



NAMDEB

A NAMIBIA DE BEERS PARTNERSHIP



SKILLS AND EDUCATION GUIDE

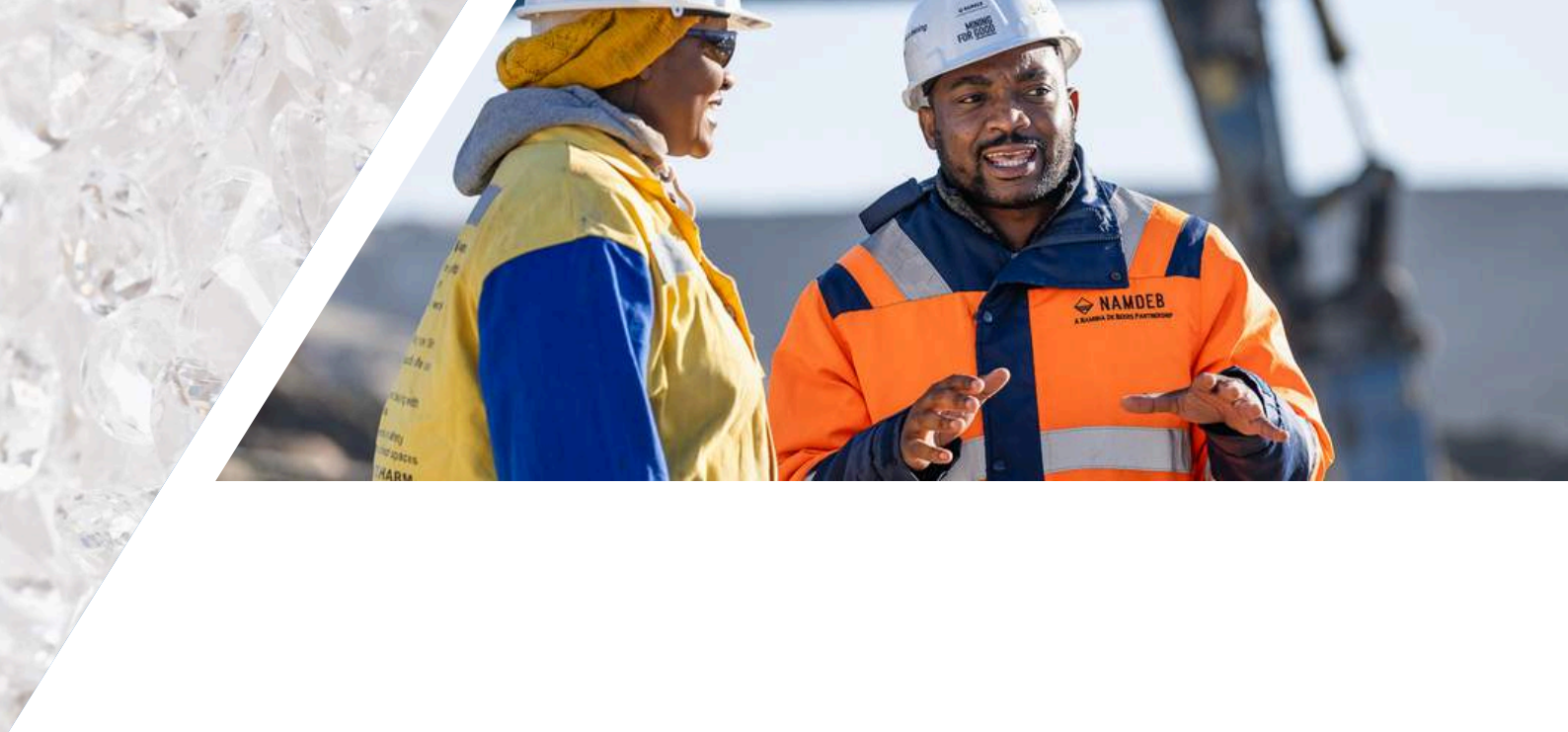


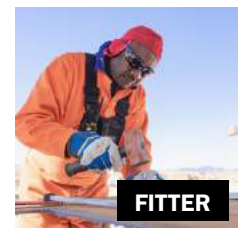
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CAREERS AT NAMDEB

Our ambition is to be the pioneer of value transformation in Namibia. To achieve this, we are exploring more innovative and sustainable ways of mining with renewable resources whilst creating an exciting environment for learning and growth. This will give rise to new career opportunities in our industry.

