



NAMDEB

A NAMIBIA DE BEERS PARTNERSHIP

SKILLS AND EDUCATION GUIDE

2026



The Future Of Work

How are you preparing for a changing careers landscape?

The world of work is changing faster than ever, and I find myself thinking a lot about what that means for the future. Technology, automation, artificial intelligence, and digital innovation are transforming industries across the world. Jobs that existed just ten years ago are evolving, and many of the careers you may one day pursue do not even exist yet. Certainly, very uncertain, but I challenge you to see and grab onto the opportunity.

Looking ahead, it is clear that technology will continue to shape how businesses operate and how people work. Artificial intelligence is already being used in fields like healthcare, education, mining, finance, marketing, and engineering. Tasks that used to be repetitive and administrative are increasingly being automated. At the same time, new roles are emerging, ones that demand creativity, problem-solving, adaptability, and digital awareness. This means that future success

will not depend only on qualifications, but also on the ability to keep learning and adapt to change (agility).

Because of this, you must be intentional about the career path you choose. While passion is important, understand that balancing the awareness of industry trends, technological advancements, and the skills (soft skills) that will remain relevant in the long run. Choosing what is popular or what others expect of you will most likely lead you astray. Instead, take the time to understand your strengths, interests, and whether the industries you are considering will remain sustainable in the future.

One thing is prevalent throughout various conversations, the future workplace will value a combination of human and technical skills. Build strong communication skills, leadership ability, emotional intelligence, and the capacity to collaborate and innovate. As machines take over routine tasks, these skills will become even more valuable.

Embrace It! The future belongs to those who stay curious, flexible, and willing to grow. We know that the careers of tomorrow will not look the same as those today. But with careful planning, continuous learning, and the courage to adapt, shaping the future has never been more fun.

By Charity Jeftha:

Organisational Effectiveness & Talent Manager

Table of Contents

- 01 There's No Single Path Into Mining
- 02 Pathways At Namdeb
- 04 Careers At Namdeb
- 05 Myth or Fact
- 06 Crossword Puzzle Game



There's No Single Path Into Mining!

Meet five professionals in Mining who prove opportunity comes in many forms.



Deone Strauss
Senior Geologist



Neil Andrews
Long Term Mine Planner



Tonata Nakashololo
Business Intelligence
Specialist



Charlene van Wyk
Coordinating Security Officer:
Surveillance



Whether you are learning, training or graduating, Namdeb offers pathways that turn potential into real world experience.

Apprenticeships:

Our apprenticeship programmes provide individuals with the opportunity to gain practical workplace experience while developing technical skills within a specialized trade environment. Apprentices work alongside experienced professionals and receive structured on-the-job training to prepare them for future careers in the mining industry.

Target Group:

Individuals pursuing artisan careers and are required to obtain industry exposure as a requirement for their technical trade qualifications.

Requirements:

Full CV, motivation letter from institution confirming the need for industrial attachment, and progress report from institution.

Where to Apply:

Applications can be forwarded to:

Technical Training Department

Email: Marcelle.Blaauw@namdeb.com Tel: 063 237 300

Internship Programmes:

Internship programmes are offered to graduates, advertised throughout the year, depending on the needs of the business.

Where to Apply:

Once advertised, applications may be submitted through the Namdeb recruitment platform.

Graduate Development Programmes:

Graduate programmes are designed to develop young professionals by providing structured learning, mentorship, and exposure to various areas within the business. Graduates gain



valuable industry knowledge and practical experience to support long-term career growth.

Target Group:

Recent graduates from universities and tertiary institutions.

When we Advertise:

Graduate opportunities are typically advertised according to business needs.

Where to Apply/ Contact:

Applications can be submitted through official recruitment channels.

Work Integrated Learning (WIL):

Work Integrated Learning (WIL) provides students with practical workplace experience as part of their academic programme requirements. Students are exposed to real work environments to enhance learning and professional development.

