

ANTI-CORRUPTION COMMISSION
VACANCIES

Applications are awaited from suitably qualified persons interested in joining the Anti-Corruption Commission in its fight against corruption.

DIRECTORATE: INVESTIGATION
DIVISION: FORENSIC
POST DESIGNATION: CHIEF INVESTIGATING OFFICER GRADE 4 (ANALYST)

Number of posts:	One (1)
Duty stations:	Windhoek
Salary scale:	N$582 333– 617 976 per annum
Motor Vehicle allowance:	N$110 917 per annum
Housing benefit:	N$121 560 per annum

Minimum requirements:

An appropriate Academic qualification at NQF 7. Serving staff members must have their probation confirmed at grade 5, plus 9 years of relevant experience focused on investigative work/forensic investigation/law enforcement/legal research/auditing/information technology (IT) or compliance with relevant laws. It includes the following:

Knowledge of:

- Investigative techniques.
- Rules of criminal procedure
- Precedent court decisions concerning admissibility of evidence, constitutional rights, search and seizure, and related issues;

Skills in:

- Applying the techniques required in performing such duties as performing surveillance and undercover work.
- Communication, presentation and interpersonal relationships.
- Planning, organization and problem solving.
- Information technology, including the use of databases, spreadsheets and specialised software.

Additional requirements: *Preference will be given to applicants with experience in one or more of the following fields: Forensic Investigation/ Financial Investigation/ Financial Analysis/ Auditing/ Data processing combined with a Honours B Degree on NQF Level 8 in one of the following fields: Auditing/ Forensic Investigation/ Mathematics/ Statistics or ICT plus 9 years appropriate experience*

Knowledge of:

- Analytical tools, including Excel, i2 Analyst's Notebook, UFED (Cellebrite), EnCase, X-Ways Forensics, CFIS, Forensic Tool Kit (FTK).
- Report writing, including compilation of tables and charts.

Ability to:

- Recognize, develop, and present evidence that reconstructs events, sequences, and time elements; and
- Establish relationships, responsibilities, legal liabilities, and conflicts of interest in a manner that meets requirements for presentation in various legal hearings and court proceedings
- Extract data from computers, cellular phones, and other media devices and perform analysis on such data to assist and support an investigation or to be utilized as evidence in a criminal investigation and/or for decision-making purposes; present analysis in various internal and external forums.
- Use computer analytical software tools, databases, electronic spreadsheets, visualization tools, and other applications to manipulate, analyze, and present data to Investigators.
- Respond to ad hoc requests from the Head of Investigations and other Supervisors for meetings and briefings.
- Interact with investigators on cases under investigation.
- Develop and maintain Tactical, Strategic, Administrative and Operational analytical capabilities.
- Conduct briefings and presentations of analytical findings and conclusions.
- Provide information and analysis findings in a format that allows for their use by any authorised officer of the ACC.
- Prepare a variety of reports and statements under oath or affirmation on any data extracted or analysis performed.
- Make written and oral presentations, using maps, charts, and graphs, to inform investigators, management, or Prosecutors/State Advocates on criminal investigations as and when required.
- Prepare a variety of mapping (GIS) products, inclusive of those that are the product of geospatial analysis.
- Respond to ad hoc requests for analyses and reports from all levels and units of the Directorate.
- Collect, analyze, search, and organize criminal information from all available sources, including cellular phones, computers, media devices, cellular data, bank statements, intelligence sources, and other agencies, to support investigations and to obtain evidence relevant to an investigation.
- Understand complex data, including the ability to methodically review the same.
- Work under pressure and to meet deadlines.
- Compile information, analyze findings, make interpretations, and write comprehensive reports and affidavits based on data; use these findings to support and enhance criminal investigations.
- Prepare and present complex and detailed analytical reports/information using principles and practices of professional and technical report writing. Draft correspondence and presentation materials. Present analyses, summations, and convert findings to practical applications.
- Develop and manage databases, data system integrity and security, electronic spreadsheets, and analyses applications. Manipulate, analyze, and present data.

It would be an added advantage if the candidate:

- Has knowledge of, exposure to, and/or utilized the following job related software and tools including but not limited to UFED Cellebrite, EnCase, X-Ways Forensics, Comprehensive Financial Investigative Solutions (CFIS), i2 Analyst Notebook, Excel, Microsoft Access and Forensic Tool Kit.
- Display a willingness to undergo further continuous training in the abovementioned software applications and tools to keep up with the dynamic and changing environment of cellular and computer forensics.
- Has the ability to meticulously analyze large sets of data, perform keyword and other searches, and to present them to others who do not possess specialized knowledge.
- Has a special interest in the analysis of information.