Current Fields in the Mining Industry:



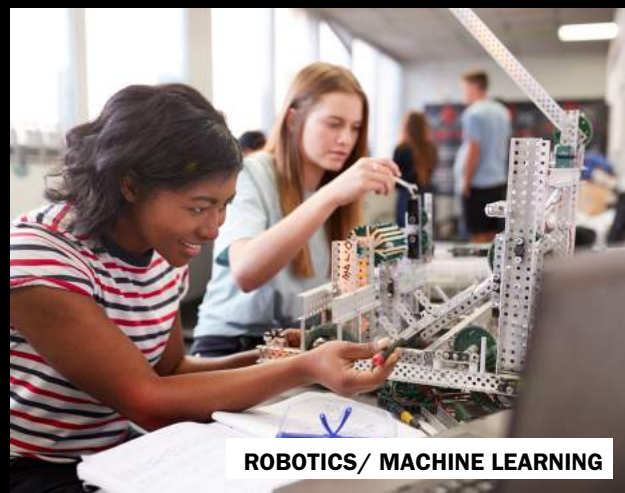


FUTURE MINING SKILLS

As the world is changing, we are looking at more innovative ways of mining, therefore the skills required are changing rapidly. Traditionally mining was very physically demanding, however, with changes such as automated machinery, careers will need to focus on operating and maintaining complex machinery and systems and analysing data. Therefore future careers in the following areas will arise in the fields:



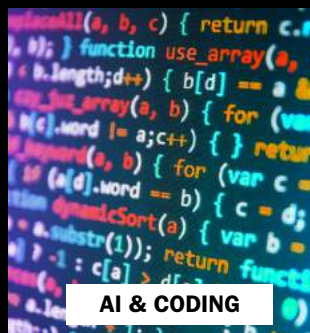
DATA ANALYTICS



ROBOTICS/ MACHINE LEARNING



AUTOMATION



AI & CODING



RENEWABLE ENERGY



SUSTAINABILITY

DEVELOPMENT OPPORTUNITIES



As an organisation, we believe in upskilling our employees and therefore offer a self-study assistance scheme for Namdeb employees.

As part of our endeavours to grow and develop of our community/country, Namdeb offers opportunities for learners and students to gain on-the-job industrial experience, such as:



Job Attachments

For students studying towards a TVET Qualification - Please contact our Technical Training Department at +264 63 237 300, for further information.



Work Integrated Learning

For students needing practical exposure before graduating at an accredited institution of higher learning.



Internships

For students who have completed their qualifications and need to gain practical experience.



Bursaries

Namdeb offers bursaries to (in particular post graduate) students to pursue various fields as per the need of the business. Bursaries are advertised in various media platforms when available.

WOMEN IN MINING

Evelina Amon

Mine Overseer

While attending high school, I was inspired by the national power utility company in the area and wanted to study Electrical Engineering. I reconsidered my ambition in the last few months of high school and decided to apply for Mining Engineering studies to join the “Backbone of the Namibian economy” industry, hoping to land a rewarding job. Choosing Engineering was greatly influenced by my love for Mathematics and Physical Science.

Ludwina Morwe

Transvac Operator

I finished grade 12 and was in search for a job. When I saw an opportunity for a transvac operator role, I applied and successfully got the position. When I started working at Namdeb, there was only a handful of women. It makes me feel good to see some women appointed at Namdeb. I also see quite a few women taking part in sport activities, which is great.

Natalia Shiindi

Senior Plant Metallurgist

Namdeb has been proactively engaged in introducing young girls to the world of STEM, primarily through outreach programs conducted in schools across the !Karas region. These initiatives aim to inspire and empower girls to explore opportunities in science, technology, engineering and mathematics, breaking down barriers and stereotypes that may deter them from pursuing careers in these fields. By challenging outdated norms and promoting inclusivity, Namdeb is fostering a culture where women can thrive and contribute meaningfully across all aspects of the organisation.

Tusnelda Naukala

Assistant Plant Superintendent, Southern Coastal Mines

I am fortunate to work in a department where I am not treated differently. This gives me encouragement to work harder. NAMDEB has a number of programmes that promotes and encourages women in mining to stand out. We also get the opportunity to attend the annual Women in Mining conference.



CHOOSING A CAREER

You might already know what career path you would like to pursue, or you might still be unsure of what you want to become, not to worry:

Here are some points to consider when looking into what career path you want to take:

YOUR SKILLS OR TALENT

If you have a favourite hobby or there is something that you are good at. Ask yourself, is this a hobby that I could potentially turn into a career? Doing what you already have talent in and enjoy doing can be very rewarding.

FUTURE SKILLS

Do some research on the required future skills in our country. Is there a field of interest that will enable you to stand out and be marketable?

SOCIAL REQUIREMENTS

Choose a career that suits your social needs. If you prefer to work on your own, and don't need to interact with others, you may want to choose a career where you can work remotely and do tasks on your own, where as if you enjoy engaging with people, you may consider a career where you work directly with customers or clients.

EXPERIENCE

Job shadowing or internships can give you the opportunity to work with professionals and learn more about an industry and gain insight into the daily responsibilities of the position and what to expect each day.

It is important to verify the accreditation status of a training Institution and evaluation of a qualification with the Namibia Qualification Authority (NQA) before embarking on further studies.

Contact the NQA offices for more information +264 61 384 100

Please contact the HRD Training: +264 63 239 044 for more information.





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GOOD TODAY. BETTER TOMORROW.