy Director: NCD); Tel: 065 233820

**DIRECTORATE OF AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING
SERVICES (DAPEES)**

DIVISION: SOUTH EASTERN REGIONS

SUB DIVISION: OMAHEKE REGION

SECTION: LIVESTOCK AND LAND USE ADVISORY SERVICES

Post Designation	:	Senior Agricultural Scientific Officer Grade 6
1x Post	:	Gobabis
Salary Scale	:	N\$354 883.00 – N\$ 424 119.00
Salary Notch	:	N\$354 883.00.00 per annum
Housing Allowance	:	N\$17 424.00 per annum
Transport Allowance	:	N\$10 512.00 per annum

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

Minimum requirements: A Bachelor Honours Degree in Agriculture on NQF Level 8 with specialization in Livestock or Animal Science or Rangeland Management or Pasture Science plus a minimum of three (3) years of appropriate experience. A masters' Degree will be an added advantage. The candidate must be in a possession of valid drivers' Code B.

Competencies required: The candidate must be able to plan, develop, organize, lead, control and implement projects. The candidate must have understanding and knowledge on Farming System, Research and Extension (FSRE), MAFWLR Strategic Plans, NDPs, the Namibian Constitution, NDPs, Harambee Prosperity Plans, Public Service Act, Labour Act, State Finance Act, Public Service Staff Rules and other legislations.

Main duties:

- Advise with regard to issues related to a subject matter specialty (Livestock production & Land Use Advisory Services).
- Contribute with the implementing and execution of the FSRE approach.
- Ensure Agricultural technology is developed and disseminated for adoption.
- Advise, assist and train farmers, ASOs and S/ATs in the context of the extension services and the participatory FSRE- approach, the extension staff and specialized farmers in the sub division in aspects related to livestock, rangeland, socio-economic and etc. related to subject matters.
- Develop, access and or adapt extension-ready technologies and practices jointly with field staff and farmers aimed at solving problems.
- Supervise and assist with the implementation, monitoring and evaluation of development projects and activities.
- Identify technology constraints and on-farm research topics through participatory survey methods.
- Liaise with research agencies on issues identified by farmers or extension staff requiring solutions and research.
- Initiate adaptive on-farm research.
- Design, plan and supervise relevant on-farm demonstrations and analyze the results.
- Compile an annual workplan and budget for activities to be performed.
- Represent MAFWLR/Division/Sub-Division on committees, meetings, workshops, seminars, conferences, etc. on issues related to the functions of the Directorate or any other field, which may be assigned from time to time by the CASO.
- Provide monthly, quarterly and other reports as indicated by the reporting format.
- Assist development partner organisations with planning, coordination implementation of projects/programmes/activities as might be assigned from time to time by the CASO.

Enquiries: Dr. Jorry Kaurivi (Chief Agricultural Scientific Officer: Omaheke Region) Tel: (062) 562441;

**DIRECTORATE OF AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING
SERVICES (DAPEES)**

DIVISION: CENTRAL AND NORTH WESTERN REGIONS

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

SUB DIVISION: KHOMAS REGION
SECTION: LIVESTOCK AND LAND USE ADVISORY SERVICES

Post Designation	:	Senior Agricultural Scientific Officer Grade 6
1x Post	:	Windhoek
Salary Scale	:	N\$354 883.00 – N\$ 424 119.00
Salary Notch	:	N\$354 883.00.00 per annum
Housing Allowance	:	N\$17 424.00 per annum
Transport Allowance	:	N\$10 512.00 per annum

Minimum requirements: A Bachelor Honours Degree in Agriculture on NQF Level 8 with specialization in Livestock or Animal Science or Rangeland Management or Pasture Science plus a minimum of three (3) years of appropriate experience. A masters' Degree will be an added advantage. The candidate must be in a possession of valid drivers' Code B.

Competencies required: The candidate must be able to plan, develop, organize, lead, control and implement projects. The candidate must have understanding and knowledge on Farming System, Research and Extension (FSRE), MAFWLR Strategic Plans, NDPs, the Namibian Constitution, NDPs, Harambee Prosperity Plans, Public Service Act, Labour Act, State Finance Act, Public Service Staff Rules and other legislations.

Main duties:

- Advice with regard to issues related to a subject matter specialty (Livestock production & Land Use Advisory Services).
- Contribute with the implementing and execution of the FSRE approach.
- Ensure Agricultural technology is developed and disseminated for adoption.
- Advice, assist and train farmers, ASOs and S/ATs in the context of the extension services and the participatory FSRE- approach, the extension staff and specialized farmers in the sub division in aspects related to livestock, rangeland, socio-economic and etc. related to subject matters.
- Develop, access and or adapt extension-ready technologies and practices jointly with field staff and farmers aimed at solving problems.
- Supervise and assist with the implementation, monitoring and evaluation of development projects and activities.
- Identify technology constraints and on-farm research topics through participatory survey methods.
- Liaise with research agencies on issues identified by farmers or extension staff requiring solutions and research.
- Initiate adaptive on-farm research.
- Design, plan and supervise relevant on-farm demonstrations and analyze the results.
- Compile an annual work plan and budget for activities to be performed.
- Represent MAFWLR/Division/Sub-Division on committees, meetings, workshops, seminars, conferences, etc. on issues related to the functions of the Directorate or any other field, which may be assigned from time to time by the CASO.
- Provide monthly, quarterly and other reports as indicated by the reporting format.

- Assist development partner organizations with planning, coordination implementation of projects/programmes/activities as might be assigned from time to time by the CASO.

Enquiries: Mr. Petrus Thiyemo (Chief Agricultural Scientific Officer: Khomas Region) Tel: (061) 2044112

**DIRECTORATE OF AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING
SERVICES (DAPEES)**

DIVISION: SOUTHERN REGIONS

SUB DIVISION: //KHARAS REGION

SECTION: LIVESTOCK AND LAND USE ADVISORY SERVICES

Post Designation	:	Senior Agricultural Scientific Officer Grade 6
1x Post	:	Keetmanshoop
Salary Scale	:	N\$354 883.00 – N\$ 424 119.00
Salary Notch	:	N\$354 883.00.00 per annum
Housing Allowance	:	N\$17 424.00 per annum
Transport Allowance	:	N\$10 512.00 per annum

Minimum requirements: A Bachelor Honours Degree in Agriculture on NQF Level 8 with specialization in Livestock or Animal Science or Rangeland Management or Pasture Science plus a minimum of three (3) years of appropriate experience. A masters' Degree will be an added advantage. The candidate must be in a possession of valid drivers' Code B.

Competencies required: The candidate must be able to plan, develop, organize, lead, control and implement projects. The candidate must have understanding and knowledge on Farming System, Research and Extension (FSRE), MAFWLR Strategic Plans, NDPs, the Namibian Constitution, NDPs, Harambee Prosperity Plans, Public Service Act, Labour Act, State Finance Act, Public Service Staff Rules and other legislations.

Main duties:

- Advice with regard to issues related to a subject matter specialty (Livestock production & Land Use Advisory Services).
- Contribute with the implementing and execution of the FSRE approach.
- Ensure Agricultural technology is developed and disseminated for adoption.
- Advice, assist and train farmers, ASOs and S/ATs in the context of the extension services and the participatory FSRE- approach, the extension staff and specialized farmers in the sub division in aspects related to livestock, rangeland, socio-economic and etc. related to subject matters.
- Develop, access and or adapt extension-ready technologies and practices jointly with field staff and farmers aimed at solving problems.
- Supervise and assist with the implementation, monitoring and evaluation of development projects and activities.
- Identify technology constraints and on-farm research topics through participatory survey methods.

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- Liaise with research agencies on issues identified by farmers or extension staff requiring solutions and research.
- Initiate adaptive on-farm research.
- Design, plan and supervise relevant on-farm demonstrations and analyze the results.
- Compile an annual work plan and budget for activities to be performed.
- Represent MAFWLR/Division/Sub-Division on committees, meetings, workshops, seminars, conferences, etc. on issues related to the functions of the Directorate or any other field, which may be assigned from time to time by the CASO.
- Provide monthly, quarterly and other reports as indicated by the reporting format.
- Assist development partner organizations with planning, coordination implementation of projects/programmes/activities as might be assigned from time to time by the CASO.

Enquiries: - Mr. Nelson Ngarizemo (Chief Agricultural Scientific Officer); Tel: (063)223268.

DIRECTORATE RESETTLEMENT & REGIONAL PROGRAMME IMPLEMENTATION
DIVISION LANDS: HARDAP REGION
SECTION: LAND BOARD TENURE AND ADVICE

Post Designation	:	Development Planner Grade 8
1x Post	:	Mariental
Salary Scale	:	N\$ 238,825 – N\$ 285,420
Salary Notch	:	N\$ 238,825 per annum
Housing allowance	:	N\$ 17,424 per annum
Transport allowance	:	N\$ 10,512 per annum

Minimum Requirements: A B-Degree in Geographical Information System (GIS) or Agriculture on NQF Level 7. Candidates must have a code B valid driver's license is compulsory.

Main Duties

- Serve as Secretary to the Communal Land Board;
- Provide administrative support to the operations of Communal Land Board;
- Provide technical advice and assist the Communal Land Board on matters pertaining to land dispute and appeals;
- Facilitate logistics of investigations by the Communal Land Board;
- Plan, Coordinate and execute regional activities related to the administration of communal land in line with the Communal Land Reform Act (Act No. 5 of 2002) as amended;
- Serve as link between the Communal Land Board and Traditional Authorities with regard to the registration of communal land;
- Conduct awareness on the Provisions of the Communal Land Reform Act (Act No. 5 of 2002) as amended in the Region;
- Coordinate communal land registration (verification and mapping of land parcels) in the Region;
- Facilitate the collection of revenue from communal leasehold land rights;
- Facilitate updating and digitizing data for production of land parcels maps and certificates;
- Implement the Communal Land filing systems;
- Database management of the subsection: Land Board;

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- Implementation of ministerial policies, plans and programmes at sectional level;
- Perform any other duty as assigned by supervisor or Regional Deputy Director.

NB: Due to decentralization, the successful candidate must be prepared to be seconded to the Regional Council.

Enquiries: Ms. Augustine Araes at Telephone: 063 242234

**DIVISION LANDS: HARDAP REGION
SECTION: LAND BOARD TENURE AND ADVICE**

Post Designation	:	Valuer Grade 7
1x Post	:	Mariental
Salary Scale	:	N\$ 291 128 – N\$ 347 926
Salary Notch	:	N\$ 291 128 per annum
Housing allowance	:	N\$ 17,424 per annum
Transport allowance	:	N\$ 10,512 per annum

Minimum Requirements : A B. Degree in Estate Management or Land Valuation or Land Economy or Property Studies on NQF L7. Candidates must have a code B valid driver's license is compulsory.

A DETAILED JOB DESCRIPTION TO BE ISSUED UPON REQUEST.

Enquiries: Ms. Augustine Araes at Telephone: 063 242234

**DIRECTORATE RESETTLEMENT & REGIONAL PROGRAMME IMPLEMENTATION DIVISION:
LANDS REGIONAL OFFICES SECTION: SUPPORT SERVICES/ ADMINISTRATION**

Post designation	:	Senior Administrative Officer Grade 10
1x Post	:	Tsumeb
Salary Scales	:	N\$159 505- N\$ 191 312 per annum
Salary notch	:	N\$159 505 per annum
Transport Allowance	:	N\$ 10512 per annum
Housing Allowance	:	N\$ 17424 per annum

Minimum Requirements: A National Diploma in Business Administration or Public Management or Business Management on NQF Level 6 plus four (4) years appropriate experience or a Grade 12 Certificate with twenty (20) points in five (5) subjects including an E-symbol in English on NQF Level 3 plus six (6) years appropriate experience.

Main duties:

The main responsibility of the incumbent is to ensure provision of support services to the Division.

- Determination and identification of office needs.
- Preparation of procurement and budgeting.

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- Requisitioning and deal with the processing of payments.
- Manage and deal with personnel needs as well as filling.
- Provision and management of fleet for the Division.
- Issuing, Stock taking and update of inventories.
- Ensure safe keeping of all Division records, equipment and its functionality.
- Ensure control of all Divisional assets and records.
- Help with the effective communication within the Division, Ministry, line ministries and other relevant stake holders.
- Help with drawing up of Divisional budget and Operational Plans.
- Implementing the Annual Management Plans, Budget execution and review assessments.
- Any other assignment assigned by the supervision and/or the Division's Sections and Subsections/Ministry.

NB: Due to decentralization, the successful candidate must be prepared to be seconded to the Regional Council

Enquiries: Ms Anna P. Nakathingo ; Tel (061) 208 7374

DIRECTORATE: RESETTLEMENT AND REGIONAL PROGRAMME IMPLEMENTATION
DIVISION: LANDS KHOMAS REGION
SECTION: LAND BOARD TENURE AND ADVICE

Post Designation	:	Survey Technician, Grade 9
1x Post	:	Windhoek
Salary Scale	:	N\$ 195 216 – N\$ 234 144 per annum
Salary notch	:	N\$ 195 216 per annum
Housing Allowance	:	N\$ 13 944 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum Requirements: Registration with SURCON as a Survey Technician.

Preference will be given to candidates with a valid code B driver's license with a minimum of two (2) years driving experience.

- **Main Duties**
- Provide administrative support to the operations of Communal Land Board
- Conduct awareness on the provisions of the Communal Land Reform Act (Act No. 5 of 2002) as amended in the Region;
- Conduct mapping and verification to measure, map and demarcate communal land boundaries
- Utilize GPS and other surveying equipment to ensure precise data collection
- Assist in the preparation of land registration documents, including maps and boundary descriptions
- Collaborate with Traditional Authorities to resolve boundary disputes
- Provide technical input during community consultations and stakeholder engagements
- Digitize communal land right parcels

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- Facilitate updating and digitizing data for production of land parcels maps and certificates;
- Implement the communal land filing system;
- Database management of the subsection: Land Board;
- Implementation of ministerial policies, plans and programmes at sectional level;
- Perform any other duty assigned by the supervisor or Regional Deputy Director

NB: Due to decentralization, the successful candidate must be prepared to be seconded to the Regional Council.