Minimum Requirements:

- Letter from educational institution requesting workplace placement (WIL Letter)
- Proof of registration
- Academic record
- Updated CV
- ID

Target Group:

Students requiring practical training as part of their qualification.

When we Advertise:

WIL opportunities are usually coordinated directly with educational institutions or based on placement availability.

Where to Apply/Contact:

Students may submit applications through the HRD department. For enquiries, candidates may contact: The HRD department: +264 63 239040

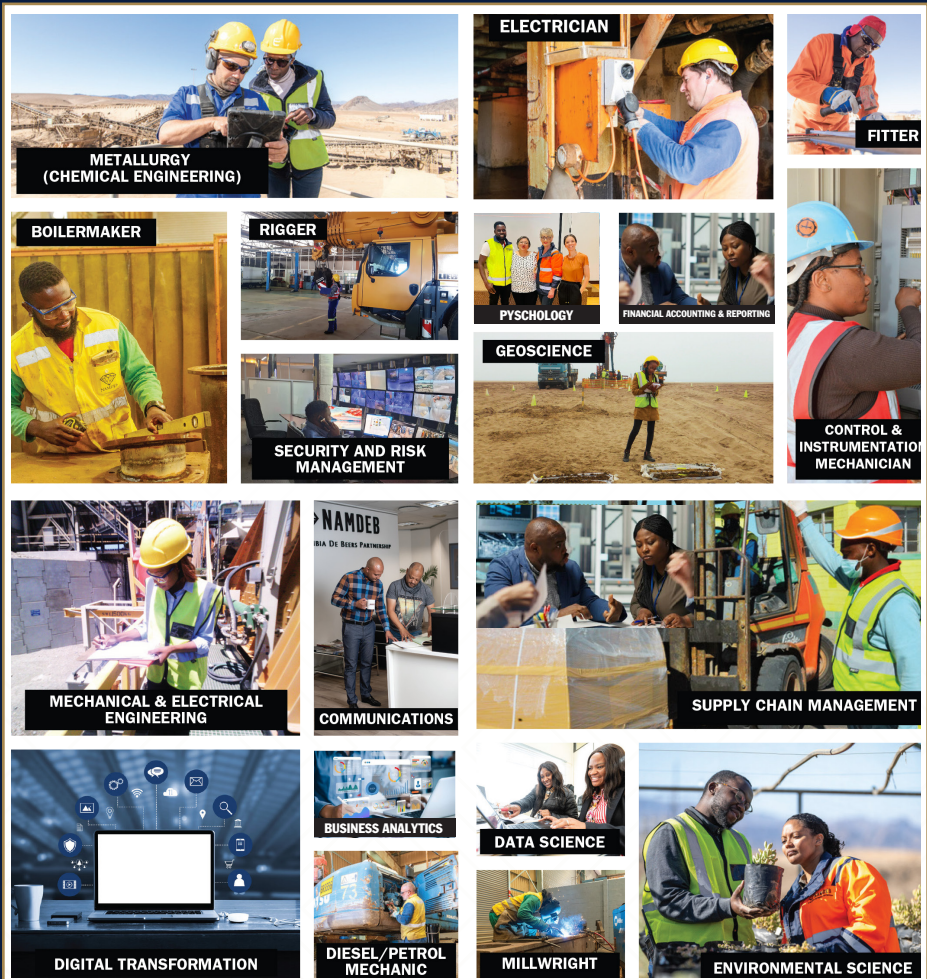
Quick Note:

Ensure that the qualification you intend on studying is accredited and recognised by the Namibia Qualifications Authority (NQA) Visit the NQA website for more information:
www.namqa.org



Careers at Namdeb

At Namdeb, we are driven by a bold ambition, to be the pioneer of value transformation in Namibia, while celebrating the timeless beauty of natural diamonds, formed by the earth and shaped by love. We are reimagining the future of mining by embracing innovation, harnessing renewable resources, and championing sustainable practices that leave a lasting positive impact. Thinking about pursuing a career in Mining? Below are just some of the careers that are highly relevant in the Mining Industry:



Myth Or Fact?