- Is a highly dedicated and disciplined worker of good character and high integrity.
- Has good communication and writing skills.

Main functions: Assisting the head of the Directorate of Investigation and Prosecution in managing the Directorate as well as:

- Supervision of subordinates
- Collecting and receiving computers, cellular phones, external drives and other media devices that may contain data relevant to a particular investigation and to extract such data, do searches and analyse it for relevant information and evidence and to avail such information and evidence, inclusive of whatever reports, tables, graphs and/or charts and statements under oath or affirmation may be required.
- To receive and convert hard or electronic bank account statements into a format that would enable analysis and filtering to be performed and to analyse and perform searches required for a particular investigation on such statements.
- Handling of exhibits and case files containing evidence.
- Liaising with other institutions about information required for analysis.
- Performing any other functions as may be assigned to him/her by any authorized officer of the ACC superior in rank to him or her.
- To testify in court on the extraction of data and on the findings of any analysis performed

DIVISION: ANTI-MONEY LAUNDERING

POST DESIGNATION: SENIOR INVESTIGATING OFFICER GRADE 5

Number of posts: One (1)
Duty station: Windhoek
Salary: N$543 055 – N$570 914 per annum
Transport Allowance: N$10 512 per annum

Additional benefits include: An annual bonus, pension benefits, housing subsidy/rental allowance, allowance subject to certain conditions, and participation in the Public Service Medical Aid Scheme

Minimum requirements:
An appropriate National Diploma on NQF Level 6 plus 6 years of relevant experience that focuses on the areas of investigative work/ forensic investigation/ law enforcement/ legal research/ auditing/ information technology (IT), or compliance with relevant laws. It will include the following:

Knowledge of:
- Investigative techniques;
- Rules of criminal procedure;
- Precedent court decisions concerning admissibility of evidence, constitutional rights, search and seizure, and related issues;

Ability to:
- Recognize, develop, and present evidence that reconstructs events, sequences, and time elements; and
- Establish relationships, responsibilities, legal liabilities, and conflicts of interest in a manner that meets requirements for presentation in legal hearings and court proceedings.

Skills in:
- Applying the techniques required in performing surveillance and undercover work.

Supplementary requirements:

1. The candidate must –
   (a) During the last three years, have been actively involved in the investigation of criminal cases pertaining to not only corrupt practice offences, but also to other serious economic crime offences such as fraud, money-laundering, and/or tax evasion due to such offences being connected to, or facilitated by, the corrupt practice offences;
   (b) Be a highly disciplined and dedicated worker of good character and high integrity;
   (c) A competitive, self-motivated individual with a firm commitment to customer service excellence, an energetic team player with exceptional interpersonal, good communication, and writing skills;
   (d) Be ethical with strong self-esteem;
   (e) Be analytical, proactive, willing to take initiative, excellent at planning, organizing, and positive Motivator, problem solver, and time management skills;
   (f) Be willing to travel extensively and work awkward hours;
   (g) Be in possession of a valid driving license;
   (h) Be in possession of a police clearance certificate (certificate of conduct) not older than 3 months;

2. It would be an added advantage if the candidate has a degree on NQF level 7 or higher in the field of policing and /or law enforcement.

Main responsibilities:

- Investigating allegations of corrupt practices
- Assessing crime scenes and recovering information
- Interviewing and taking down statements of witnesses
- Handling of exhibits
- Compiling reports containing all relevant information
- Liaising with other institutions, especially those involved in investigations
- Performing such other functions as may be assigned to him or her by any person superior in rank to him or her.

Leadership and Management:

- Directs and supervises the work of the staff members under his/her supervision, and other personnel.
- Assist the Head of Division in developing and implementing the division's policies, procedures, and strategies for asset forfeiture.
- Advise the Head of Division on strategies to enhance and improve the work of the division
- Ensure compliance with relevant laws, regulations, and agency guidelines.
- Assist the Head of Division in managing the division's budget and resources effectively.
- Provide supervision and guidance to staff members under his/her supervision, fostering a positive and productive work environment.
- Establish appropriate deadlines and processes to ensure that work of the highest standard is done.
- Maintain case files electronically in the Case Management System and in hard copy to ensure that evidence is gathered for efficient record preservation.
- Nurture and maintain healthy interpersonal relations with, and among, staff members of the division and other staff members of the Directorate of Investigation and Prosecution, as well as other staff members of the Anti-Corruption Commission.