Enquires: Mr. Dann Motinga , Telephone No: 061 296 5170

**REGIONAL PROGRAMME IMPLEMENTATION
DIVISION LANDS: OMUSATI REGION
SECTION LAND BOARD, TENURE AND ADVICE**

Post Designation	:	Development Planner Grade 9
1x Post	:	Outapi
Salary Scale	:	N\$ 195 216 – N\$ 234 144 per annum
Salary notch	:	N\$ 195 216 per annum
Housing Allowance	:	N\$ 13 944 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum Requirements: A Bachelor Degree in Geomatics or Geo-Information Systems on NQF Level 7.

Preference will be given to applicants who possesses a valid driver's license.

Competencies required: Thorough understanding of the Communal Land Reform Act and related regulations

Main Duties:

- Provide technical support to the Communal Land Board
- Manage and maintain the NCLAS database
- Develop and implement section work plans
- Capture, process, and digitize data in the NCLAS system
- Conduct quality control checks on land rights applications and NCLAS entries
- Maintain and update land rights registers
- Coordinate regional activities for communal land rights registration
- Implement ministerial policies, plans, and programs at sectional level
- Serve as secretariat for the Communal Land Board
- Maintain and organize communal land filing systems
- Facilitate resolution of land disputes
- Verify and map communal land rights boundaries
- Support the Board's investigation committee as required
- Coordinate production and distribution of land rights certificates to Traditional Authorities
- Verify boundaries of registered communal land rights
- Perform any other duties as assigned by the supervisor or Regional Deputy Director

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NB: Additionally, due to decentralization, the successful candidate should be prepared for possible secondment to the Omusati Regional Council.

Enquiries: Mr. Samuel Amutenya at Tel no: 065 251409

DIRECTORATE: WATER RESOURCES MANAGEMENT
DIVISION: WATER ENVIRONMENT
SUBDIVISION: WATER ECOLOGY AND RESEARCH

Post Designation	:	Senior Hydrologist Grade 6
1xPost	:	Windhoek
Salary Scale	:	N\$ 354 883- N\$ 424 119
Salary Notch	:	N\$ 354 883 per annum
Housing allowance	:	N\$ 17,424 per annum
Transport allowance	:	N\$ 10,512 per annum

Minimum requirements: A Bachelor Degree in Zoology (Freshwater Biology) or Environmental Biology on NQF Level 8 plus a minimum of three (3) years appropriate experience in Wetlands bio-monitoring and Water Resources Management. Candidates must have a valid Driving License.

Preference will be given to candidates with MSc degree in Integrated Water Resources Management on NQF Level 9 or related field would serve as an added advantage. While knowledge of aquatic invertebrates, wetlands management and SASS/NASS, would be an additional recommendation.

Main duties:

The Senior Hydrologist will be implementing aquatic ecological aspects of water resources management and the water legislation, which will include:

- Collect, process and assess aquatic ecological data from wetlands for integrated water resources management, and international agreement obligations such as biological monitoring, the control of aquatic invasive species, environmental flows, etc.
- Responsible for conducting biological monitoring on wetlands using South African Scoring System (SASS), Namibian Scoring System (NASS) and MiniSASS.
- Responsible for providing training in South African Scoring System (SASS) and Namibian Scoring System (NASS) and MiniSASS to Basin Management Committees, school learners, students and general public.
- Compile reports for use by Water Resources Management institutions and stakeholders such as Basin Management Committees.
- Review reports such as Environmental Impact Assessments, and licence applications for water use and wetland resources use, control of aquatic invasive species and protection of riparian zones.
- Enforce relevant regulations for Water Resources Management Act.
- Promote water awareness and wetland resource publications.
- Plan and co-ordinate research projects to provide needed information.
- Assist with the smooth execution of routine tasks, trips, meetings, reports of the Water Ecology Section.

- Assist with wetlands and water awareness raising campaigns.
- Participate in and represent the Division at stakeholder meetings and on committees.
- Support River Basin Organisations (RBOs) activities and local Basin Management Committees (BMCs).
- Will supervise Hydrologists and other subordinates in the Water Ecology Section and report directly to the Chief Hydrologist.
- The Senior Hydrologist will carry out any other additional official duties as assigned by the Chief Hydrologist or Deputy Director.

Enquiries: Ms Cynthia Ortmann at **Tel no:** 061-208 7169 or Email: Cynthia.Ortmann@mawlr.gov.na

DIRECTORATE: WATER RESOURCES MANAGEMENT
DIVISION: WATER ENVIRONMENT
SUB-DIVISION: WATER QUALITY CONTROL AND INVESTIGATIONS

Post Designation	:	Hydrologist Grade 8
1x Post	:	Windhoek
Salary scale	:	N\$ 238 825 – N\$ 285 420
Housing allowance	:	N\$ 17 424 per Annum
Transport allowance	:	N\$ 10 512 per Annum

Minimum Requirements: A Bachelor's (Honours) degree in Chemistry or Biochemistry or Biology or Water Engineering on NQF Level 8. Candidates must have a valid Driving License.

Main duties:

- Enforce relevant regulations of the Water Resources Management Act 11 of 2013;
- Assist with awareness-raising for the implementation process of the Water Resources Management Act;
- Assist with the review and enforcement of Water Quality Guidelines and Standards for Potable Water of Namibia;
- Provide technical advice on water treatment technologies and Water Treatment Works performance;
- Monitor the operation of Potable Water Treatment Works in the assigned Regions;
- Conduct field investigations and compliance monitoring to determine and evaluate the quality of water resources;
- Planning and execution of water quality related projects;
- Review Environmental Impact Assessment (EIA) reports for water related development projects;
- Upload water quality data into MS Excel and process it to evaluate compliance and to manage water resources quality;
- Assist with compilation of specifications and evaluation of tenders for water analyses and laboratory equipment;
- Provide technical support to River Basin Organisations (RBOs) and local Basin Management Committees (BMCs);
- Represent the MAFWLR and the Division on water related Inter/Ministerial Committees;

- Assist with the smooth execution of routine tasks, trips, meetings, reports of the Water Quality Sub-Division;
- Supervise the Senior Technical Assistant in the Sub-Division;
- The Hydrologist will carry out any other additional official duties as assigned by the Senior Hydrologist, Chief Hydrologist or Deputy Director;
- The Hydrologist will report directly to the Senior Hydrologist: Water Quality Control & Investigations

Enquiries:

Ms. Cynthia Ortmann

Tel No: +264-61-208-7169

OR

Mr. Mattheus Hambabi

Tel No.: +264-61-208-7141

**DIRECTORATE: WATER RESOURCE MANAGEMENT
DIVISION: WATER ENVIRONMENT
SUBSECTION: WATER LABORATORY SERVICES**

Post Designation	:	Senior Hydrological Technician Grade 6
1x Post	:	Windhoek
Scale of Salary	:	N\$ 238 825 – N\$ 285 420 per annum
Salary Notch	:	N\$ 238 825 per annum
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: A National Diploma for Technician in the field of Chemistry and Biology or Chemical Engineering or Water Resources Management or related field plus a minimum of approximately three (3) years appropriate experience. The applicant should be in possession of a driver's licence.

Main duties:

- Implement the fundamental principles of the Water Resources Management Act and other regulatory supporting documents;
- Support the review of regulations and water quality guidelines/standards for Namibia;
- Provide technical advice on various water treatment technologies, water treatment works performance and on matters/projects related to water quality;
- Oversee the operation of the Water Quality Laboratory for the Department;
- Oversee the development and operation of a Laboratory Information Management System (LIMS);
- Contribute to the development/operation of the Water Quality Information System (WAQIS);
- Provide quality control and assurance of analyses performed by water services providers and private laboratories;
- Develop and maintain Standard Operating Procedures (SOPs) manuals;
- Oversee the development, verification and validation of the Laboratory analyses methods, protocols and reports;
- Oversee the accreditation of the Laboratory methods;

- Supervise the operation, calibration and maintenance of equipment and instruments;
- Perform water quality (physical, chemical and micro/macro biological parameters) samples analyses on water (potable water & wastewater);
- Oversee water quality data management to evaluate water resources;
- Perform the laboratory quality control and assurance checks;
- Attend to any other task that may be given from time to time by the Deputy Director of the Division Water Environment.

Enquiries: Ms Cynthia Ortmann
 Tel no: 061-208 7169
 E-mail: Cynthia.Ortmann@mawlr.gov.na

DIRECTORATE: WATER RESOURCES MANAGEMENT
DIVISION: WATER ENVIRONMENT
SUB-DIVISION: WATER POLLUTION CONTROL AND INVESTIGATIONS

Post Designation	:	Chief Hydrologist Grade 5
1x Post	:	Windhoek
Salary Scale	:	N\$ 432 601 – N\$ 517 195 per annum
Salary Notch	:	N\$ 432 601 per annum
Housing allowance	:	N\$ 17 424 per Annum
Transport allowance	:	N\$ 10 512 per Annum

Minimum requirements: A Bachelor's (Honors) degree (NQF Level 8), in Chemistry or Biochemistry or Biology or Water Engineering, plus a minimum of four (4) years of appropriate experience in water quality management preferably in the fields related to water treatment and pollution control. An MSc degree in Integrated Water Resources Management (IWRM) or related field would serve as an added advantage. The applicants should be in possession of a driver's licence.

Main duties:

- Responsible for water resources quality research and monitoring.
- Responsible for planning, supervising and execution of water quality related projects
- Provide technical advice on various water treatment technologies and water treatment works performance
- Process water quality data to evaluate compliance and manage water resources.
- Support the implementation of the Water Resources Management Act 13 of 2013 and other related regulatory framework to improve overall water resources management in the country.
- Administer the review and enforcement of drinking water quality regulations and guidelines/standards for Namibia.
- Compile specifications and conduct evaluations of tenders for water analyses and laboratory equipment and present them at the Ministerial Tender Board Committee meetings.

- Provide water quality and pollution control information and expertise to support; water resources management, new policies and legislation, environmental assessments and other Departments and institutions.
- Provide technical support and liaise with river basin management committees, relevant ministries, sectors and authorities on water quality issues.
- Contribute to promotion and maintenance of international relations with other riparian states on water quality of international waters;
- Represent the Division, at departmental, regional or national committees or workshops.
- Will head and supervise Hydrologists and other Junior staff in the Water Pollution Control and Investigations Sub-Division and report directly to the Deputy Director
- The Chief Hydrologist will carry out any other additional official duties as assigned by the deputy Director.

Enquiries: Ms Cynthia Ortmann

Deputy Director: Water Environment

Tel no: 061-208 7169

E mail: cynthia.ortmann@mawlr.gov.na

DIRECTORATE: AGRICULTURAL PRODUCTION, ENGINEERING AND EXTENSION SERVICES (DAPEES)

Posts designation : Agricultural Technician Grade 9

13x Posts :

- Post A:** Otavi,
- Post B:** Grootfontein,
- Post C:** Omatjete,
- Post D:** Corridor 13,
- Post E:** Otjinene
- Post F:** Gochas,
- Post G:** Aussenker,
- Post H:** Windhoek,
- Post I:** Otjokavare,
- Post J:** Khorixas,
- Post K:** Etanga,
- Post L:** Okangwati
- Post M:** Omuntele ADCs

Scale of Salary : N\$195,216 – N\$ 234,144 per annum

Salary Notch : N\$ 195,216 per annum

Housing Allowance : N\$17,422 per annum

Transport Allowance: N\$10,512.00 per annum

Minimum requirements: A National Diploma in Agriculture on NQF Level 6. The candidate must be in possession of a valid Driver's License.

Preferences will be given to candidates with Bachelor Degree in Agriculture on NQF level 7.

A FULL JOB DESCRIPTION WILL BE AVAILABLE ON REQUEST.

Enquiries: Mr. Simon Nehale –Senior Human Resource Practitioner at Tel: 061-208 7452

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**DIRECTORATE: AGRICULTURAL PRODUCTION, ENGINEERING AND EXTENSION
SERVICES (DAPEES)**

Post designation	:	Senior Agricultural Technician Grade 8
6x Posts	:	Post A: Etayi ADC , Post B: Onesi ADC Post C: Outjo ADC Post D: Gam ADC Post E: Windhoek ADC Post F: Keetmanshoop ADC
Scale of Salary	:	N\$ 238 825 – N\$ 285 420 per annum
Salary Notch	:	N\$ 238 825 per annum
Housing Allowance	:	N\$ 17 424.00 per annum
Transport Allowance	:	N\$ 10 512.00 per annum

Minimum Requirements: An appropriate National Diploma in Agriculture on NQF Level 6 plus a minimum of four (4) years appropriate experience in agricultural field. The candidate must have a valid drivers' license.

Competencies required: A high level of analytical skills in planning and financial management, strong communication and scientific report writing, knowledge and skills in basic computing, demonstrated interpersonal skills in working with a multidiscipline team is expected. The familiar must be familiar with and have knowledge of the Namibian Constitution, NDP's, especially NDP 5, Public Service Act, Labour Act, State Finance Act, Public Service Staff Rules and other legislation.

A FULL JOB DESCRIPTION WILL BE AVAILABLE ON REQUEST.

Enquiries: Mr. Simon Nehale –Senior Human Resource Practitioner at Tel: 061-208 7452

**DIRECTORATE: AGRICULTURAL PRODUCTION, ENGINEERING AND EXTENSION SERVICES
(DAPEES)**

SECTION: PLANT / CROP PRODUCTION ADVISORY SERVICE

Post designation	:	Agricultural Scientific Officer Grade 8
1x Post	:	Keetmanshoop
Scale of Salary	:	N\$ 238 825 – N\$ 285 420 per annum
Salary Notch	:	N\$ 238 825 per annum
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum Requirements: A Bachelor Degree on NQF Level 8 in Crop Science or Agriculture majoring in Crop Science. The applicant must be in possession of a valid driving license.

Preference will be given to candidates with a Master of Science Degree in Crop Science will be an advantage. Good knowledge in computer for data analysis, technical report writing and good communication skills will be an added advantage.

A FULL JOB DESCRIPTION WILL BE AVAILABLE ON REQUEST.

