

VACANCIES



As a leading strategic and dynamic institution, unique in our trade and very committed to our contribution to national development, NAMPORT, invites suitably qualified persons to apply for the following position(s):

POSITION: MARINE PILOT (UNRESTRICTED) × 4
DEPARTMENT: PORT OPERATIONS
DIVISION: NAVIGATION
LOCATION: PORT OF WALVIS BAY & PORT OF LÜDERITZ

PURPOSE OF THE JOB:

To provide expert pilotage services for vessels entering and navigating the Port of Walvis Bay and Port of Lüderitz, ensuring safe and efficient operations in compliance with both national and international regulations. The Marine Pilot will uphold NAMPORT's operational integrity, maintain safety standards, protect the organization's reputation, and contribute to the development of future maritime professionals.

KEY PERFORMANCE AREAS:

Reporting to the Port Captain, the Marine Pilot will assume full responsibility for piloting vessels within the port limits at the Port of Walvis Bay/ Port of Lüderitz, with key responsibilities including:

- **Vessel Piloting | Operational Excellence**
- **Stakeholder Engagement | Safety & Reputation Management**
- **Training & Development | Port Operations**

QUALIFICATIONS, EXPERIENCE AND SKILLS:

- Valid Class 1 Master Marine Foreign Going Certificate of Competency issued under STCW 1978 (as amended).
- A minimum of 2 years of Marine Pilots experience with an Open Pilot license.
- Valid Ancillary Courses as required by the Manila Amendments to the STCW Code 2010.
- Strong working knowledge of international maritime conventions, including SOLAS, MARPOL, and ISPS Code.
- Proficiency in safety and environmental management standards, including ISO 14001, ISO 19001.
- Strong leadership skills, with the ability to coordinate and command respect from Ship Masters and other maritime professionals
- Exceptional communication, decision-making, and supervisory skills, with the ability to work collaboratively in diverse teams.
- Demonstrated ability to work independently, maintain flexibility, and thrive under pressure in high-stakes situations.
- Proven ability to develop, inspire, and mentor others, fostering a culture of professional growth.

ADDITIONAL REQUIREMENTS:

- **Citizenship:** Namibian citizen or permanent resident.
- **Expatriate Applicants:** A police clearance certificate from the country of origin is required for expatriate applicants.

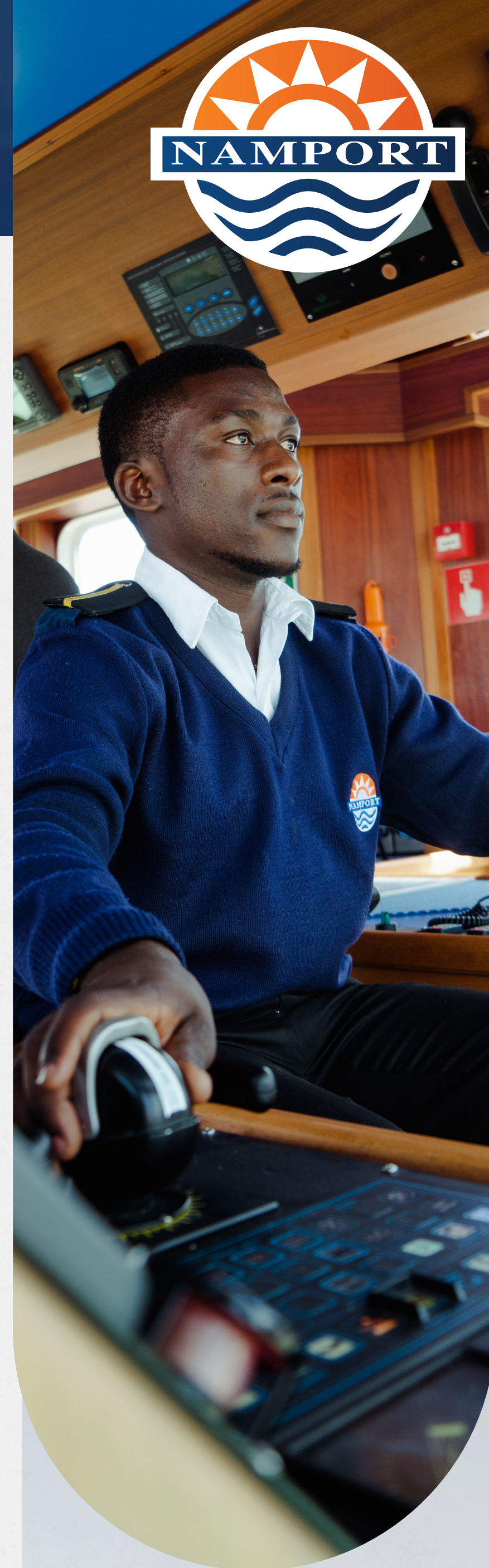
WINDOW OF OPPORTUNITY: 21 MAY 2026

Namport is an equal opportunity employer and is committed to providing world-class port services to all local, regional and international seaborne traders, through excellent customer service, sustainable growth, development and social responsibility. **Women are encouraged to apply.**

Interested candidates are encouraged to apply by submitting their applications electronically via www.namport.com/careers/ or access the Namibia Integrated Employment Information System (NIEIS) through the following link: <https://nieis.namibiaatwork.gov.na/>.

All foreign qualifications should be STCW 10 compliant and to be endorsed by the Department of Maritime Affairs.

Only shortlisted candidates will be contacted. No hand delivered, emailed or faxed applications will be considered.



All enquiries and applications with full details regarding qualifications, experience, and career achievements should be addressed to the undermentioned

Human Capital Business Partner
Namibian Ports Authority
P O Box 361, Walvis Bay
Tel: 064 208 2277

Africa's Ultimate Ports Experience



www.namport.com