Seizure and forfeiture of assets.

- Ensures compliance with relevant laws, regulations, and agency guidelines.
- Provides supervision and guidance to staff members under his/her supervision, fostering a positive and productive work environment.
- Establish appropriate deadlines and processes to ensure that work of the highest standard is done.

- Maintain case files electronically in the Case Management System and in hard copy to ensure that evidence is gathered for efficient record preservation.
- Nurture and maintain healthy interpersonal relations with, and among, staff members of the division and other staff members of the Directorate of Investigation and Prosecution, as well as other staff members of the Anti-Corruption Commission.
- Perform any other related duties that may be assigned from time to time by the Head of Investigation/Head of Division and/or other superior.

Asset Forfeiture Operations:

- Oversees the investigation and litigation of asset forfeiture cases.
- Coordinates with the Office of the Prosecutor-General and other law enforcement agencies, both domestic and international, to trace and seize assets.
- Ensures the proper handling and management of seized assets, including their storage, preservation, and eventual disposition.
- Works with financial institutions and other entities to identify and freeze assets.
- May be involved in the preparation and presentation of evidence in court.

Policy and Training:

- Assist the Head of Division in developing and reviewing asset forfeiture policies and procedures.
- Assist the Head of Division in developing and reviewing legislative and regulatory initiatives related to asset forfeiture.
- May represent the division at conferences, meetings, and other forums if so directed
- Hold AML & Asset forfeiture and /or Directorate of Investigation and Prosecution division weekly meetings for information sharing, feedback, planning, and problem solving.

Collaboration and Liaison:

- Maintains strong relationships with other law enforcement agencies, both domestic and international.
- Collaborates with prosecutors and other legal professionals to ensure effective prosecution of asset forfeiture cases.
- May be involved in liaison with headquarters and finance regarding financial issues that affect the division's asset forfeiture operations.

Financial Analysis and Expertise:

- May utilize information obtained from financial analysis to prepare documentation for use by law enforcement personnel pursuing civil and criminal forfeiture matters.
- May be required to review, advise upon, and make applications in relation to the tracing, freezing, and forfeiture of the proceeds of crime.

POST DESIGNATION: INVESTIGATING OFFICER GRADE 7 (RE-ADVERTISED)
Division: Anti-Money Laundering
Number of posts: Two (2)
Duty station: Windhoek
Salary: N$372 627 – N$445 325 per annum
Transport Allowance: N$10,512 per annum

Additional benefits include: An annual bonus, pension benefits, housing subsidy/rental allowance, allowance subject to certain conditions, and participation in the Public Service Medical Aid Scheme

Minimum requirements:	An appropriate National Diploma or equivalent qualification on NQF L6 plus 3 years relevant experience that focuses on the areas of investigative work/ forensic investigation/ law

enforcement/ legal research/ auditing/ information technology (IT), or compliance with relevant laws. It includes the following:

Knowledge of :

- Investigative techniques.
- Rules of criminal procedure
- Precedent court decisions concerning admissibility of evidence, constitutional rights, search and seizure, and related issues;

Ability to –

- Recognize, develop, and present evidence that reconstructs events, sequences, and time elements; and
- Establish relationships, responsibilities, legal liabilities, and conflicts of interest in a manner that meets requirements for presentation in legal hearings and court proceedings.

Skills in:

- Applying the techniques required in performing surveillance and undercover work

Supplementary Requirements:

- 1. The candidate must –
- (a) during the last three years have been actively involved in the investigation of criminal cases pertaining to not only corrupt practice offences, but also to other serious economic crime offences such as fraud, money-laundering, and/or tax evasion due to such offences being connected to, or facilitated by, the corrupt practice offences;
- (b) be a highly disciplined and dedicated worker of good character and high integrity;
- (c) a competitive, self-motivated individual with a firm commitment to customer service excellence, an energetic team player with exceptional interpersonal, good communication, and writing skills;
- (d) be ethical with strong self-esteem;
- (e) be analytical, proactive, willing to take initiative, excellent planning, organizing, and positive motivator, problem solver, and time management skills;
- (f) be willing to travel extensively and work awkward hours;
- (g) be in possession of a valid driving license;

- 2. It would be an added advantage if the candidate has an appropriate degree on NQF level 7 or higher in the field of policing and/or law enforcement.