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Enquiries: Mr. Nelson Ngarizemo (Chief Agricultural Scientific Officer: //Karas Region)
Tel: (063)223268

**DIRECTORATE: AGRICULTURAL PRODUCTION, ENGINEERING AND EXTENSION SERVICES
(DAPEES)**

SECTION: LIVESTOCK AND LAND USE ADVISORY SERVICE

Post designation	:	Agricultural Scientific Officer Grade 8
1x Post	:	Gobabis
Scale of Salary	:	N\$ 238 825 – N\$ 285 420 per annum
Salary Notch	:	N\$ 238 825 per annum
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum Requirements: A Bachelor Honours Degree on NQF Level 8 in Animal Science or Agriculture majoring in Animal Science. The applicant must be in possession of a valid driving license.

Preference will be given to candidates with a Master of Science Degree in Animal Science will be an advantage. Good knowledge in computer for data analysis, technical report writing and good communication skills will be an added advantage.

A FULL JOB DESCRIPTION WILL BE AVAILABLE ON REQUEST.

Enquiries: Post A: Dr. Jorry Kaurivi (Chief Agricultural Scientific Officer: Omaheke Region) Tel: (062) 562441;

**DIRECTORATE: AGRICULTURAL PRODUCTION, ENGINEERING AND EXTENSION SERVICES
(DAPEES)**

Post designation	:	Senior Administrative Officer Grade 10
2x Post	:	Omaruru ADC and Otjisoko - Tjongava ADC
Salary Scale	:	N\$ 159, 505 – N\$ 191, 312 per annum
Salary notch	:	N\$ 159, 505 per annum
Housing Allowance	:	N\$ 13,944 per annum
Transport Allowance	:	N\$ 10,512.00 per annum
Remoteness Allowance	:	N\$9 000 per annum (Otjisoko-Tjongava ADC)

Minimum Requirements: A National Diploma in Business Administration or Public Management or Business Management on NQF Level 6 plus four (4) years appropriate experience OR a Grade 12 Certificate with twenty (20) points in five (5) subjects including an E-symbol in English on NQF Level 3 plus six (6) years appropriate experience.

Main duties:

The candidate must carry out all administrative duties at the ADC

Carry out stock taking.

Receiving and safe keeping of revenue for the State.

Strongly coordinate and link other operational staff with the management of the farm.

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Provide assistance to other operational staff with regards to administrative activities e. g. completion of leave applications, follow-up issues with Human Resources etc.

Enquiries: Mr. Ismael Ouseb (Chief Agricultural Scientific Officer: Erongo Region) Tel: (064) 570115

Mr. Charlie Mwaetako (Chief Agricultural Scientific Officer: Kunene Region) Tel: (065) 685087

**DIRECTORATE: AGRICULTURAL PRODUCTION, ENGINEERING AND EXTENSION SERVICES
(DAPEES)**

Post designation	:	Operator Driver Grade 12
1x Post	:	Mariental (Hardap Region)
Scale of Salary	:	N\$107,753 – N\$ 129,240 per annum
Salary Notch	:	N\$107,753 per annum
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512.00 per annum

Minimum Requirements: A Grade 10 Certificate on NQF level 2 with twenty-four (24) points in seven (7) subjects and a D symbol in English. Candidates must have a valid Code CE driving licence.

Competency required: Candidates must have proper communication skills to ensure delivery of goods are properly executed, especially at the correct addresses.

Main duties:

- Provide transport duties on and off the duty station
- Transport goods to various destinations
- Must be willing to work long hours

Enquiries: Mr. Joyvin Kanuameva (Chief Agricultural Scientific Officer: Hardap Region) Tel: (063)242197

**DIRECTORATE OF AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING SERVICES
DIVISION: ENGINEERING SERVICES
SUBDIVISION: PROJECT DESIGN, DEVELOPMENT AND MANAGEMENT**

Post designation	:	Engineer Grade 6 (Electrical)
1x Post	:	Windhoek
Scale of Salary	:	N\$ 354 883 – N\$ 424 119 per annum
Salary Notch	:	N\$ 354 883 per annum
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512.00 per annum

Minimum requirements : Registration as **Professional Engineer** or **Incorporated Engineer** with the Engineering Council of Namibia. An appropriate B.Sc. Degree in **Electrical Engineering** or B-Tech Degree in **Electrical Engineering on NQF level 7**. . The candidate **must** be in possession of a valid drivers' license.

Competencies required:

- The candidate is expected to have an understanding and knowledge Experience in Medium and Low-voltage network planning and design, including renewable energy systems (specifically solar), SANS standards, the Electricity Act, and Supply Regulations.
- Skilled in computer-aided draughting (AutoCAD advantageous).
- Strong analytical, communication, and interpersonal skills.
- Knowledge of the Public Procurement Act 15 of 2015 (as amended), Public Private Partnership Act 4 of 2017, and the agricultural sector in Namibia, especially the Green Scheme Programme.
- Proficient in Microsoft Word, Excel, PowerPoint, and Project, with excellent presentation and report-writing skills.
- Computer literate, with the ability to work effectively under pressure.

Enquiries: Mr. Felix Ndinamwene, Deputy Director (Engineering Services) at (061) 208 7784, Ms. Raisa Garises, Chief Engineer at (061) 208 7517

DIRECTORATE OF AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING SERVICES
DIVISION: ENGINEERING SERVICES
SUBDIVISION: MECHANIZATION TECHNOLOGY AND AGRO INDUSTRY

Post designation	:	Engineer Grade 6 (Mechanical)
1x Post	:	Windhoek
Scale of Salary	:	N\$ 354 883 – N\$ 424 119 per annum
Salary Notch	:	N\$ 354 883 per annum
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512.00 per annum

Minimum requirements: Registered as **Professional Engineer** or **Incorporated Engineer** with the Engineering Council of Namibia. An appropriate B.Sc. Degree in **Mechanical Engineering** or B-Tech Degree in **Mechanical Engineering on NQF level 7**. The candidate **must** be in possession of a valid drivers' license.

Competencies required:

- The candidate is expected to have an understanding and Experience in Mechanical System Design, installation, operation, and maintenance, including pumps, motors, piping, and HVAC systems.
- Skilled in computer-aided design (CAD) software (AutoCAD, SolidWorks, or similar advantageous).
- Strong analytical, communication, and interpersonal skills.
- Knowledge of the Public Procurement Act 15 of 2015 (as amended), Public Private Partnership Act 4 of 2017, and the agricultural sector in Namibia, especially the Green Scheme Programme.
- Proficient in Microsoft Word, Excel, PowerPoint, and Project, with excellent presentation and report-writing skills.
- Ability to work effectively under pressure and manage multiple projects.

Enquiries: Mr. Felix Ndinamwene, Deputy Director (Engineering Services) at (061) 208 7784 , Ms. Raisa Garises, Chief Engineer at (061) 208 7517

**DIRECTORATE OF AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING
SERVICES**

DIVISION: DIVISION AGRICULTURAL ENGINEERING

SUBDIVISION: INFRASTRUCTURE, SOIL CONSERVATION AND IRRIGATION

Post designation	:	Engineer Grade 6 (Civil)
1x Post	:	Windhoek
Scale of Salary	:	N\$ 354,883 – N\$ 424,119
Salary notch	:	N\$ 354,883 per annum
Housing allowance	:	N\$ 17,424 per annum
Transport allowance	:	N\$ 10,512 per annum

Minimum requirements: Registered as **Professional Engineer** or **Incorporated Engineer** with the Engineering Council of Namibia. An appropriate B.Sc. Degree in **Civil Engineering** or B-Tech Degree in **Civil Engineering on NQF level 7**. The candidate **must** be in possession of a valid drivers' license.

Competency required: Extensive knowledge in Microsoft word, PowerPoint, Microsoft project and excel, good analytical and presentations skill are requirements for this post. The incumbent is expected to have a valid driver's license or be prepared to obtain such within a reasonable period of time. The incumbent should be able to work under stress.

Enquiries: Mr. David T Nehale Tel: + 264 61 208 7703

**DIRECTORATE OF AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING
SERVICES**

DIVISION: DIVISION AGRICULTURAL ENGINEERING

SUBDIVISION: PROJECT DESIGN, DEVELOPMENT AND MANAGEMENT

SECTION: NORTH WEST AND SOUTH

Post designation	:	Chief Engineering Technician Grade 7 (Civil/Architecture)
1x Post	:	Windhoek
Salary scale	:	N\$ 291 128 – N\$ 347 926
Salary Notch	:	N\$ 291 128 per annum
Housing allowance	:	N\$ 17 424 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum requirement: An appropriate National Diploma in Civil Engineering or Architecture at NQF Level 6 plus a minimum of three (3) years appropriate working experience in Civil Engineering/architecture design software such as AutoCAD OR Caddie/ ArchiCad. The candidate must have a valid driver's license.

Competencies required: Extensive knowledge in Microsoft word, PowerPoint, Microsoft project and excel, good analytical and presentations skill, computer literacy with competence in Microsoft Office Suits, Internet, report writing, and inter personal skill are requirements for this post. The incumbent should have knowledge

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of the Public Procurement Act 15 of 2015 as amended, Public Private Partnership Act 4 of 2017, as well as a general knowledge of the agricultural sector in Namibia, particularly the Green Scheme Programme.

Main duties:

The candidate will be responsible for preparation of detailed CAD drawings, interpretation of design, site visits, documentation and filling, support in project planning and coordinate activities for the subdivision.

Enquiries: Mr David T Nehale; Tel (061) 2087784

DIRECTORATE OF AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING SERVICES

DIVISION: DIVISION AGRICULTURAL ENGINEERING

SUBDIVISION: PROJECT DESIGN, DEVELOPMENT AND MANAGEMENT

SECTION: NORTH CENTRAL AND NORTH EAST

Post designation	: Chief Engineering Technician Grade 7 (Mechanical)
1x Posts	: Windhoek
Salary scale	: N\$ 291 128 – N\$ 347 926
Salary Notch	: N\$ 291 128 per annum
Housing allowance	: N\$ 17 424 per annum
Transport allowance	: N\$ 10 512 per annum

Minimum requirement: An appropriate National Diploma in Mechanical Engineering at NQF Level 6 plus a minimum of three (3) years appropriate working experience in Mechanical

Engineering design software such as AutoCAD OR Caddie OR solid work. The candidate must have a valid driver's license.

Competencies required: Extensive knowledge in Microsoft word, PowerPoint, Microsoft project and excel, good analytical and presentations skill, computer literacy with competence in Microsoft Office Suits, Internet, report writing, and inter personal skill are requirements for this post. The incumbent should have knowledge of the Public Procurement Act 15 of 2015 as amended, Public Private Partnership Act 4 of 2017, as well as a general knowledge of the agricultural sector in Namibia, particularly the Green Scheme Programme.

Main duties:

The candidate will be responsible for preparation of detailed CAD drawings, interpretation of design, site visits, documentation and filling, support in project planning and coordinate activities for the subdivision.

Enquiries: Mr David T Nehale; Tel (061) 2087784

DIRECTORATE: AGRICULTURAL RESEARCH AND DEVELOPMENT

DIVISION: PRODUCT DEVELOPMENT, TRAINING AND QUALITY ASSURANCE

SUBDIVISIONS: TSUMIS ARID ZONE AGRICULTURAL CENTRE

MASHARE AGRICULTURAL DEVELOPMENT INSTITUTE

Post designation	:	Chief Agricultural Scientific Officer, Grade 5
2x Post	:	Post A: Tsumis Arid Zone Agricultural Centre Post B: Mashare Agricultural Development Institute
Salary Scale	:	N\$ 412,001 – N\$ 492,567 per annum
Salary Notch	:	N\$ 412,001 per annum
Housing Allowance	:	N\$ 17,424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum Requirements: A B.Sc. Degree in Agriculture (Honours) or equivalent qualification at NQF Level 8 with major subjects in either animals or plants science plus a minimum of four (4) years of relevant experience in executing curriculum development, training material and assessment tools development for the purpose of technical vocation and educational training and research in agriculture.

Preference will be given to candidates with a Master of Science degree in Agriculture on NQF level 9 or equivalent qualifications and knowledge in management of an educational center with regards to training programmes, farm management, hospitality and technical workshop. An incumbent knowledgeable in TVET with Competency-based and Education Training (CBET) principles and at least be in possession of a certificate in Training of Trainers, recognized by the Namibia Training Authority (NTA) and farming knowledge will be an added advantage.

This is an overhead supervisory and a promotional post where the incumbent is expected to demonstrate good leadership skills, decision-making, supervision, planning, organizing, management in terms of financial and human resources including a good command of Public Services Staff Rules, State Finance Act, Treasury Instructions, Procurement Act and Regulations.

Enquiries: Clemens //Khaiseb (061) 208 7002 (for technical information only)

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT
DIVISION: LIVESTOCK RESEARCH
SUBDIVISION: LIVESTOCK SUPPORTIVE SCHEMES

Post designation	:	Senior Agricultural Scientific Officer, Grade 6
1x Post	:	Windhoek
Salary Scale	:	N\$ 354, 883 – N\$ 424, 119 per annum
Salary Notch	:	N\$ 354, 883 per annum
Housing Allowance	:	N\$ 17, 424 per annum
Transport Allowance	:	N\$ 10, 512 per annum

Minimum Requirements: A Bachelor of Science Honours Degree on NQF level 8 in Agriculture majoring in Animal Science plus a minimum of approximately four (4) years appropriate experience in livestock production research or livestock training or livestock breeding (production & molecular) and animal reproduction, performance testing and exposure to data capturing software programmes (Bengu Farming, Breedplan). Thorough knowledge of theoretical and practical aspects pertaining to

Namibian livestock is essential. The candidate must be computer literate. A candidate must be in a possession of valid driving license code B.

Preference will be given to candidates who hold a **Master of Science** (M. Sc.) degree in Animal Science or equivalent qualification. Preference will be given to candidates with a thorough understanding of performance testing, animal breeding (applied and molecular) and nutrition. At least two scientific research publications including thesis will be a definite advantage.

Main duties:

- Identify, plan, design and implement, execute, monitor and evaluate livestock research projects throughout Namibia.
- Supervise, guide and mentor junior agricultural researchers with new or ongoing research projects.
- Implement, monitor and evaluate performance testing at government research stations as private farmers.
- Compile periodic research project reports.
- Write scientific articles and publish in either the Agricola or Spotlight on Agriculture, or international journals at least once a year.
- Compile, prepare and submit scientific articles of the Division Livestock Research and Production for peer-reviewing and publication.
- Disseminate activities and findings to stake holders in the form of scientific reports, papers, posters and publications.
- Liaise with other line Ministries and relevant stakeholders.
- Network with stakeholders and maintain good working relationships between government and external parties.
- Assist the Chief Agricultural Scientific Officer with Administrative duties such as HR issues, budgeting, annual work plan, etc.

