



NAMDEB

A NAMIBIA DE BEERS PARTNERSHIP



SKILLS AND EDUCATION GUIDE

www.namdeb.com



In every corner of the world, the word development carries a unique hythm, sometimes swift and bold, other times quiet and deliberate. Yet, at its core, development is about transformation. The change of people, ideas, and systems. It is the story of progress, of resilience and striving for better.

In the mining industry, development is more than a phase, it's a commitment to progress, innovation, and sustainability. From exploration to rehabilitation, each step reflects our evolving understanding of the land, the communities we serve, and the technologies that drive us forward towards change.

As we navigate the challenges of resource demand, environmental stewardship, and economic resilience, one golden thread that pulls through is that development is not just about extracting value from the product that we mine but creating value for the future through people. At the heart of our business is our people who are our greatest asset. Passion, expertise and commitment are what drive us forward, shaping the future. Ensuring a robust talent pipeline is not just a priority, it's a business imperative. It's about continuity, resilience, and growth. Building a skilled and empowered workforce builds our business and when our people thrive, our business thrives and together, we shape the future.

The journey of life is filled with choices, but few are as important as the one you make about your career. It's more than just a job; it's a path that will shape your future, challenge your potential, and define how you contribute to the world. As you stand at the crossroads of possibility, remember to choose a career that aligns with your passion, your values, and your strengths. Don't be swayed only by trends or titles, look inward, What excites you? What problems do you want to solve? What kind of impact do you want to make? The world is changing fast. New industries are emerging, and old ones are evolving. The most successful people aren't those who simply follow the crowd, they are the ones who follow their curiosity, commit to learning, and stay true to themselves.

So, take your time. Explore... Ask questions... Shadow professionals... Try new things... And most importantly, believe in your ability to grow. The right career isn't always the easiest path, but it's the one that will make you feel alive, purposeful, and proud.

Your future is not something you find; it's something you create.

Yours-in-Development
Charity Jeftha
OE & Talent Manager

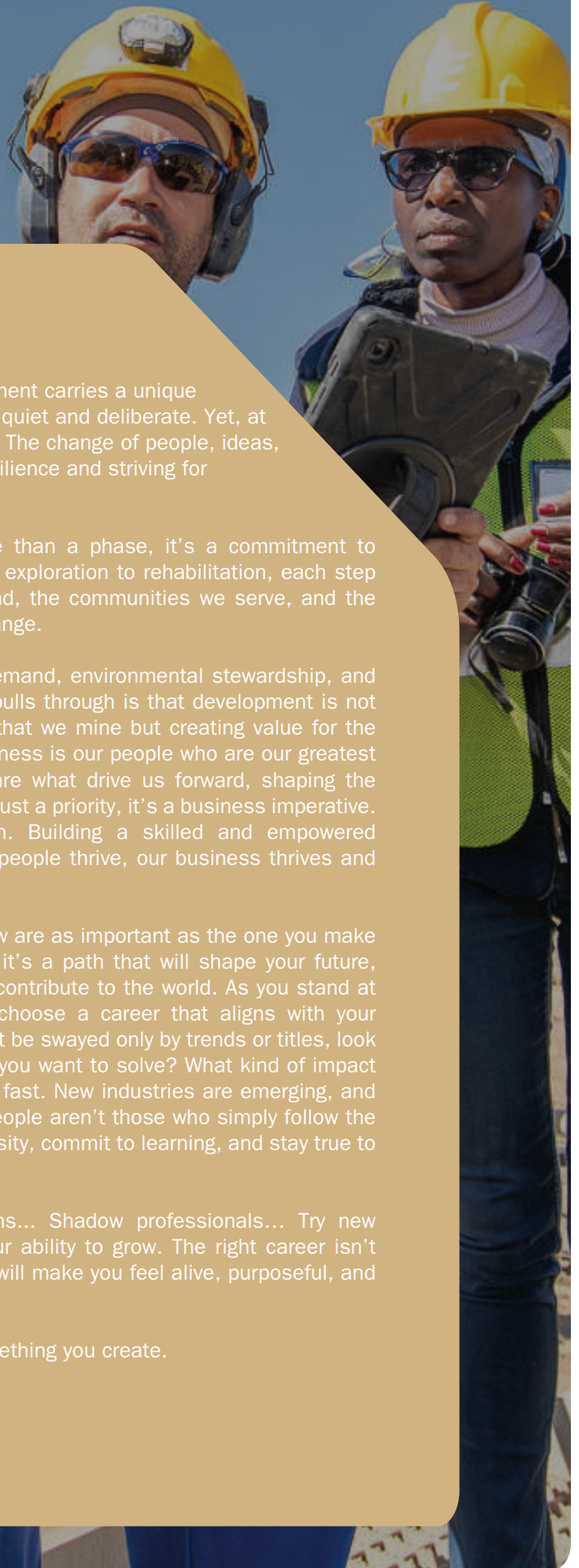




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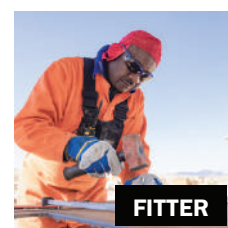
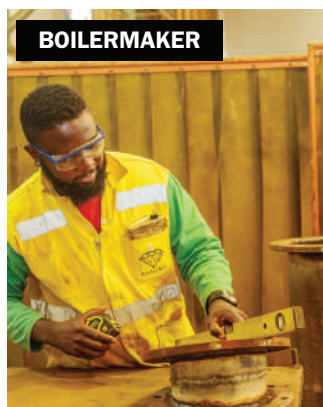
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CAREERS AT NAMDEB

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.