Main responsibilities:

- Build criminal cases, identify, trace, and confiscate criminal proceeds and instrumentalities of crime for possible prosecution under POCA;
- Identify, detect, and investigate serious, complex corruption cases bearing elements of money laundering for the purpose of tracing tainted assets,

Seizure and forfeiture of assets.

- Ensure compliance with relevant laws, regulations, and agency guidelines.
- Establish appropriate deadlines and processes to ensure that work of the highest standard is done.
- Maintain case files electronically in the Case Management System and in hard copy to ensure that evidence is gathered for efficient record preservation.

- Nurture and maintain healthy interpersonal relations with, and among, staff members of the division and other staff members of the Directorate of Investigation and Prosecution, as well as other staff members of the Anti-Corruption Commission.
- Perform any other related duties that may be assigned from time to time by the Head of Investigation/Head of Division and/or other superior.

Asset Forfeiture Operations:

- Oversees the investigation and litigation of asset forfeiture cases.
- Coordinates with the Office of the Prosecutor-General and other law enforcement agencies, both domestic and international, to trace and seize assets.
- Ensures the proper handling and management of seized assets, including their storage, preservation, and eventual disposition.
- Works with financial institutions and other entities to identify and freeze assets.
- May be involved in the preparation and presentation of evidence in court.

Collaboration and Liaison:

- Maintains strong relationships with other law enforcement agencies, both domestic and international.
- Collaborates with prosecutors and other legal professionals to ensure effective prosecution of asset forfeiture cases.
- May be involved in liaison with headquarters and finance regarding financial issues that affect the division's asset forfeiture operations.

Financial Analysis and Expertise:

- May utilize information obtained from financial analysis to prepare documentation for use by law enforcement personnel pursuing civil and criminal forfeiture matters.
- May be required to review, advise upon, and make applications in relation to the tracing, freezing, and forfeiture of the proceeds of crime.

DIRECTORATE: INVESTIGATION

POST DESIGNATION: SENIOR INVESTIGATING OFFICER GRADE 5

Number of posts: One (1)
Duty station: Windhoek
Salary: N$543 055 – N$570 914 per annum
Transport Allowance: N$10 512 per annum

Additional benefits include: An annual bonus, pension benefits, housing subsidy/rental allowance, allowance subject to certain conditions, and participation in the Public Service Medical Aid Scheme

Minimum requirements:
An appropriate National Diploma on NQF Level 6 plus 6 years of relevant experience that focuses on the areas of investigative work/ forensic investigation/ law enforcement/ legal research/ auditing/ information technology (IT) or compliance with relevant laws. It will include the following:

Knowledge of:
- Investigative techniques;
- Rules of criminal procedure;

- Precedent court decisions concerning admissibility of evidence, constitutional rights, search and seizure and related issues;

Ability to:
- Recognize, develop and present evidence that reconstructs events, sequences and time elements; and
- Establish relationships, responsibilities, legal liabilities and conflict of interest in a manner that meets requirements for presentation in legal hearings and court proceedings.

Skills in:
- Applying the techniques required in performing surveillance and undercover work.

Supplementary requirements:

1. The candidate must –

(a) During the last three years have been actively involved in the investigation of criminal cases pertaining to not only corrupt practice offences, but also to other serious economic crime offences such as fraud, money-laundering and/or tax evasion due to such offences being connected to, or facilitated by, the corrupt practice offences;

(b) Be a highly disciplined and dedicated worker of good character and high integrity;

(c) A competitive, self-motivated individual with a firm commitment to customer service excellence, an energetic team player with exceptional interpersonal, communication, and writing skills;

(d) Be ethical with strong self-esteem;

(e) Be analytical, proactive, willing to take initiative, excellent planning, organizing, and positive Motivator, problem solver, and time management skills;

(f) Be willing to travel extensively and work awkward hours;

(g) Be in possession of a valid driving license;

2. It would be an added advantage if the candidate has a degree on NQF level 7 or higher in the field of policing and /or law enforcement.

Main responsibilities:
- Investigating allegations of corrupt practices
- Assessing crime scenes and recovering information
- Interviewing and taking down statements of witnesses
- Handling of exhibits
- Compiling reports containing all relevant information
- Liaising with other institutions, especially those involved in investigations
- Performing such other functions as may be assigned to him or her by any person superior in rank to him or her.