Enquiries: Deidré Januarie - Deputy Director at (061) 208 7086

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT
DIVISION: LIVESTOCK RESEARCH
SUBDIVISION: LARGE STOCK

Post Designation	:	Senior Agricultural Technician Grade 8
1x Post	:	Oshaambelo Livestock Development Centre
Scale of Salary	:	N\$ 238 825 – N\$ 285 420 per annum
Housing Allowance	:	N\$ 17 424.00 per annum
Transport Allowance	:	N\$ 10 512.00 per annum
Remoteness Allowance	:	N\$ 13 800.00 per annum

Minimum requirements: A National Diploma in Agriculture on NQF L6 plus four (4) years appropriate experience with specific emphasis on livestock production OR a two (2) Standardized Diploma in Agriculture plus six (6) years appropriate experience with specific emphasis on livestock production. Main subjects should include animal husbandry, animal health, rangeland management, animal nutrition, marketing, breeding and selection among others. The candidate must be computer literate and must be in possession of a valid driver's license.

Preference will be given to candidates with knowledge in adult education and non-formal training.

Main duties:

- Assist the Scientific Officers in the systematic data collection for research trials.
- Observe and take certain measurements on animals and related research materials.
- Collect data and draw up reports.
- Manage the livestock on research station.
- Perform all livestock farming related activities, such as supervising calving, handling of calves.etc.
- Advise and train producers on specific farming practices.
- Execute farm planning which include water supply system, equipment, machineries and infrastructure such as fencing.
- Administer registers concerning materials and supplies.
- Handle personnel administration matters.
- Assist the Chief Agricultural Technician with all management and administrative duties.

Enquiries: Ms. Victoria Shuuluka (065) 258088 **Email:**
Victoria.Shuuluka@mawlr.gov.na

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT

DIVISION: LIVESTOCK RESEARCH AND PRODUCTION

SUBDIVISION: LARGE STOCK

Post designation	:	Farm Foreman Grade 12
5x Posts		Post A: Sandveld Livestock Research Station Post B: Sachinga Livestock Development Centre Post C: Okomumbonde Breeding Station Post D: Kalahari Research Station Post E: Omahenene Research Station
Scale of Salary	:	N\$ 107 753 – N\$ 129 240
Salary Notch	:	N\$ 107 753 per annum
Housing Allowance	:	N\$ 13 944.00 per annum
Transport Allowance	:	N\$ 10 512.00 per annum
Remoteness Allowance	:	Sandveld, Omahenene, Kalahari & Sachinga: N\$ 13 800.00 per annum Okomumbonde: N\$ 21 000.00 per annum

Minimum requirements: A Grade 10 Certificate on NQF L2 with twenty-four (24) and a D symbol in English plus two (2) years appropriate farming experience in small and large stock production on a Government Research Station or large small stock commercial stud farm.

The candidate must be in possession of a valid drivers' license.

Main duties

- Manage, guide and support a team under his/her supervision on the Station.
- Record keeping of all implements, tools and consumables.
- Perform service and minor repairs on windmills, water engines and tractors
- Combat and controlling vermin

- Perform all livestock farming related activities, such as supervising calving, handling of calves.etc
- Perform other animal husbandry functions, such as marking, castration and dehorning etc.

The incumbent must reside on the Station so as to perform work after hours and must be prepared to travel extensively away from duty station.

Enquiries: **Mr. Gerson Tjimbundu** **(062) 568014** (Sandveld)
 Mr. Frampton Kamatoto **(067) 687225** (Okomumbode)
 Mr. Ericious Simwanza **(066) 252153** (Sachinga
 Mr. Hilmer DeKlerk **(063) 260152** (Kalahari)

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT
DIVISION: LIVESTOCK RESEARCH AND PRODUCTION
SUBDIVISION: LARGE STOCK

Post Designation	:	Operator Driver Grade 12
1x Post	:	Kalahari Livestock Research Station
Scale of Salary	:	N\$ 107 753 – N\$ 129 240
Salary Notch	:	N\$ 107 753 per annum
Housing Allowance	:	N\$ 13 080 per annum
Transport Allowance	:	N\$ 10 512 per annum
Remoteness Allowance	:	N\$ 13 800.00 per annum

Minimum Requirements: A Grade 10 Certificate on NQF L2 with twenty four (24) points and a D symbol in English. Candidates must have a valid Code CE driver's license.

The candidate must be prepared to reside on the Research Station and work after normal working hours, Weekends and on Public Holiday. Preference will be given to Namibian citizens.

Main duties

- Candidate is expected to drive vehicles and tractors to transport goods and provide other services
- Candidate is expected to perform other farming operations as assigned by the supervisor.

Enquiries: **Mr. Hilmer DeKlerk** **(063) 260152** **Email: Mr. Ronald Ngozu** **(063) 260152** **Email: Ronald.Ngozu@mawlr.gov.na**

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT
DIVISION: CROP RESEARCH AND PRODUCTION
SUBDIVISION: RESEARCH AND MANAGEMENT

Post Designation	:	Chief Agricultural Technician, Grade 7
1x Post	:	Kalimbeza Crop Research Station

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Salary Scale	:	N\$ 291 128 – N\$ 347 926
Housing Allowance	:	N\$ 13 944 per annum
Transport Allowance	:	N\$ 10 512 per annum
Remoteness Allowance	:	N\$ 9000.00 per annum

Minimum requirements : A National Diploma in Agriculture on NQF Level 6 plus a minimum of six (6) years appropriate experience in farm management OR a two (2) years tertiary standardized Agricultural Diploma plus a minimum of eight (8) years appropriate experience in farm management. The candidate must be in possession of a valid driver's license.

Main duties:

- Plan and oversee crop production, seed multiplication, research trials, staff management, and the overall administration of the research station.
- Implement the annual work plan in line with budget allocations and operational objectives.
- Manage procurement, stock control, and maintenance of equipment and infrastructure.
- Maintain and update registers related to materials, supplies, and personnel administration.
- Oversee bookkeeping, ensuring accurate records of income and expenditure.
- Provide support to researchers in executing their projects at the station.
- Coordinate activities between research staff and farm operations, including data collection.
- Organize and lead farm committee meetings.
- Support the Control Agricultural Technician (CAT) in managerial and administrative functions.
- Ensure compliance with all relevant farm rules and regulations.

Enquiries: **Mr Johan Beukes @ Telephone no: +264 61 2087063/9**
 Ms. Ndamona Kamati – 081 247 9735

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT
DIVISION: CROP RESEARCH AND PRODUCTION
SUBDIVISION: CROP RESEARCH

Post Designation	:	Agricultural Technician Grade 9
1x Post	:	Bagani Crop Research Station
Scale of Salary	:	N\$ 195 216 – N\$ 234 144
Housing Allowance	:	N\$ 13 944.00 per annum
Transport Allowance	:	N\$ 10 512 per annum
Remoteness Allowance	:	N\$ 13 800.00 per annum

Minimum requirements : A National Diploma in Agriculture on NQF L6 OR a two (2) years tertiary standardized Agricultural Diploma plus two (2) years appropriate experience. The candidate must be in possession of a valid driver's license.

Candidates must be able to reside full time at the station for the execution of duties after normal working days, Sunday and Public Holidays.

Main duties:

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- Support Chief Agricultural Technician on implementation of farm operations
- Assist the Agricultural Scientific Officers in the systematic data collection for research trials
- Observe, take certain measurements and collect data on crop trials and related research materials
- Monitor trials, collect data and draw up reports
- Advise and train producers on specific farming practices
- Execute farm planning which include water supply system, equipment, machineries and infrastructure such as fencing
- Administer registers concerning materials and supplies
- Assist the supervisor with all management and administrative duties

Enquiries: Mr. Johan Beukes – 061 2087039/69
Mr Amon Muhuulu – 0812556655/ 066259000

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT
DIVISION: CROP RESEARCH AND DEVELOPMENT
SUBDIVISION: CROP RESEARCH

Post Designation	:	Operator Driver Grade 12
1x Post	:	Bagani Crop Research Station
Salary Scale	:	N\$ 107 753 – N\$ 129 240
Salary Notch	:	N\$ 107 753 per annum
Housing Allowance	:	N\$ 13 944 per annum
Transport Allowance	:	N\$ 10 512 per annum
Remoteness Allowance	:	N\$ 13 800.00 per annum

Minimum Requirements : A Grade 10 Certificate on NQF level 2 with twenty-four (24) points in seven (7) subjects and a D symbol in English. Candidates must have a valid Code CE driver's license.

Candidates must be able to reside full time at the station for the execution of duties after normal working days, weekends, Sunday and Public Holidays.

Main duties:

- Candidate is expected to drive vehicles and tractors to transport goods and provide other services
- Candidate is expected to perform other farming operations within the Personnel Administrative Measures (PAM).

Enquiries: Mr. Johan Beukes – 061 2087039/69
Mr Amon Muhuulu – 066 – 259000 / 0812556655

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT
DIVISION OF PRODUCT DEVELOPMENT, TRAINING AND QUALITY ASSURANCE
SUBDIVISION: ANALYTICAL SERVICES AND PRODUCT DEVELOPMENT

Post designation	:	Agricultural Technician Grade 9
1x Post	:	Windhoek
Salary Scale	:	N\$ 195 216 – N\$ 234 144
Salary Notch	:	N\$ 195 216 per annum

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

Minimum Requirements: A National Diploma in Agriculture on NQF Level 6. The candidate be in possession of a valid driving license.

Preference will be given to candidates with main subjects that include Plants OR Crops OR Soils OR Analytical Chemistry.

Competencies required: Candidates must be able to conduct testing according to SOPs and strictly follow safety guidelines at all times and maintain a clean and orderly environment in the laboratory. Knowledge in laboratory quality management and ISO/IEC 17025 will be an added advantage.

Main duties:

- Perform all soil laboratory analytical related activities, such as receiving, labelling and analyzing samples (Soil, Manure and Plant tissue etc.).
- Maintain quality control internally and International through proficiency tests from Accredited Laboratories.
- Provide analytical services to various customers and stakeholders accordingly.
- Assist Agricultural Scientific Officers to conduct research experiments in the laboratory.
- Organize and store all chemical substances and compressed gases according to safety instructions.
- Record all data and results in specified forms (paper and electronic) with accuracy and responsibility.
- Maintain equipment and assist in ordering laboratory supplies.
- Report regularly to the Supervisor.
- Assist the Technical Assistants (TA's) in improving the work flow.

Enquiries: Ms Ella Shiningayamwe, 061 – 208 7020

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT
DIVISION: LIVESTOCK RESEARCH
SUBDIVISION: LARGE STOCK

Post designation	:	Chief Agricultural Technician Grade 7
2x Post	:	Post A : Sonop Research Station Post B : Okapya Livestock Development Centre
Scale of Salary	:	N\$ 291 128 – N\$ 347 926
Salary Notch	:	N\$ 291 128 per annum
Housing Allowance	:	N\$ 17 424.00 per annum
Transport Allowance	:	N\$ 10 512.00 per annum
Remoteness Allowance	:	Sonop -N\$ 13 800.00 per annum Okapya – N\$ 21 000.00 per annum

Minimum requirements: A National Diploma in Agriculture on NQF level 6 plus a minimum of six (6) years relevant experience OR a two (2) year Standardized Agricultural Diploma plus a minimum of eight years (8) relevant experience. The candidate must be in possession of a valid driver's licence.

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Preference will be given to applicants with experience in livestock management on GRN Research/Breeding Stations or Stud Farms or Livestock research or Rangeland management.

Competency required: A good knowledge of State Finance Act (Act 31 of 1991), Procurement Act (Act 15 of 2015) and Treasury Instructions, proficiency and experience in Microsoft Office (Word, Excel and Power Point), livestock data capturing programmes livestock data capturing programmes as Bengu Farming, Herd Master or Breed Plan .

Candidate must be prepared to reside on the Station so as to perform farm work after normal working hours, Weekends, Public Holidays and Sundays, if necessary.

Main duties:

- Plan and supervise all related work and matters such as GRN livestock, rangeland, human resource management and development, and administration on the Station.
- Implement work plan as per allocated budgets and set objectives.
- Implement activities related to cultivated pastures.
- Give inputs on the Annual Procurement Plan.
- Compile annual livestock returns.
- Assist with the preparation of annual Treasury Approvals on auctions, farm produce, game, abattoirs, prices, etc.
- Manage all stock at duty station, including purchasing of material, maintenance of stock and infrastructure.
- Implement and update all relevant registers concerning materials and supplies, livestock and personnel administration.
- Supervise the administration of proper book keeping systems, income and expenditure on livestock breeding/ research station.
- Assist researchers with implementation of research projects at the Station.
- Co-ordinate the work plan between researchers and farming operations including organization, implementation, execution and gathering of data.
- Facilitate development of Performance Agreements as well as the quarterly reviews and annual performance appraisals.
- Organize and facilitate the formation of farm committees, as well as to assist with meetings at the Station.
- Assist the supervisor (Control AT) with all management and administrative duties.
- Ensure adherence to all relevant Rules and Regulations (e.g. Public Service Staff Rules, Farm Rules, ect).

Enquiries: Ms. Julia Sepe 0811422190 **Email:** Julia.Sepe@mawlr.gov.na
Dr. Deidré Januarie (061) 2087086 Email: Deidre.Januarie@mawlr.gov.na

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT
DIVISION: LIVESTOCK RESEARCH
SUBDIVISION: LARGE STOCK

Post designation : Senior Agricultural Technician Grade 8

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1x Post	:	Sandveld Research Station
Scale of Salary	:	N\$ 238 825 – N\$ 285 420
Salary notch	:	N\$ 238 825 per annum
Housing Allowance	:	N\$ 17 424.00 per annum
Transport Allowance	:	N\$ 10 512.00 per annum
Remoteness Allowance	:	N\$ 13 800.00 per annum

Minimum requirements: A National Diploma in Agriculture on NQF level 6 plus four (4) years' experience on livestock production OR a two (2) Standardized Agricultural Diploma plus six (6) years appropriate experience on livestock production. Main subjects should include animal husbandry, animal health, rangeland management, animal nutrition, marketing, breeding and selection among others. The candidate must be in possession of a valid driver's license.

