

Celebrating Namdeb Gems: Polishing new talent

Jimi Hill shares the sparkle behind the payroll.

AUGETTO GRAIG

Meet Jimi Hill, Namdeb's reward specialist, safety enthusiast and passionate participant in Namibia's oldest diamond miner's unique world of work.

Jimi elaborates on his glittering career with Namdeb, how it has affected him personally, and what the iconic Namibian partnership between government and international diamond giant De Beers does to brighten the lives and improve the realities of the people of the 'Land of the Brave.'

How did you first hear about Namdeb?

Growing up in the south, Keetmanshoop to be specific, Namdeb, or as it was previously known, CDM, was an employer for some of my family members. I was still in school at the time, and I always dreamed of working for Namdeb.

How did you get your job at Namdeb?

I got a notification that a position in finance had opened, and I thought that this would be my opportunity, so I grabbed it with both hands. I went through the recruitment process and was the successful candidate.

What work have you done before?

I am a reward specialist by profession (SARA accredited) and had the privilege to complete my Global Remuneration Professional (GRP) certification through World at Work (based in America). Industries include mining, manufacturing, logistics and banking, where I had the opportunity to apply my skills in payroll management, HRIS, rewards, employee benefits, global mobility, finance, and general human resources. Working with people brings me joy, and solving people's problems brings even more joy.

What memory stands out from your first day on the job at Namdeb?

I will never forget my first day at Namdeb, standing in front of the huge black building in the CBD. It was quite a daunting experience – especially going through the security checkpoint. However, once I reached the 10th floor, I was met with the warmest and friendliest welcome. The view from the office was pretty spectacular as well.

Please describe the company as you see it since you joined Namdeb and how you saw it before starting there?

Namdeb is an enabler in various capacities, whether you are an employee, part of the community, business partner, shareholder, or stakeholder in Namibia and beyond. It does not matter in what capacity you find yourself; Namdeb provides opportunities for you. Before joining Namdeb, I thought it was primarily focused around Oranjemund.

What is your current position at Namdeb?

I hold the position of Accountant: Payroll,

Q&A with Jimi Hill



PHOTOS NAMDEB

where I oversee the payroll department at Namdeb. We are a team of nine, ensuring that we deliver a positive employee experience.

What about working for Namdeb makes you proud?

Namdeb is a true Namibian gem with a rich history spanning over 100 years of positive legacy. Over the years, so many lives were changed for the better, and I now have the opportunity to further write history for generations to come – ensuring we leave a lasting impact on Namibia and her children.

How has your time at Namdeb changed you as a person?

I have never been so safety-conscious in my life. I guess it is safe to say I now see the world through safety glasses. Safety is a vital part of Namdeb; the safety culture at work stretches beyond the office and has become part of my everyday life. My two boys, Elijah and Zech, will attest to this at home. Furthermore, the dynamic operations at Namdeb have broadened my thinking and enhanced my world of work.

How does your household, your family, and your friends see Namdeb?

The culture of Namdeb is always a topic that comes up in discussions. A culture that embraces equal opportunity, innovation

and fosters the individual to become the best version of themselves.

What lessons learned at Namdeb have you been able to practice in your life?

I have become more safety conscious about my life and surroundings. The tools that we are equipped with from a safety point of view are engraved in our daily lives beyond the office. I really would like to see this adopted by my family and friends, as safety is a community or collective responsibility.

What do you hope to achieve in your time at Namdeb?

The world of work has evolved drastically over the years. My plan is to automate certain processes within my portfolio and ultimately see payroll as a business partner that can contribute to the success of the business in more ways. The most important achievement would be for the payroll team to become the best versions of themselves, which will have a meaningful impact on Namdeb and Namibia for years to come.



Jimi Hill holds the position of Accountant: Payroll at Namdeb. PHOTOS NAMDEB

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

Never stop creating and recreating yourself for the world of work; keep on learning and growing. Since one spends so much time at work, it is important to find a career that you are passionate about. Lastly, relationships are very important. Build long-lasting relationships that you can take along with you on life's journey.

When was the first time you saw a diamond?

I honestly cannot recall when I first saw a diamond; it would most probably be a wedding ring. A wedding ring has always been a symbol of love and commitment, and today I am proud to be part of a company that can be part of people's journey through our precious stones.



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