

## Celebrating Namdeb gems: A bright future beckons

**Jauque looks back at almost two decades with Namibia's oldest diamond miner.**

Nineteen years after he started working for Namdeb, Senior Financial Manager Jauque Jansen is about to embark on a new journey with fellow Namdeb Holdings subsidiary and sister company Debmarine Namibia. There, he will take up the reins as Chief Financial Officer with financial accountability for Namdeb Holdings as of 1 September.

Jauque is a qualified chartered accountant. He completed his undergraduate qualification at the University of Namibia and possesses a postgraduate diploma in future studies from the University of Stellenbosch's Business School. He also completed the Oxford Strategic Leadership Programme in 2022.

In addition to his financial background, this goal-oriented team player has acquired skills in the areas of strategic management and executive coaching, which continue to enhance his leadership journey.

Jauque is passionate about developing others' leadership potential and is a firm believer that it is through effective leadership that businesses will transition into the fourth industrial era. Reflecting on his career journey with Namdeb, he shares how it has shaped and refined him to reach his current position.

### **How did you first hear about Namdeb?**

The first time I heard of Namdeb was when I attended Concordia College in high school, which, as I understood, was established by Namdeb's predecessor, CDM, and donated to government. Other than that, it was really only when I started working at Namdeb in 2004 that I learnt more about Namdeb, its iconic brand and the impact it has on Namibia.

### **How did you get your first job at Namdeb? When was that?**

I applied for a financial accountant position in 2004 and was fortunate enough to be appointed, which was where I started my career at Namdeb.

### **What memory stands out from those early years?**

What first struck me when I started was the size of the operations when I visited Oranjemund for the first time. I was also amazed by the many years of history and experience that existed for the organisation and its people, especially the long history of financial records that I dealt with in my job at that time.

### **When was the first time you saw a diamond?**

My first time seeing and holding a diamond was at the Namgem diamond polishing factory, which was owned by Namdeb when I started. I was lucky enough to be shown how the diamonds are cut and polished, which gave me a new perspective on the business.



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### **Please describe the company at the time you joined Namdeb and how it has changed over the years.**

When I joined Namdeb, it was a large organisation where decision-making tended to be a lengthy process that took time. Due to the size of the organisation, legacy and historical context, communications to keep the employees of the organisation aligned were not very efficient. For me, this has really changed as communication is filtered across the organisation and decision-making also takes place at the right levels of the organisation. The people have also changed; we now have a much younger workforce than was previously the case.

### **What is your current position at Namdeb, and what role do you play in this position for Namdeb?**

I am currently employed as the

Senior Finance Manager. This position plays a key role in advising the executive leadership and board of the organisation regarding the financial health of the company as well as building the foresight to anticipate and respond to risks.

### **What about working for Namdeb makes you proud?**

I am proud of the team that I am a part of and the role that I play in leading this team to be the best that they can be. Seeing them grow and mature into a high-performing team has been very fulfilling, and this allows the organisation to also be successful.

### **How has your career at Namdeb changed**

Namdeb Senior Financial Manager Jauque Jansen.

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### **you as a person?**

My time at Namdeb has allowed me to grow both as a professional and as a person. I have learnt what it means to have integrity in everything that you do. I have also learnt how anything in the work context is possible if you have passionate people working towards the same goal. If that is in place, you really just need to get out of the way so that the team can achieve its goals.

### **What future do you see for Namdeb?**

I am hopeful for the organisation. With the number of passionate people that Namdeb employs, I am sure that they will make the organisation successful into the future and achieve the ultimate goal of operating beyond 2050. That, I believe, is within the reach of the organisation and can be achieved.

### **What advice would you give to young Namibians looking to start their own careers?**

The first thing I would tell them would be to work hard and be patient because your opportunity will come. However, fundamental to this is that you choose a career that you are passionate about, then you won't work a day in your life because it will feel like you are living out your purpose. Lastly, and probably the most important, is to remain true to your values as an individual. Of these values, integrity and honesty are the most profound, and you must always keep them front of mind.



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