Preference will be given to candidates with experience in livestock management on GRN Research/Breeding Stations or Stud Farms; Livestock research and Rangeland management. Preference knowledge in adult education and non formal training.

Candidate must be prepared to reside on the Station so as to perform farm work after normal working hours, Weekends, Public Holidays and Sundays, if necessary.

Main duties:

- Assist the Scientific Officers in the systematic data collection for research trials.
- Observe and take certain measurements on animals and related research materials.
- Collecting and capturing of data on BenguFarm software and draw up reports.
- Maintain livestock and other related farm registers.
- Assist with the preparation of annual Treasury Approvals on auctions, farm produce, game, abattoirs, prices, etc.
- Manage the livestock on research station.
- Perform all livestock farming related activities, such as supervising calving, handling of calves.etc.
- Advise and train producers on specific farming practices.
- Execute farm planning which include water supply system, equipment, machineries and infrastructure such as fencing.
- Administer registers concerning materials and supplies.
- Handle personnel administration matters.
- Assist the Chief Agricultural Technician with all management and administrative duties.

Enquiries: Mr. Gerson Tjimbundu (062) 568014 *Email:*
Gerson.Tjimbundu@mawlr.gov.na Mr. Andreas K. Mbinga (061) 2087032 *Email:*
Andreas.Mbinga@mawlr.gov.na

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT
DIVISION: LIVESTOCK RESEARCH AND PRODUCTION
SUBDIVISION: LARGE STOCK

Post designation : Farm Foreman Grade 12

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1x Post	:	Kalahari Research Station
Scale of Salary	:	N\$102 622 – N\$123 086 per annum
Salary notch	:	N\$102 622 per annum
Housing Allowance	:	N\$ 17 424.00 per annum
Transport Allowance	:	N\$ 10 512.00 per annum
Remoteness Allowance	:	N\$ 13 800.00 per annum

Minimum requirements: A Grade 10 Certificate on NQF level 2 with twenty-four (24) points in seven (7) subjects and a D symbol in English plus a minimum of two (2) years farming experience in small and large stock production on a Government Research Station or large small stock commercial stud farm. The candidate must be in possession of a valid drivers' license.

Preference will be given to candidate with a valid code C1 driver's license.

Competencies required: Good command of English and a sound knowledge of livestock farming; skills in farm maintenance like welding, water installations, fencing and repairs of farm implements and equipment will be an advantage. Good leadership skills and human relations will be added advantage. The applicant must be a Namibian citizen.

Candidate must be prepared to reside on the Station so as to perform farm work after normal working hours, Weekends, Public Holidays and Sundays, if necessary and must be prepared to perform duties away from duty station.

Main duties:

- Manage, guide and support a team under his/her supervision on the Station.
- Record keeping of all implements, tools and consumables.
- Perform service and minor repairs on windmills, water engines and tractors
- Combat and controlling vermin
- Perform all livestock farming related activities, such as supervising lambing, calving, handling of lambs and calves, handling of Swakara pelts, etc
- Perform other animal husbandry functions, such as marking, castration and dehorning etc.

Enquiries: Mr. Hilmer DeKlerk: (063) 260152 **Email:** Hilmer.DeKlerk@mawlr.gov.na
 Mr. Ronald Ngozu: (063) 260152 **Email:** Ronald.Ngozu@mawlr.gov.na

DIRECTORATE OF AGRICULTURAL RESEARCH AND DEVELOPMENT
DIVISION: LIVESTOCK RESEARCH AND PRODUCTION
SUBDIVISION: LARGE STOCK

Post Designation	:	Operator Driver, Grade 12
1x Post	:	Omatjenne Research Station
Salary Scale	:	N\$102 622 – N\$ 123 086 per annum
Salary notch	:	N\$102 622 per annum
Housing Allowance	:	N\$ 17 424.00 per annum
Transport Allowance	:	N\$ 10 512.00 per annum
Remoteness Allowance	:	N\$ 13 800.00 per annum

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

Minimum Requirements: A Grade 10 Certificate on NQF level 2 with twenty-four (24) points in seven (7) subjects and a D symbol in English. Candidates must have a valid Code CE driver's license.

Candidate must be prepared to reside on the Station so as to perform farm work after normal working hours, Weekends, Public Holidays and Sundays, if necessary.

Main duties:

- Candidate is expected to drive vehicles and tractors to transport goods and provide other services
- Candidate is expected to perform other farming operations within the Personnel Administrative Measures (PAM).

Enquiries: Mr. Salmon Hosea (067) 304259
Mr. Andreas K. Mbinga (061) 2087032

DIRECTORATE OF VETERINARY SERVICES
DIVISION: EPIDEMIOLOGY, IMPORT/EXPORT CONTROL, ADVISORY SERVICES &
TRACEABILITY
SUB-DIVISION: IMPORT AND EXPORT CONTROL

Post designation	:	Chief Agricultural Inspector Grade 8
1x Post	:	Walvis Bay Harbour
Salary Scales	:	N\$238 825- N\$ 285 420 per annum
Salary notch	:	N\$ 238 825 per annum
Transport Allowance	:	N\$ 10512 per annum
Housing Allowance	:	N\$ 17424 per annum

Minimum requirements: A National Diploma in Agriculture on NQF Level 6 or equivalent qualification plus a minimum of five (5) years appropriate experience in the veterinary science of which two (2) years must be in the field of veterinary import and export control. Candidates must be in possession of a valid driver's license.

Additional competences required: An understanding and knowledge of animal disease control and prevention through import and export requirements at the Border posts will be an added advantage. Demonstrable computer skills and knowledge in report writing is necessary. Adequate experience at supervisory level is important.

Enquiries: Dr. A. Shigwedha 064 205313 / Dr. V. Benhard (061) 2087890

DIRECTORATE OF VETERINARY SERVICES (DVS)
DIVISION: EPIDEMIOLOGY, IMPORT/EXPORT CONTROL, TRACEABILITY, MEDICINE
CONTROL AND ADVISORY SERVICES

Post Designation	:	Chief Veterinary Technician Grade 7
1x Post	:	Windhoek
Salary Scale	:	N\$ 291 128 – N\$ 347 926 per annum

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

Salary notch	:	N\$ 291 128 per annum
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: A National Diploma in Agriculture or Animal Health on NQF Level 6 plus a minimum of five (5) years' experience in animal health related field with experience working with Namibia Livestock and Traceability System (NaMLITS). Candidates should be in possession of a driver's license.

Main duties:

- Contribute to planning and supervision of Namibian Livestock Traceability System (NamLITS) programs in collaboration with State veterinarian and Chief veterinarian.
- Responsible for overall supervision of NamLITS to ensure uniformity, effectiveness and efficiency regarding NamLITS activities
- Plan, assist in induction and orientation of newly appointed DVS staffs and train veterinary officials and other NamLITS users on traceability issues and use of NamLITS database.
- To read and apply Animal Health Act, Stock Brand Acts, Animal Identification Regulations and all DVS circulars relating to NamLITS as well as Public Service Act and all circulars relating to Personnel issues.
- To create and submit annual/monthly workplan with a monthly report to the state veterinarian.
- To supervise all subordinate staff members under your leadership
- Provide DVS circulars, public notifications and SOP to all NamLITS staffs under his/her supervision and other staff members in the division
- Resolve staff grievances and disputes or forward them to the state veterinarian where necessary.
- To discuss, authorize and approve subordinate staff leaves, trip control forms, overtime and DSA.
- Evaluate performance agreement
- Keep register of all NamLITS transgressions
- Overall supervise NamLITS connectivity to all state Veterinary offices in the regions
- Conduct NamLITS audit to all state Veterinary offices in the south.
- Engaging service providers in resolving NamLITS related matters
- Spot check on auction and check if auction protocol is adhered to
- Reset password for DVS staff members and to livestock keepers who are registered on NamLITS online
- Update users' profiles
- Perform any other duties assigned by the State Veterinarian
- This duty sheet may be amended to cater for any other eventualities that may render it insufficient or non-comprehensive, for satisfactory execution of your required responsibilities

Enquiries: Dr. Paul -Set at Tel: +264 61 208 7342

DIRECTORATE OF VETERINARY SERVICES

DIVISION: EPIDEMIOLOGY, IMPORT/EXPORT CONTROL, TRACEABILITY, SUBDIVISION: MEDICINE CONTROL AND ADVISORY SERVICES

Post Designation : Senior Veterinary Technician Grade 7

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

2x Post	:	Windhoek and Ondangwa
Salary Scale	:	N\$ 238 825 – N\$ 285 420 per annum
Salary notch	:	N\$ 238 825 per annum
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: A National Diploma in Agriculture or Animal Health on NQF level 6 plus a minimum of three (3) years' experience in animal health related field working with Namibia Livestock and Traceability System (NaMLITS). Candidates should be in possession of a driver's license.

Main duties:

- Conduct training sessions for veterinary officials on NamLITS and new system upgrades.
- Perform compliance checks with livestock identification regulations at offices and animal gathering events (e.g., auctions, kraalings, and roadblocks).
- Conduct monthly desktop audits on reconciled livestock movement permits, export permits, and auctions.
- Compile and submit monthly activity reports to the supervisor.
- Attend to NamLITS Online-related queries, including resetting user passwords.
- Assist in addressing office backlogs, including:
 - Unreconciled movement permits
 - Permit exemption resolutions
- Capturing of Animal Health Declaration Forms
- Update field Toughbooks and monitor data inflow from local systems to the live NamLITS database.
- Assist in the completion of animal health events (e.g., vaccinations, tagging, testing).
- Issue manual ear tag quotas as required.
- Ensure compliance with auction protocols by auctioneers and farmers, particularly regarding the timely uploading of auction data.
- Provide field support during tagging and vaccination campaigns, ensuring correct operation of Toughbooks and tag readers and accurate recording of ear tag data.
- Deliver extension services and outreach to farmers and farming communities on animal identification and traceability—particularly in the Northern Communal Areas (NCAs).
- Certify and process staff claims, overtime submissions, and DSA (daily subsistence allowance) forms prior to submission to the supervisor.
- Perform any other duties as assigned by the direct supervisor and the NamLITS Coordinator.

Enquiries: Dr. Paul -Set at Tell: +264 61 208 7342

DIRECTORATE OF VETERINARY SERVICES
DIVISION: EPIDEMIOLOGY, IMPORT/EXPORT CONTROL, TRACEABILITY, ADVISORY SERVICES/ MEDICINE CONTROL
SUBDIVISION: TRACEABILITY, ADVISORY SERVICES/ MEDICINES CONTROL
SECTION: ADVISORY SERVICES/ MEDICINE CONTROL

Post Designation : Veterinary Technician Grade 9
1x Post : Windhoek

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

Salary Scale	:	N\$ 195 216 – N\$ 234 144 per annum
Salary notch	:	N\$ 195 216 per annum
Housing Allowance	:	N\$ 13 944 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: A National Diploma in Animal Health on NQF level 6. Candidates should be in possession of a driver's license.

Competencies required: Candidates should have the basic knowledge on legislations that govern animal disease control and prevention. Demonstrate good interpersonal skills.

Main duties:

- Assist in the development of training and awareness materials of the directorate
- Assist in the planning of staff and stakeholder trainings
- Ensure for smooth flow of trainings conducted
- Assist in dissemination of knowledge to farmers as well as other stakeholders
- Keep office register
- Perform any other duties assigned by supervisor.

Enquiries: Dr. Paul Sitwala; Tel. 061-208 7324

**DIRECTORATE OF VETERINARY SERVICES
DIVISION: ANIMAL DISEASE CONTROL, NORTH**

Post designation	:	Senior Animal Health Technician Grade 8
1x Post	:	Omuthiya State Veterinary office
Scale of Salary	:	N\$ 238 825 – N\$ 285 420
Salary notch	:	N\$ 238 825 per annum
Housing Allowance	:	N\$ 17 424.00 per annum
Transport Allowance	:	N\$ 10 512.00 per annum

Minimum requirements: A National Diploma in Agriculture or Animal Health on NQF Level 6 plus a minimum of four (4) years appropriate experience in Animal Health OR Livestock production OR animal disease control and surveillance programmes. The candidate must be registered with the Veterinary Council of Namibia as an Animal Health Technician. Candidate must be in position of a valid Driver's Licence.

Competencies required: Computer literacy, good knowledge of DVS protocols, Contingency Plans and animal health legislations, good leadership and management skills (must be able to apply rules and regulations; not be afraid to take responsibility), inter-personal skills (liaison skills - be able to communicate with farmers, Animal Health Technicians as well as his/her superiors) and self-motivated.

Main duties: To provide technical and operational services with respect to animal disease prevention, control, surveillance and monitoring programmes & activities in the assigned sub-section. The enforcement of all relevant veterinary legislations and policies in the assigned sub-section. To offer veterinary extension training services to farmers. Supervisory duties over sub-ordinates.

**DIRECTORATE OF VETERINARY SERVICES
DIVISION: ANIMAL DISEASE CONTROL, NORTH**

Post designation : Animal Health Technician Grade 9
11x Posts : **Post A:** Onankali,
Post B: Omuthiya,
Post C: Onaanda,
Post: D Oronditi,
Post E: Katima Mulilo,
Post F: Sangwali,
Post G: Impalila,
Post H: Mukwe,
Post I: Mile 30,
Post J: Tsumkwe,
Post K: Mangeti Quarantine Camp

Salary Scale : N\$ 195 216 – N\$ 234 144
Salary Notch : N\$ 195 216 per annum
Housing Allowance : N\$ 17,424 per annum
Transport Allowance : N\$ 10,512 per annum

Minimum requirements: A National Diploma in Agriculture majoring in Animal Health or Animal Health on NQF Level 6. The candidate must be registered with the Veterinary Council of Namibia as an Animal Health Technician.

Preference will be given to candidates with a valid driver's licence.