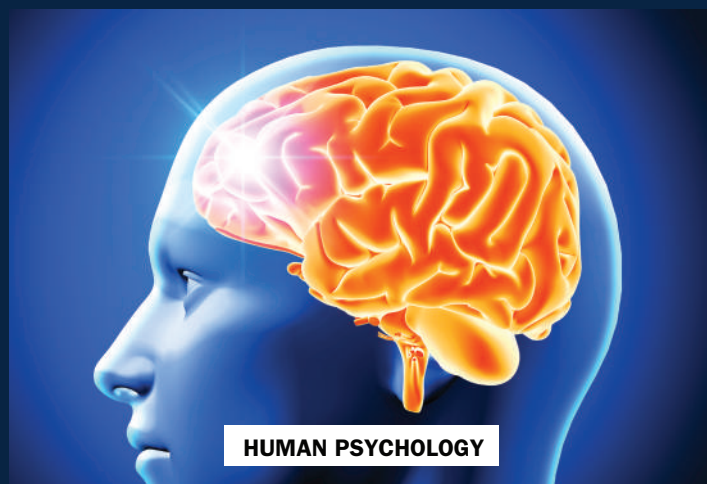
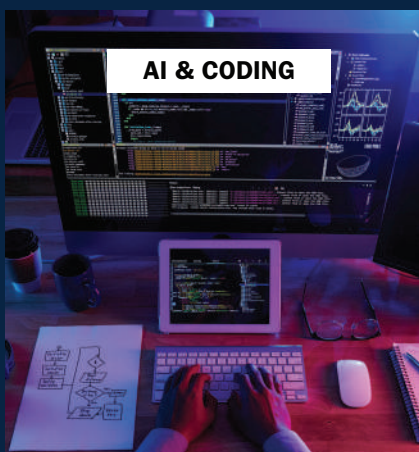
Current Fields in the Mining Industry:



FUTURE MINING SKILLS

As the world continues to evolve, so too does the mining industry. We are increasingly embracing innovative and technology-driven approaches to mining, which is rapidly transforming the skills required in the sector. Traditionally, mining was physically demanding, but with the introduction of automated machinery and digital systems, the focus is shifting.

Future mining careers will demand expertise in operating and maintaining complex machinery, analyzing data, and managing advanced technological systems. At the same time, the human element remains essential. Skills such as critical thinking and understanding of human behaviour and psychology will be key to adapting to the industry's dynamic needs.



DEVELOPMENT OPPORTUNITIES



Randy Philander – Multi-skilled Operator



Victoria Kambwa – Plant Helper

At Namdeb, we are committed to empowering our employees through continuous learning and development. In alignment with our purpose Mining for Good, we believe that investing in our people is essential to building a sustainable and thriving future.

The Self-Study Assistance Scheme enables Namdeb employees to pursue further education and skills development through self-directed learning. As part of this initiative, employees can claim back 87.5% of the fees paid for approved courses and qualifications, making education more accessible and affordable.



Our dedication to nurturing future talent is reflected in the opportunities we provide for students to gain meaningful on-the-job experience, as well as the support to pursue further studies through initiatives 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 on various media platforms when available.

BREAKING BARRIERS, BUILDING FUTURES

WOMEN IN MINING



Deone Strauss
Senior Geologist

“When I started studying geology, I didn’t just see rocks; I saw the Earth’s incredible history, and with it, the potential to unearth its most brilliant secrets – like the diamonds we are so famous for.”



Fiona Kapolo
C&I Operative

“Embrace the challenges in your field; each obstacle is a stepping stone toward your greatest achievements and impact.”



Iyaloo Moses
Mine Overseer

“To the young Namibian ladies aspiring to join the mining industry, I would encourage you to believe in yourself and the beauty of your dreams.

Be your own cheer leader for you are the only one who knows your true strength. Invest in your education because no one will ever take that away from you.”



Denise Willemse
Environmental Officer

“Dream with ambition, lead with conviction, and see yourself in a way that others might not see you, simply because they've never seen it before.”
Kamila Harris.

The last portion of this quote resonates with me, essentially don’t let others’ prejudice of you define you.



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



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GOOD TODAY. BETTER TOMORROW.