POST DESIGNATION: INVESTIGATING OFFICER GRADE 7

Number of posts: One **(1**)
Duty station: Windhoek
Salary: N$372 627 – N$445 325 per annum
Transport Allowance: N$10,512 per annum

Additional benefits include: An annual bonus, pension benefits, housing subsidy/rental allowance, allowance subject to certain conditions, and participation in the Public Service Medical Aid Scheme

Minimum requirements:

An appropriate National Diploma on NQF Level 6 plus 3 years of relevant experience that focuses on the areas of investigative work, forensic investigation, law enforcement, legal research, auditing, information technology (IT), or compliance with relevant laws. It will include the following:

Knowledge of:

- Investigative techniques;
- Rules of criminal procedure;
- Precedent court decisions concerning admissibility of evidence, constitutional rights, search and seizure, and related issues;

Ability to:

- Recognize, develop, and present evidence that reconstructs events, sequences, and time elements; and
- Establish relationships, responsibilities, legal liabilities, and conflicts of interest in a manner that meets requirements for presentation in legal hearings and court proceedings.

Skills in:

- Applying the techniques required in performing surveillance and undercover work.

Supplementary requirements:

1. The candidate must –

(a) During the last three years, have been actively involved in the investigation of criminal cases pertaining not only to corrupt practice offences, but also to other serious economic crime offences such as fraud, money-laundering, and/or tax evasion due to such offences being connected to, or facilitated by, the corrupt practice offences;
(b) Be a highly disciplined and dedicated worker of good character and high integrity;
(c) A competitive, self-motivated individual with a firm commitment to customer service excellence, an energetic team player with exceptional interpersonal, communication, and writing skills;
(d) Be ethical with strong self-esteem;
(e) Be analytical, proactive, willing to take initiative, excellent at planning, organizing, and positive Motivator, problem solver, and time management skills;
(f) Be willing to travel extensively and work awkward hours;
(g) Be in possession of a valid driving license;

2. It would be an added advantage if the candidate has a degree on NQF level 7 or higher in the field of policing and /or law enforcement.

Main responsibilities:

- Investigating allegations of corrupt practices
- Assessing crime scenes and recovering information
- Interviewing and taking down statements of witnesses
- Handling of exhibits
- Compiling reports containing all relevant information
- Liaising with other institutions, especially those involved in investigations
- Performing such other functions as may be assigned to him or her by any person superior in rank to him or her.

DIRECTORATE: PUBLIC EDUCATION AND CORRUPTION PREVENTION
POST DESIGNATION: PUBLIC EDUCATION AND CORRUPTION PREVENTION OFFICER GRADE 7

Number of posts:	One (1)
Duty station:	Rundu
Salary scale:	N$ 305 684 – N$ 365 322
Transport allowance	N$ 10 512.00 per annum
Additional benefits include:	An annual bonus, pension benefits, housing allowance/subsidy or rental allowance subject to certain conditions, and participation in the Public Service Medical Aid Scheme.

Minimum requirements:

- A National Diploma or equivalent qualification on NQF L6 in public relations, communication, education or accounting, or any field related to any of the above-mentioned, plus 6 years of appropriate experience. Appropriate experience would include the following:

Knowledge of –

- principles and practices of educational programs;
- multimedia tools;
- principles, techniques, and methods used in preparing news releases and publications;
- design of brochures, displays, and visual aids;
- Operation of computers and job-related software.

Have the ability to –

- develop and implement procedures for public relations, communication, and educational activities;
- plan, develop and implement programs;
- effective subject presentation;
- Communicate effectively both orally and in writing.

Supplementary Requirements:

- Preference will be given to candidates with appropriate tertiary qualifications in the field of Auditing, Research, Journalism, or ICT combined with appropriate experience;
- Knowledge of principles and practices of ethics, integrity, and anti-corruption;
- Knowledge of policy analysis;
- Knowledge and skills in writing and editing;
- Knowledge of principles, techniques, and methods of policy implementation and Monitoring and Evaluation (M&E);
- Knowledge of data analysis and presentation;
- Knowledge of job-related application software such as Excel, MS Word, PowerPoint, and Publisher;

- Ability to coordinate and provide technical assistance in the implementation of the National Anti-Corruption Strategy and Action Plan (NACSAP);
- Public Consultation Skills;
- Project planning and facilitation skills;
- Ability to provide expertise in M&E and reporting framework;
- Must have a Valid Driver's License.