Main duties: This occupational class include staff members involved at operational level with the rendering of a supportive service to Veterinarians with respect to the improvement of the national herds, the collection of information of Agricultural and Veterinary importance, the execution of stock inspection with the aim of identifying and reporting abnormalities, abnormal phenomenon, foreign animals, diseased animals, disease conditions, deficiencies in livestock, livestock census figures, etc. The executional control of vaccination programs, the control of livestock movement, the provisional information/ extension services to livestock owners.

ENQUIRIES: DR R. ATHINGO TEL: (065) 233 855 DR J. KAPAPERO TEL: (067) 243 251

**DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION-CENTRAL REGIONS
SUBDIVISION: RURAL WATER SUPPLY AND SANITATION – ONANKALI
SECTION: MAINTENANCE**

Post designation : Chief Artisan Foreman Grade 7
1x Post : Onankali
Salary scale : N\$ 291 128 – N\$ 347 926
Salary Notch : N\$ 291 128 per annum
Housing allowance : N\$ 17 424 per annum

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

Transport allowance : N\$ 10 512 per annum

Minimum requirements: A Trade Diploma in Mechanical or Electrical or Civil Engineering on Level 3 issued in terms of existing legislation plus a minimum of five (5) years appropriate experience of which two (2) years should be at a level of Senior Artisan Foreman Grade 8.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Mr. Stephanson Tuukondjele Tel. No .065 286 320

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION-SOUTHERN REGIONS
SUBDIVISION: WATER SUPPLY AND SANITATION – MARIENTAL
SECTION: MAINTENANCE

Post designation : Chief Artisan Foreman Grade 7
1x Post : Mariental
Salary scale : N\$ 291 128 – N\$ 347 926
Salary Notch : N\$ 291 128 per annum
Housing allowance : N\$ 17 424 per annum
Transport allowance : N\$ 10 512 per annum

Minimum requirements: A Trade Diploma in Mechanical or Electrical or Civil Engineering on Level 3 issued in terms of existing legislation plus a minimum of five (5) years appropriate experience of which two (2) years should be at a level of Senior Artisan Foreman Grade 8.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Mr. Boleslaus Biwa at Tel. No .063 242 774

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION-EASTERN REGIONS
SUBDIVISION: WATER SUPPLY AND SANITATION – NKURENKURU
SECTION: MAINTENANCE

Post designation : Chief Artisan Foreman Grade 7
1x Post : Nkurenkuru
Salary scale : N\$ 291 128 – N\$ 347 926
Salary Notch : N\$ 291 128 per annum
Housing allowance : N\$ 17 424 per annum
Transport allowance : N\$ 10 512 per annum

Minimum requirements: A Trade Diploma in Mechanical or Electrical or Civil Engineering on Level 3 issued in terms of existing legislation plus five a minimum of (5) years appropriate experience of which two (2) years should be at a level of Senior Artisan Foreman Grade 8.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Mr. Richard Shikongo at Tel. No .066 270000

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION-CENTRAL REGIONS
SUBDIVISION: WATER SUPPLY AND SANITATION – OSHANA REGION
SECTION: MAINTENANCE

Post designation	:	Chief Artisan Foreman Grade 7
1x Post	:	Oshakati
Salary scale	:	N\$ 291 128 – N\$ 347 926
Salary Notch	:	N\$ 291 128 per annum
Housing allowance	:	N\$ 17 424 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum requirements: A Trade Diploma in Mechanical or Electrical or Civil Engineering on Level 3 issued in terms of existing legislation plus five a minimum of five (5) years appropriate experience of which two (2) years should be at a level of Senior Artisan Foreman Grade 8.

Preference will be given to candidates with the trade Diploma in Civil Engineering on level 3.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Mr. Justinus Pataka at Tel. No .063 221 447

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION-NORTH WESTERN,
AND NORTH CENTRAL REGIONS

5x Posts	:	Rural Water and Sanitation Officer Grade 10
Duty station	:	1x Spitzkoppe, 4 x Outapi
Salary Scales	:	N\$159 505 - N\$ 191 312 per annum
Salary notch	:	N\$159 505 per annum
Transport Allowance	:	N\$ 10512 per annum
Housing Allowance	:	N\$ 17424 per annum

Minimum requirements: A National Diploma in Community Development or Adult education or Environmental Health Science on NQF Level 6. Applicants must have a valid driving license Code B.

Preference will be given to candidates who are conversely in local language particular region.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Ms. Dina Kuaere at Tel. No .064 550057 (Spitzkoppe)
Mr. Moses Tjikundi at Tel No. 065 251900 (Outapi)

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

**DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION-NORTH EASTERN
REGIONS**

Post designation	:	Senior Rural Water and Sanitation Officer Grade 10
1x Post	:	Rundu
Salary Scales	:	N\$ 195 216- 234 144 per annum
Salary notch	:	N\$ 195 216 per annum
Transport Allowance	:	N\$ 10 512 per annum
Housing Allowance	:	N\$ 17 424 per annum

Minimum requirements: A National Diploma in Community Development or Adult Education or Environmental Health Science on NQF Level 6 plus a minimum of two (2) years appropriate experience in rural water and sanitation. Applicants must have a valid driving license Code B.

Preference must have a sound knowledge and understanding of the rural community of the particular region.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Ms. Morrister Katulo at Tel. No .066 266100

**DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION-NORTH WESTERN
REGIONS
SECTION: MAINTANANCE**

Post designation	:	Senior Artisan Foreman Grade 8
1x Post	:	Karibib
Scale of Salary	:	N\$ 238 825 – N\$ 285 420 per annum
Salary Notch	:	N\$ 238 825 per annum
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: A Trade Diploma in Mechanical OR Civil Engineering OR Electrical on Level 3 issued in terms of existing legislation plus a minimum of five (5) years appropriate experience. Applicants must have a valid driving license Code B.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Ms. Dina Kuaere at Tel. No .064 550057

**DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION SOUTHERN
REGIONS
SUBDIVISION: WATER SUPPLY AND SANITATION - HARDAP REGION
SECTION: MAINTENANCE**

Post Designation : Artisan Grade 10

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

1x Post	:	Mariental
Salary Scale	:	N\$ 159 505 – N\$ 191 312 per annum
Salary Notch	:	N\$ 159 505 per annum
Housing allowance	:	N\$ 13 944 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum Requirements: A completed apprenticeship OR a Trade Diploma in Electrical on Level 3 issued in terms of existing legislation. Candidates plus a minimum of three (3) years appropriate experience in electrical related field. The Applicant must be in possession of a valid driver's license.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Mr. Boleslaus Biwa at Tel. No .063 242 774

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION NORTH-CENTRAL
REGIONS
SUBDIVISION: RURAL WATER SUPPLY AND SANITATION - OHANGWENA REGION

Post Designation	:	Operator Driver 12
1x Post	:	Eenhana
Salary Scale	:	N\$ 107 753 – N\$ 129 240 per annum
Salary Notch	:	N\$ 107 753 per annum
Housing allowance	:	N\$ 13 944 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum Requirements: A Grade 10 Certificate on NQF Level 2 with twenty four (24) points in five subjects with a D-symbol in English. The Applicant must be in possession of a **Code CE** driver's license.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Mr. Lasarus Shikololo **Tel:** 065 263 972

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION NORTH-EASTERN
REGIONS
SUBDIVISION: RURAL WATER SUPPLY AND SANITATION – KAVANGO WEST REGION

Post Designation	:	Development Planner Grade 8
1x Post	:	Nkurenkuru
Salary Scale	:	N\$ 238,825 – N\$ 285,420
Salary Notch	:	N\$ 238,825 per annum
Housing allowance	:	N\$ 17,424 per annum
Transport allowance:	:	N\$ 10,512 per annum

Minimum Requirements: A B-Degree in Sociology or Development Studies on NQF Level 7. Candidates must have a code B valid driver's license.

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Mr. Richard Shikongo at Tel. No .066 270000

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION NORTH–SOUTHERN
REGIONS

SUBDIVISION: RURAL WATER SUPPLY AND SANITATION – OMAHEKE REGION

Post designation	:	Senior Administrative Officer Grade 10
1x Post	:	Gobabis
Salary Scales	:	N\$159 505- 191 312 per annum
Salary notch	:	N\$159 505 per annum
Transport Allowance	:	N\$ 10512 per annum
Housing Allowance	:	N\$ 17424 per annum

Minimum Requirements: A National Diploma in Business Administration OR Public Management OR Business Management on NQF Level 6 plus four (4) years appropriate experience OR a Grade 12 Certificate with twenty (20) points in five (5) subjects including an E-symbol in English on NQF Level 3 plus six (6) years appropriate experience.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Ms Cecilie Muheua at Tel. No .062 564437

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION NORTH–SOUTHERN
REGIONS

SUBDIVISION: RURAL WATER SUPPLY AND SANITATION – OMAHEKE REGION

Post Designation	:	Artisan Grade 10
1x Post	:	Gobabis
Salary Scale	:	N\$ 159 505 – N\$ 191 312 per annum
Salary Notch	:	N\$ 159 505 per annum
Housing allowance	:	N\$ 13 944 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum Requirements: A completed apprenticeship OR a Trade Diploma in Mechanical on Level 3 issued in terms of existing legislation. Candidates must have at least three (3) years appropriate experience in auto mechanical related field. The Applicant must be in possession of a valid

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Ms Cecilie Muheua at Tel. No .062 564437

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION NORTH–SOUTHERN
REGIONS
SUBDIVISION: RURAL WATER SUPPLY AND SANITATION – OMAHEKE REGION

Post Designation	:	Artisan Grade 10
1x Post	:	Gobabis
Salary Scale	:	N\$ 159 505 – N\$ 191 312 per annum
Salary Notch	:	N\$ 159 505 per annum
Housing allowance	:	N\$ 13 944 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum Requirements: A completed apprenticeship OR a Trade Diploma in Civil Welding on Level 3 issued in terms of existing legislation. Candidates must have at least three (3) years appropriate experience in auto mechanical related field. The Applicant must be in possession of a valid

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Ms Cecilie Muheua at Tel. No .062 564437

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION NORTH–CENTRAL
REGIONS
SUBDIVISION: RURAL WATER SUPPLY AND SANITATION – OSHAKATI REGION

Post designation	:	Senior Administrative Officer Grade 10
1x Post	:	Oshakati
Salary Scales	:	N\$159 505- 191 312 per annum
Salary notch	:	N\$159 505 per annum
Transport Allowance	:	N\$ 10512 per annum
Housing Allowance	:	N\$ 17424 per annum

Minimum Requirements: A National Diploma in Business Administration or Public Management or Business Management on NQF Level 6 plus four (4) years appropriate experience OR a Grade 12 Certificate with twenty (20) points in five (5) subjects including an E-symbol in English on NQF Level 3 plus six (6) years appropriate experience.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Mr. Justinus Pataka at Tel. No .065 221447

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION NORTH–WESTERN
REGIONS
SUBDIVISION: RURAL WATER SUPPLY AND SANITATION - KUNENE REGION
SECTION: MAINTENANCE

Post Designation	:	Chief Artisan Foreman Grade 7
1x Post	:	Opuwo

PSM CIRCULAR NO.H OF 2025, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED 17 SEPTEMBER 2025, CLOSING DATE 17 OCTOBER 2025

Salary Scale	:	N\$ 291 128 – N\$ 347 926 per annum
Salary notch	:	N\$ 291 128 per annum
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: A Trade Diploma in Mechanical or Electrical, or Civil Engineering on Level 3 issued in terms of existing legislation, plus five (5) years appropriate experience of which two (2) years should be at a level of Senior Artisan Foreman Grade 8.

Main responsibilities:

- The Chief Artisan Foreman is responsible for the compilation of sectional development plans, projects and programs as well as efficient and effective monitoring and evaluation of development projects and programs at sub sub-divisional level.
- Maintaining standards and guidelines of water supply and sanitation infrastructure.
- Ensuring that all existing infrastructure is maintained and repaired.
- Provide guidance to the Senior Artisan Foreman for the execution of the contractual works in support of infrastructure development and ensure the sustainable development of water supply infrastructure.
- Managing of fleet, equipment, budget allocation, administration, and human resources of the maintenance section at the sub-divisional office.
- The incumbent must be familiar with and be able to guide others in the Water Act of 2013, Water Supply and Sanitation Policy of 2008, CBM Policy, NWRMR White Paper, the Decentralization Policy, the Public Service Staff Rules, the Public Service Act, the State Finance Act, Treasury Instructions, and Tender Board Regulations.

Enquiries: Ms. Ndelitungilwa J Mutota , Control Administrative Officer at 065 273030 / 081 1222709

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION NORTH–WESTERN
REGIONS
SUBDIVISION: RURAL WATER SUPPLY AND SANITATION - KUNENE REGION
SECTION: MAINTENANCE

Post Designation	:	Artisan Grade 10 (Mechanical)
1x Post	:	Erwee (Kunene Region)
Salary Scale	:	N\$ 159 505 – N\$ 191 312 per annum
Salary Notch	:	N\$ 159 505 per annum
Housing allowance	:	N\$ 13 944 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum Requirements: A completed apprenticeship OR a Trade Diploma / Certificate in Mechanical issued in terms of existing legislation. The Applicant must be in possession of a driver's license (Code C1).

ENQUIRIES: Ms. Ndelitungilwa J Mutota **Tel:** 065-273030 or 081 1222709

DIRECTORATE: WATER SUPPLY AND SANITATION COORDINATION
DIVISION: RURAL WATER SUPPLY AND SANITATION COORDINATION NORTH-WESTERN
REGIONS
SUBDIVISION: RURAL WATER SUPPLY AND SANITATION - KUNENE REGION
SECTION: ADMINISTRATION

Post Designation	:	Operator Driver 12
1x Post	:	Opuwo (Kunene)
Salary Scale	:	N\$ 107 753 – N\$ 129 240 per annum
Salary Notch	:	N\$ 107 753 per annum
Housing allowance	:	N\$ 13 944 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum Requirements: A Grade 10 Certificate on NQF Level 2 with twenty four (24) points in five subjects with an D-symbol in English. The Applicant must be in possession of a **Code CE** driver's license.