Time to put mining to the test.

Welcome to the Namdeb Edition, where we set the record straight!

Myth: Mining careers are not for women

Fact: Women can thrive and excel in any role within the mining industry. At Namdeb, women successfully contribute as Geologists, technicians, Metallurgists and in a wide range of other technical and support functions, demonstrating that opportunities in mining are open to everyone regardless of gender.

Myth: You can find diamonds lying around on the ground in Oranjemund

Fact: Diamonds in Oranjemund are recovered through advanced mining operations; access is strictly controlled and not open to the public. They are mostly found at the bedrock area and it takes millions of tons to get to them, which you can't see until the metallurgical process is complete (spotting them at bedrock is rare).

Myth: Mining Jobs are only for miners

Fact: At Namdeb, mining is powered by a diverse workforce, from engineers and geologists to HR, IT, health, safety, and training professionals. All working together to deliver a safe and sustainable operation.

Myth: Synthetic diamonds will completely replace mined diamonds

Fact: Synthetic diamonds are an emerging option, but natural diamonds remain valued for their authenticity, rarity, and the meaningful connection people have with them, while also supporting communities and livelihoods.

Quote:

“The future belongs to those who believe in the beauty of their dreams”

Eleanor Roosevelt



Namdeb Diamond Corporation

Word search

Find the 15 hidden words. Words may appear horizontally, vertically, diagonally, forwards or backwards.

L	E	W	R	A	Y	Q	Y	J	U	C	W	I	Q	L	F	L	Y	R
R	Y	Q	K	U	H	G	T	Z	D	N	U	M	E	J	N	A	O	Z
Y	S	G	Z	H	O	M	X	Z	H	G	Q	P	L	X	A	A	Z	P
I	G	N	W	L	T	L	O	Z	Y	X	L	L	C	H	D	H	M	R
G	K	G	O	P	T	T	A	T	P	U	L	Z	U	C	V	D	I	E
Z	W	E	Y	I	G	P	E	F	N	Z	U	K	C	Z	X	M	O	C
M	G	X	C	X	T	F	F	F	E	A	E	S	O	Z	U	E	I	O
T	P	V	L	E	A	A	R	R	E	A	A	Z	X	U	D	Q	N	V
E	N	G	G	S	A	I	R	G	J	Q	H	Y	S	K	I	R	G	E
E	B	X	L	O	V	S	Q	E	G	N	I	S	S	E	C	O	R	R
N	Q	E	R	E	Q	Q	A	O	P	Y	F	T	A	Y	Z	E	F	Y
P	T	X	D	R	B	K	V	Q	O	O	R	D	O	P	Z	Y	D	B
H	G	I	B	Y	D	Q	O	R	A	Y	C	O	I	R	K	T	Q	Q
G	W	E	N	G	I	N	E	E	R	I	N	G	I	A	E	O	Q	Z
P	B	E	D	M	A	N	Q	H	W	Q	I	R	G	O	M	B	E	D
M	O	K	C	V	H	N	C	G	V	J	Z	D	Y	E	W	O	U	V
L	E	I	E	O	H	V	E	S	S	E	L	X	D	M	P	F	D	V
H	F	S	U	S	T	A	I	N	A	B	I	L	I	T	Y	W	N	Y
Q	N	O	I	T	A	R	O	L	P	X	E	M	K	N	G	L	K	S
X	E	N	I	R	A	M	L	A	K	R	O	O	W	A	M	K	Q	J

Word List

NAMDEB
DIAMONDS
MINING
MARINE
EXPLORATION

SAFETY
OREBODY
RECOVERY
VESSEL
ENGINEERING

GEOLOGY
PROCESSING
SUSTAINABILITY
ORANJEMUND
OPERATIONS



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