Main functions:

- Educating the public on the dangers and evils of corruption and enlisting their support in combating corruption;
- Facilitating positive behavioral and attitudinal changes amongst the public through awareness-raising campaigns/workshops/ radio and television interviews and talk shows;
- Developing brochures, pamphlets, and other educational material such as posters, etc.;
- Examining systems, practices, and procedures of public and private bodies on ways to prevent corruption practices and on changes to practices, systems, and procedures to reduce the likelihood of the occurrence of corruption practices;
- Liaising with other institutions, especially those involved in public education;
- Performing such other functions as may be assigned to him or her by any person superior in rank to him or her.

DIVISION: ADMINISTRATION

POST DESIGNATION: INTERNAL AUDITOR GRADE 8

Number of posts: One (1)
Duty station: Windhoek
Salary: N$ 250 767 – 299 691 per annum
Transport Allowance: N$ 10 512 per annum

Additional Benefits include: An annual bonus, pension benefits, housing subsidy/rental allowance subject to certain conditions, and participation in the Public Service Medical Aid Scheme

Minimum requirements: An appropriate Bachelor's Degree in Auditing or relevant qualification on NQF 7, plus 3 years of appropriate experience. Confirmation of probation is subject to the issuing of a certificate of successful completion of the internal training course by the Executive Director: Ministry of Finance, on advice of the Deputy Director: Internal Auditing of the Ministry of Finance

Supplementary Requirement:

- Integrity and professionalism.
- Objectivity and independence.
- Attention to detail.
- Critical thinking and analytical ability.
- Communication and interpersonal skills.
- Planning and organizational skills.
- Ethical conduct and confidentiality.

Main Duties:

- Develop and implement a risk-based annual internal audit plan for the Anti-Corruption Commission (ACC).
- Conduct internal audit engagements in accordance with the approved annual audit plan and the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors (IIA).
- Evaluate the adequacy and effectiveness of internal controls, governance processes, and risk management systems.
- Prepare audit findings, conclusions, and practical recommendations to address identified weaknesses and improve operational efficiency.
- Compile comprehensive audit reports and submit them to the Executive Director and the Audit Committee.
- Present audit reports, findings, and recommendations to Management and the Audit Committee.
- Monitor the implementation of agreed management action plans and corrective measures.
- Conduct follow-up audits to assess the effectiveness and sustainability of implemented recommendations.
- Report periodically to Management and the Audit Committee on the status of audit recommendations and corrective actions.
- Undertake special audits, investigations, and other assignments as directed, ensuring completion within prescribed timeframes.
- Provide monthly progress reports on audit activities and assignments to the Executive Director.
- Promote compliance with applicable legislation, policies, procedures, and established internal controls.
- Perform any other duties and responsibilities that may be assigned by the Executive Director or any other duly authorized superior officer.

NOTICE TO ALL APPLICANTS

1. **Applicants must be Namibian Citizens.**
2. **Successful candidates will be subjected to vetting and security screening.**
3. **Applicants with foreign qualifications and qualifications from other tertiary institutions apart from NUST, UNAM, and IUM must attach proof of evaluation of such qualifications evaluated by the Namibian Qualification Authority (NQA).**
4. **Application must be made on a new form 156043 and health questionnaire 156094 (obtainable from any government office), and the said application must be accompanied by copies of the applicant's-**
   - **Curriculum vitae containing comprehensive details of work-related experience and exposure that speak to the minimum and supplementary requirements, and**
   - **Educational qualifications, identity card, and a valid driver's license. Incomplete applications or applicants who do not attach their probation letters, or who submit documents that are not originally certified by the police, or attached scanned documents on the application form, will not be considered, and applicants who do not comply with the above-mentioned requirements of this paragraph will be disqualified.**
   - **A testimonial or reference letter must be attached for applicants employed outside the public service**
5. **If an applicant applies for more than one post, he/she must submit separate applications for each post.**
6. **Only the short-listed candidates will be contacted.**

7. **Previously disadvantaged persons and disabled people who meet the requirements are encouraged to apply.**
8. **No e-mail or fax will be accepted.**
9. **No application form will be accepted after the closing date.**
10. **Applications must be addressed to the Executive Director: Anti-Corruption Commission, P.O. Box 23137, Windhoek, or delivered at the office of the Anti-Corruption Commission, Corner of Mont Blanc and Groot Tiras Streets, Windhoek, NOT to be submitted at ACC Regional Offices.**
11. **Enquiries should be directed to Mr. Hangula, Ms Nakulwa or Mr. Nashilongo at 061 435 4000.**
12. **The closing date for applications is 30 November 2026**