ENQUIRIES: Ms. Ndelitungilwa J. Mutota **Tel:** 065-273030 or 081 1222709

DIRECTORATE: WATER RESOURCE MANAGEMENT
DIVISION: HYDROLOGY
SUB-DIVISION(S): HYDROLOGICAL NETWORK & DATA COLLECTION
SECTION: HYDROMETRY & DATA COLLECTION

Post Designation	:	Senior Hydrological Technician Grade 7
1x Post	:	Windhoek
Salary Scale	:	N\$ 291 128 – N\$ 347 926 per annum
Salary notch	:	N\$ 291 128 per annum
Housing Allowance	:	N\$ 17 424 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum Requirements: A National Diploma in Electrical or Electronic Engineering on NQF L 6 plus a minimum of three (3) years working experience in the field of water management in Namibia OR equivalent qualification with the following subjects; Engineering Mathematics, Electrical and Electronic Principles, Instrumentation and Control Systems, Electrical Systems and Fault Finding, Engineering Science and Engineering Design . Must be in possession of a valid Code B Driver's License.

Preference will be given to candidates with knowledge of field conditions related to hydrology and water resources management in Namibia. Technical training and expertise in hydrology, river hydraulics, land surveying, hydrometric measuring equipment and instrumentation. Good communication skills in English, both written and oral. Ability to communicate in other national languages will be an added advantage.

Main duties:

- Investigate new hydrometric equipment and techniques.

- Water level recorders, flow gauging equipment, telemetry, sediment sampling
- Testing of new equipment and techniques
- Upgrade and install hydrological instruments.
- Physical operation of hydrological network in service areas.
- Plan and execute hydrological fieldwork for hydrological data collection.
- Assist with data collection
- Analyze hydrological data collected and perform quality data control checks to validate data.
- Hydrological data preparation for computer input.
- Supervision and training of technical field staff for operation of gauging stations.
- Assistance with administrative support functions for stock taking and procurement in Hydrology Division.
- Any other lawful and reasonable instruction/duties given by supervisor or other senior personnel.

For enquiries: O. Rukoro (061 208 7195) or Ms G Diergaardt (061 208 7233)

DIRECTORATE: WATER RESOURCE MANAGEMENT
DIVISION: HYDROLOGY
SUB-DIVISION(S) : HYDROLOGICAL NETWORK & DATA COLLECTION
SECTION: HYDROMETRY & DATA COLLECTION

Post Designation	:	Chief Technical Assistant Grade 12
1x Post	:	Windhoek
Salary Scale	:	N\$ 107 753 – N\$ 129 240
Salary Notch	:	N\$ 107 753 per annum
Housing Allowance	:	N\$ 13 944 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: A Grade 10 Certificate on NQF level 2 with twenty-four (24) points in seven (7) subjects and a D symbol in English plus a minimum of three (3) years working experience in the field of water management in Namibia. Good communication skills in English both written and oral.

Preference will be given to candidates with a valid Code B driver's license

Competency required: Good communication skills in English both written and oral.

Main duties:

- Physical operation of hydrological network in service areas.
- Assistance with planning and execution of hydrological fieldwork for hydrological data collection.
- Responsible for data collection from service areas.
- Assistance in the investigations of new hydrometric equipment and techniques.
- Assistance with administrative support functions for stock taking and fleet management in Hydrology Division.

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- Quality assurance of hydrological electronic sensors.
- Supervision of technical field staff below grade for operation of gauging stations.
- Any other lawful and reasonable instruction/duties given by supervisor or other senior personnel.

For enquiries: Oriri. Rukoro (061 208 7195) or Ms G. Diergaardt (061 208 7233)

DIVISION: HYDROLOGY

SUB-DIVISION: HYDROLOGICAL NETWORK & DATA COLLECTION

SECTION: HYDROMETRY & DATA COLLECTION

Post Designation	:	Operator Driver Grade 12
1x Post	:	Windhoek
Salary Scale	:	N\$ 107 753 – N\$ 129 240
Salary Notch	:	N\$ 107 753 per annum
Housing Allowance	:	N\$ 13 944 per annum
Transport Allowance	:	N\$ 10 512 per annum

Minimum requirements: A Grade 10 Certificate on NQF level 2 with twenty-four (24) points in seven (7) subjects and a D symbol in English plus a minimum of three (3) years working experience as a driver in Namibia.

Preference will be given to candidates with a valid Code CE driver's license.

Competency required: Good communication skills in English both written and oral.

- Main duties:
- Responsible for driving field staff during maintenance field trips.
- Assist with construction works at gauging stations.
- Delivery and fetching of ordered items and equipment from suppliers and government stores.
- Acquire quotations for materials and equipment used in maintenance and construction of gauging stations.
- Carry out technical tasks as required.
- Assistance with handling of equipment during maintenance works.
- Arrange field and office equipment at stores in good order.
- Supervision of technical field staff below grade during maintenance of gauging stations.
- Any other lawful and reasonable instruction/duties given by supervisor or other senior personnel.

For enquiries: Oriri. Rukoro (061 208 7195) or Ms G. Diergaardt (061 208 7233)

DIRECTORATE OF WATER RESOURCE MANAGEMENT

DIVISION: WATER BASIN MANAGEMENT

SUBDIVISION: INTERNATIONAL WATERS

Post Designation	:	Senior Hydrologist Grade 6
1xPost	:	Windhoek
Scale of Salary	:	N\$354,883 – N\$ 424,119 per annum
Salary notch	:	N\$354,883 per annum

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

Minimum Requirements: A Bachelor Honors degree in Integrated Water Resources Management or Environmental Management or Natural Resources Management on NQF L8 or related fields plus a minimum of four (4) years of appropriate experience in Transboundary Water Management and Cooperation or Water Allocation negotiations or Water Diplomacy. Knowledge and understanding of International Water Law Principles and demonstrated experience in River Basin Organizations (RBOs) operation would be added advantages. An MSc Degree in Water Resources Management/Integrated Water Resources Management would be an added advantage. A valid Driver's License is compulsory for the position.

Main duties:

- Provide administrative, secretariat and technical support to international River Basin Organizations / Commissions that Namibia is party to
- Assist with the liaison and co-ordination of specific tasks and projects related to International River Basin Organizations / Commissions
- Contribute to negotiating Namibia's equitable allocation from shared watercourses.
- Maintain institutional relationships between river basin organizations both locally, regionally and internationally
- Support the implementation of the Water Resources Management Act, Act 11 of 2013 and National Water Policy of 2000
- Support the implementation of the Southern African Development Community (SADC) Revised Protocol on Shared Watercourses with regards to regional integration, economic growth and poverty alleviation
- Support the implementation of International Water Management Agreements and Convention that Namibia Party to
- Support the participation of Namibian stakeholders in discussions concerning the identification and formulation of the interests of Namibia in the development of internationally shared water resources
- Assist with the establishment of mechanisms, or negotiate the revision of mechanisms, for the management, prevention and resolution of disputes relating to internationally shared water resources.
- Assist with initiatives towards the protection of international water resource quality, including discussion with upstream states to reduce or prevent the deterioration of water quality resulting from activities in upstream states
- Support awareness raising on water resources and general environmental related matters.
- Co-ordinate the smooth execution of all routine tasks, trips, reports and as well as relevant technical / scientific investigative projects;
- Participate in and represent the Namibia in different technical committees of RBOs
- Coordinate and/or compile RBOs progress and annual reports
- Supervise junior staff members in the Sub-section
- Carry out any other tasks as assigned by the supervisor

The Senior Hydrologist will report directly to the Chief Hydrologist: International Waters Section

Enquiries: Ms Ndina Nashipili; Deputy Director (Water Basin Management) Tel (061) 208 7154

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**DIRECTORATE OF WATER RESOURCE MANAGEMENT
DIVISION: WATER BASIN MANAGEMENT
SUBDIVISION: NATIONAL WATER BASINS
SECTION: NORTHERN WATER BASIN MANAGEMENT**

Post Designation	:	Senior Hydrologist Grade 6
1x Post	:	Oshakati
Scale of Salary	:	N\$354,883 – N\$ 424,119 per annum
Salary notch	:	N\$354,883 per annum
Housing allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: A Bachelor Honors degree in Integrated Water Resources Management or Hydrology or Environmental Management or Natural Resources Management on NQF Level 8 or related fields with core subjects such as Hydrology, Hydrogeology, Water Resources Planning/Management, Environmental Management plus a minim of four (4) years of appropriate experience in Water Resources Management. Knowledge and understanding of Basin Management Concept, flood and hydrological monitoring, remote sensing, stakeholders' engagement and an MSc Degree in Water Resources Management/Integrated Water Resources Management would serve as an added advantages. A valid Driver's License is a strict requirement for the position.

Main duties:

- Oversee the implementation of the Water Resources Management Act, Act 11 of 2013 and the implementation thereof.
- Support the implementation of national legislation related to water and environmental management.
- Provide overall technical and supervision to the Northern Water Basins.
- Provide technical and administrative support to the Iishana Sub-Basin Management Committee (IBMC).
- Coordinate and facilitate stakeholders engagements within the Cuvelai-Etosha as well as other northern water basins.
- Coordinate the implementation of the various Iishana Sub-Basin Management Committee Annual Work Plan
- Assist with the liaison and co-ordination of specific tasks and projects for the Iishana Sub-Basin Management Committee (IBMCs)
- Provide support to the CUVECOM and PJTC.
- Support water resources monitoring (flood, water quality, pollution) within the Cuvelai Basin
- Undertake awareness raising on water resources and general environmental related matters.
- Participate in the establishment, continuous development and maintenance of a common database regarding all the relevant information required to manage water basins;
- Support the drafting of the annual work plans, capital and recurrent budgets of the Division.
- Assist with the drawing up of tender specifications, the administrative and technical handling and payment of tenders
- Assist with procurement and bid evaluations when required

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- Support the development and/or review of Basin Management Plans and their implementation thereof
- Supervise and co-ordinate the smooth execution of all routine tasks, trips, reports and as well as relevant technical / scientific investigative projects
- Assist with compilation of Divisional quarterly reviews and annual reports.
- Supervise junior staff members in the Sub-division
- Carry out any other tasks as assigned by the supervisor

The Senior Hydrologist will report directly to the Chief Hydrologist: National Water Basin Subdivision

Enquiries: Ms Ndina Nashipili; Deputy Director (Water Basin Management) Tel (061) 208 7154

DIRECTORATE: WATER RESOURCES MANAGEMENT
DIVISION: HYDROLOGY
SUB-DIVISION: SURFACE WATER MANAGEMENT

Post Designation	:	Hydrologist, Grade 8
1x Post	:	Windhoek
Salary Scale	:	N\$238 825 - 285 420
Salary notch	:	N\$ 238 825 per annum
Housing allowance	:	N\$17,424 per annum
Transport allowance	:	N\$10,512 per annum

Minimum requirements: A B. Degree in Hydrology or Water Resources Management or Civil Engineering or equivalent qualification majoring in Hydrology or Water Resources Management or Civil Engineering. Driver's License is an added advantage.

Main duties: Conduct surface water availability assessment for river catchments in the interior of Namibia and for internationally shared watercourses

- Develop surface water resources plans
- Render assistance to basin management
- Review of EIAs related to water projects
- Compliance monitoring of water, sand and gravel abstraction from rivers
- Water resource modelling
- Collection of hydrometric data,
- Stream flow rating and sedimentation monitoring
- Assistance to senior staff

Enquiries: Mr A. Moses: (061)208 7258/ Ms. G. Diergaardt :(061) 208 7233

DIRECTORATE: WATER RESOURCES MANAGEMENT
DIVISION: HYDROLOGY
SUB-DIVISION: SURFACE WATER MANAGEMENT

Post Designation	:	Senior Hydrologist Grade 6
1x Post	:	Windhoek
Salary Scale	:	N\$ 354 883- N\$ 424 119
Salary notch	:	N\$ 354 883 per annum

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

Minimum requirements: A B. Degree in Hydrology OR Water Resources Management or Civil Engineering on NQF L8 or equivalent qualification majoring in Hydrology OR Water Resources Management OR Civil Engineering plus a minimum of three (3) years working experience in hydrological service or water resources management environment. A Master degree will be an added advantage.

Main duties:

- Knowledge of policies in water sector, in particular related to new Water Act applied to surface water abstractions and impoundments and to water basin management
- Responsibility for assessment of surface water resources for river basins in interior of Namibia and for international shared watercourses
- Provide technical inputs into the management and joint utilization of Border Rivers by co-basin states.
- Responsible for the evaluation of potential of surface water resources as an input to prefeasibility and feasibility studies on their utilization
- Support with the collection in real-time of surface water data and advice on related action.
- Collection of information on flow in rivers and assist with giving flood warning and advising on flood control
- Advising on the short-term status of the surface water resources of the country
- Involvement in basin management, including quantification of surface water resources and basin water resource plans

Enquiries: Mr A. Moses: (061)208 7258/ Ms. G. Diergaardt: (061) 208 7233

DIVISION: SECURITY & RISK MANAGEMENT SERVICES

Post designation	:	Security Operations Officer Grade 8
3x Post	:	Windhoek
Salary Scale	:	N\$238,825 –N\$ 285,420
Salary Note	:	N\$238,825 per annum
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum Requirements: A National Diploma in Security Management or Police Science or Correctional Service or Military Science on NQF Level 6 plus a minimum of three (3) years appropriate experience.

General Requirements: An appointment in this Job category, irrespective of the functional level, is subject to vetting, and completed police, military, correctional service or security management basic training. Confirmation of probation is subject to the successful completion of the Advanced Security Awareness training by Namibia Central Intelligence Services (NCIS), for the 2nd entry post to 2nd promotion post.

Main Duties:

- Monitor and ensure that security programmes (physical, information and personnel security) are implemented, enforced, maintained, evaluated and adhered to;
- Ensure implementation of the physical security systems (CCTV, access control, fire detectors and intruder alarms) and standing instructions;
- Conduct daily patrol and inspection on the National Assembly's infrastructure or installation;
- To assist the Senior/Chief Security Operations Officer in detailed execution of Division's responsibilities;
- Ensure that Government assets (people, information, property and reputation) are protected; • Coordinate and liaise with NAMPOL and other Law Enforcement Agencies on security matters of the Ministry;
- To develop, review, oversee and evaluates the implementation of the various security directives, manuals and policies in the Ministry.
- Ensure the security programmes such as: Physical security, personnel security, document security, ICT security and security awareness are implemented, enforced, maintained, monitored, evaluated and adhered to.
- To ensure that security policies and plans are developed, managed and strictly implemented, enforced and adhered to
- Oversee and manage the performance of Security Operations Assistant;
- To investigate the contravention of security directives and advise the Senior/Chief Security Operations Officer in respect of appropriate steps deemed necessary as a result of such investigations.

Enquiries: Mrs. Martha Hainuka (Deputy Director: Security and Risk Management Services) @ Tel: 0612087933

DIVISION: SECURITY & RISK MANAGEMENT SERVICES

Post Designation	:	Security Operations Assistant Grade 12
1x Post	:	Windhoek
Salary Scale	:	N\$107,753 –N\$129,240
Salary Notch	:	N\$107,753 per annum
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: A Grade 12 Certificate on NQF level 3 with a minimum of twenty (20) points in five (5) subjects and an E symbol in English.

General Requirements: An appointment in this Job category, irrespective of the functional level, is subject to vetting, and completed police, military, correctional service or security management basic training, irrespective of the functional level. Confirmation of probation is subject to the successful completion of the Advanced Security Awareness training by Namibia Central Intelligence Services (NCIS), for the 2nd entry post to 2nd promotion post.

Additional Requirements: A valid code B driver's license. No criminal record (valid police clearance).

Enquiries: Mrs. Martha Hainuka (Deputy Director: Security and Risk Management Services) @ Tel: 0612087933

**DIRECTORATE: GENERAL SERVICES
DIVISION: AUXILLIARY SERVICES
SUBDIVISION: STORES AND ASSET MANAGEMENT**

Post designation	:	Control Administrative Officer Grade 6
1x Post	:	Windhoek
Salary scale	:	N\$ 354 883 – N\$ 424 119
Salary Notch	:	N\$ 354 883 per annum
Housing allowance	:	N\$ 17 424 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum requirements: A National Diploma in Business Administration or Business Management or Public Management or Logistic Management on NQF Level 6 plus a minimum six (6) years appropriate experience in stores and management. Basic Stock Control Certificate will be an added advantage. Candidates must be in a possession of a valid driver's license.

Competencies required: High level of analytical skills in planning, organizing, leading, controlling, strong communication and a good report writing skills, knowledge and skills in computing, demonstrated interpersonal skills in working with a multidiscipline team & cultural diversity is expected.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

ENQUIRIES: Mr. Good-Well Shikongo; Deputy Director, Tel. No (061) 208 7317

**DIRECTORATE: GENERAL SERVICES
DIVISION: AUXILLIARY SERVICES
SUBDIVISION: OFFICE SUPPORT SERVICES**

Post designation	:	Control Administrative Officer Grade 6
1x Post n	:	Windhoek
Salary scale	:	N\$ 354 883 – N\$ 424 119
Salary Notch	:	N\$ 354 883 per annum
Housing allowance	:	N\$ 17 424 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum requirements: A National Diploma in Business Administration or Business Management or Public Management or Logistic Management on NQF Level 6 plus a minimum of six (6) years appropriate experience in office support disciplines such as accounts management, registries, cleaning services, budget control, and a basic understanding in procurement management. Candidates must be in a possession of a valid driver's license.

Competencies required: High level of analytical skills in planning, organizing, leading, controlling, strong communication and a good report writing skills, knowledge and skills in computing, demonstrated interpersonal skills in working with a multidiscipline team & cultural diversity is expected.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

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ENQUIRIES:

Mr. Good-Well Shikongo; Deputy Director, Tel. No (061) 208 7317

**DIRECTORATE: GENERAL SERVICES
DIVISION: HUMAN RESOURCES MANAGEMENT
SUBDIVISION: PERFORMANCE IMPROVEMENT**

Post designation	: Chief Human Resource Practitioner Grade 6
1x Post	: Windhoek
Salary scale	: N\$ 354 883 – N\$ 424 119
Salary Notch	: N\$ 354 883 per annum
Housing allowance	: N\$ 17 424 per annum
Transport allowance	: N\$ 10 512 per annum

Minimum requirements: A Bachelor Degree in Human Resource Management or related Degree majoring in human resource on NQF Level 7 plus eight (8) years appropriate experience in human resource management of which two (2) years must be at Senior Human Resources Practitioner Grade 7 level.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

Enquiries: Mr. Simeon V. Amushelelo; Deputy Director: Human Resources; Tel (061) 208 7386

**DIRECTORATE: GENERAL SERVICES
DIVISION: FINANCE
SUBDIVISION BUDGET CONTROL AND EXPENDITURES**

Post designation	: Chief Accountant Grade 6
1x Post	: Windhoek
Salary Scale	: N\$354,883- N\$ 424,119 per annum
Housing allowance	: N\$10,512 per annum
Transport allowance	: N\$17,424 per annum

Minimum Requirements: A Bachelor Degree in Accounting and Finance on NQF Level 7 plus a minimum of eight (8) years appropriate experience of which two (2) years must be at Senior Accountant Grade 7 level . Candidates must be in possession of a Driver's license.

Preference will be given to candidates with additional experience in Sage Evolution System (Pastel Evolution).

Main Duties

- Assist with the preparation of the Ministry and LADF Funds annual budget (budget formulation and execution)
- Draft submissions to Treasury
- Assist the Deputy Director to manage all modules (Payroll, AP, DSA and Account Receivables) of the Finance Division and Expenditure of the Ministry and for LADF Fund.

- Respond to internal and external Audit queries regarding Ministerial accounts and Land Acquisition Fund (LADF).
- Ensure compliance with, IPSAS, State Finance Act and Treasury instructions and accounting policies and procedures
- Assist in the compilation of the financial statements to the Office of the Auditor General.
- Provide support information for annual audits and liaise with Office of the Auditor General
- Verifying all LADF Payments and transfer funds in the banking system.
- Attend to audit queries
- Train, coach and supervise staff members
- Formulate the Annual Financial Statements and ensure the statements are submitted to the Office of the Auditor General on or before 30th June each year
- Perform Financial Administration and prepare the monthly Financial Report for Finance Committee meeting.
- Monitoring financial inspections to the sub-receiver, rental income and land tax from Namra.
- Execute any other duties assigned by the Deputy Director Finance

Enquiries: Ms Gissel Shatika, Tel. 061-2087595

DIRECTORATE OF GENERAL SERVICES
DIVISION: FINANCE
SUBDIVISION: SALARIES AND REVENUE
SECTION: SUBSISTENCE AND TRAVELLING ALLOWANCE

Post designation	:	Senior Accountant Grade 7
1x Post	:	Windhoek
Salary scale	:	N\$ 291 128 – N\$ 347 926
Salary Notch	:	N\$ 291 128 per annum
Housing allowance	:	N\$ 17 424 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum requirements: A National Diploma majoring in Accounting on NQF L6 plus a minimum of five (5) years appropriate experience in finance. Applicants must have a valid driving license.

Preference will be given to candidates with Bachelor Degree majoring in Accounting on NQF L7 with three (3) years of experience dealing with ministerial subsistence and travelling allowance.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

Enquiries: Ms. Gissel Shatika Director: Finance; Tel (061) 208 7595

DIRECTORATE: GENERAL SERVICES
DIVISION: FINANCE
SECTION: DSA

Post designation	:	Accountant Grade 8
1x Post	:	Windhoek
Salary Scale	:	N\$227,453- N\$ 271,828 Per annum

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

Minimum requirements: An appropriate Bachelor's Degree in Accounting NQF level 7 majoring in Accounting. The applicant should be in possession of a driver's licence.

Main Duties

- Processing of Daily subsistence allowances (DSA) advances
- Processing of DSA claims
- Sending of reminder letters to staff members on outstanding claims
- Attending to DSA queries
- Any other duties assigned by the supervisor

Enquiries: Ms. Gissel Shatika, Tel; 061 208

DIRECTORATE: GENERAL SERVICES
DIVISION: FINANCE
SECTION: REVENUE

Post designation : Accountant Grade 8
1x Post : Windhoek
Salary Scale : N\$227,453 - N\$ 271,828 Per annum
Housing allowance : N\$17,424 per annum
Transport allowance : N\$10,512 per annum

Minimum requirements: An appropriate Bachelor's Degree in Accounting NQF level 7 majoring in Accounting. The applicant should be in possession of a driver's licence

Main Duties

- Verification of monthly reports submitted by the regional sub-receiver of revenue offices
- Capturing of revenue receipts on the IFMS system
- Conduct financial inspections at the regional sub-receiver of revenue offices
- Conduct training of sub-receivers of revenue
- Attend to revenue queries
- Attend to duties of the cash office
- Recording, safekeeping and depositing of revenue collected
- Any other duties assigned by the supervisor

Enquiries: Mr. Obert S Maswahu, Tel; 061 208 7389

DIRECTORATE: PLANNING AND BUSINESS DEVELOPMENT
DIVISION: PLANNING AND STATISTICS
SUBDIVISION: STATISTICS AND BUSINESS INFORMATION

Post designation : Senior Statistician: Grade 7
1x Post : Windhoek
Salary scale : N\$ 291 128 – N\$ 347 926
Salary Notch : N\$ 291 128 per annum

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

Minimum Requirements: A Bachelor Degree on NQF level 7 in Statistics or Applied Mathematics and Statistics or Population and Development plus a minimum of three (3) years working experience in the statistics related environment. Candidate must be in possession of a Code B valid driver's license.

Main duties:

- The Senior Statistician is expected to assist the Chief Statistician in planning and execution of the statistical programs of the subdivision.
- Candidate will be involved in the data collection, management, processing and modeling of information/data for the Management Information System (MIS).
- The candidate should have knowledge of the agricultural sector in Namibia and must be prepared to travel in the remote areas of the country.
- Candidate should have extensive knowledge in the design of surveys, computer skills (Microsoft excel, word, power point, internet), report writing, analytical and good interpersonal skills and should be able to work independently as well as in a team.
- The Senior Statistician is also expected to assist in routine administration and supervisions of junior staff.

Enquiries: Mr. Stephanus Sanda Tel: 061 208 7672

**DIRECTORATE: PLANNING AND BUSINESS DEVELOPMENT
DIVISION: PLANNING AND STATISTICS
SUBDIVISION: STATISTICS AND BUSINESS INFORMATION**

Post designation	:	Statistician: Grade 8
1x Post	:	Windhoek
Salary Scales	:	N\$ 238 825- N\$ 285 420 per annum
Salary notch	:	N\$ 238 825 per annum
Transport Allowance	:	N\$ 10512 per annum
Housing Allowance	:	N\$ 17424 per annum

Minimum Requirements: An appropriate Bachelor Degree on NQF level 7 in Statistics or Applied Mathematics and Statistics or Population and Development. Candidate must be in possession of a valid driver's license code B.

Preference will be given to candidates with a minimum of one (1) years working experience in the statistics related environment.

Main duties:

- The Statistician is expected to assist the Senior Statistician in planning and execution of the statistical programs of the survey section.
- Candidate will be involved in the data collection, analysis and report writing of agricultural surveys and censuses.
- The candidate should have knowledge of the agricultural sector in Namibia and must be prepared to travel in the remote areas of the country.
- Candidate should have extensive knowledge in the design of surveys, computer skills (Microsoft excel, word, power point, internet), report writing, analytical and

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good interpersonal skills and should be able to work independently as well as in a team.

- The Statistician is also expected to assist in routine administration and supervisions of junior staff.

Enquiries: Mr. Stephanus Sanda Tel: 061 208 7672

DIRECTORATE: PLANNING AND BUSINESS DEVELOPMENT
DIVISION: PLANNING AND STATISTICS
SUBDIVISION: STATISTICS AND BUSINESS INFORMATION

Post designation	:	Senior Agro-Business Analyst: Grade 7
1x Post	:	Windhoek
Salary scale	:	N\$ 291 128 – N\$ 347 926
Salary Notch	:	N\$ 291 128 per annum
Housing allowance	:	N\$ 17 424 per annum
Transport allowance	:	N\$ 10 512 per annum

Minimum Requirements: A Bachelor Degree on NQF level 7 in Agricultural Economics plus a minimum of three (3) years working experience in the agricultural advisory services related environment is required. Candidate must be in possession of a valid driver's license (code B).

Preference will be given to candidates with one or more of the following major subjects: Agricultural Economics, Economics, Statistics and Econometrics.

Main duties:

- The Senior Agro-business Analyst is expected to coordinate the activities related to National Early Warning on Food Security.
- The Senior Agro-Business Analyst is expected to design, formulate and prepare food security information, bulletins and reports.
- The candidate should have extensive knowledge in computer skills (Microsoft excel, word, power point, internet), report writing, analytical and good interpersonal skills and should be able to work independently as well as in a team.

Enquiries: Mr. Stephanus Sanda Tel: 061 208 7672

APPLICANTS SHOULD NOTE THE FOLLOWING:

- Applicants within the Public Service must attach proof of confirmation of probation to their application for employment. Applicants who are not in the Public Service must attach confirmations of employments from their previous and current employers.
- Applicants with foreign qualifications must attach proof of evaluation of such qualifications from the Namibia Qualifications Authority (NQA);
- Applicants who only partially complete and or do not sign application forms, or who do not attach originally certified Identification Documents, Qualifications will be disqualified. Hence applicants must fully complete the application form including Health Questionnaire. Where it is not applicable, applicants must indicate not applicable;
- Applicants must attach a comprehensive Curriculum Vitae (CV) to the application form for each position applied for;
- Please note all documentation must be originally certified and must be attached to the application form.

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- Applicants must use one (1) application form for each position applied for;
- Applicants in designated groups particularly women and people living with disabilities who are able to perform the required duties are strongly encouraged to apply;
- Only shortlisted candidates will be contacted. No application forms for employment, CVs and other supporting documents will be returned to the applicants;
- Faxed applications will not be considered and ;
- Applications (Form 156043 obtainable at all Government Offices) together with a comprehensive Curriculum Vitae and certified copies of educational qualifications and identity document(s) must be submitted to:

**THE EXECUTIVE DIRECTOR
MINISTRY OF AGRICULTURE, FISHERIES, WATER AND LAND REFORM
PRIVATE BAG 13184
WINDHOEK**

OR

**HAND DELIVERED AT:
MINISTRY OF AGRICULTURE, FISHERIES, WATER AND LAND REFORM
LUTHER STREET
GOVERNMENT OFFICE PARK
WINDHOEK**
