



REPUBLIC OF NAMIBIA
OFFICE OF THE PRIME MINISTER

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Ref.: 13/18/5
Enquiries: Ms. Ernstine Winny Dama
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Department Public Service Management
IGI House, 44 Post Mall Street
Private Bag 13338
WINDHOEK

07 October 2026

**TO: SECRETARY TO THE CABINET
ALL EXECUTIVE DIRECTORS
DEPUTY AUDITOR GENERAL
DIRECTOR: NAMIBIA CENTRAL INTELLIGENCE SERVICES
CHIEF ELECTORAL AND REFERANDA OFFICER
DIRECTOR: ANTI-CORRUPTION COMMISSION
SECRETARIES: NATIONAL ASSEMBLY/NATIONAL COUNCIL**

CC: PUBLIC SERVICE COMMISSION

PSM CIRCULAR NO. H OF 2026

VACANCIES IN THE PUBLIC SERVICE OF NAMIBIA

The vacancies contained in the annexure currently exist on the establishments of various Offices/Ministries/Agencies. You are herewith requested to timeously bring this circular to the attention of all staff members who may qualify within your Office/Ministry/Agency. Candidacy is not limited to Public Servants. Preference will be given to Namibian Nationals.

INSTRUCTIONS

1. All vacancy requests for advertisements from OMAs and RCs, are to be forwarded by e-mail to **Mr. Petrus Muhepa** at Petrus.Muhepa@opm.gov.na, not later than the 10th of each month at 14H00. **The Offices/Ministries/Agencies and Regional Councils are requested to ensure that only approved funded essential services posts are forwarded for advertising. Approval must be obtained from the Secretary to Cabinet and the posts must be budgeted for.**

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06 NOVEMBER 2026

2. Offices/Ministries/Agencies (OMAs) and Regional Councils (RCs) must take full responsibility to ensure that any e-mail sent to the Department is not virus infected because it will not be opened and processed. The consequences will be borne by the Office/Ministry/Agency whose e-mail contains viruses. In the event of any computer dysfunction at the above e-mail address, an alternative e-mail address will be provided.
3. Offices/Ministries/Agencies and Regional Councils who have decentralized their human resources functions retain the responsibility of co-coordinating their recruitment and advertising efforts. This office will only deal with the headquarters.
4. All Offices/Ministries/Agencies and Regional Councils are urged to make sure that the contents of the requests e-mailed for advertising are correct in all respects because this office will not edit nor take the responsibility for any wrongly placed advert.

(a) To Candidates

NB: Candidacy is not limited to Public Servants only. Preference will be given to Namibian Nationals. Suitably qualified racially disadvantaged persons, persons with disabilities and women are encouraged to apply.

- (i) **Applications (on form 156043) must be addressed to the Executive Director of the relevant Office/Ministry/Agency or Chief Regional Officer of the Regional Council at the address indicated in the annexure and must be submitted via the Human Resource Office.**
- (ii) **Applications for these positions advertised herein, must be made on the NEW revised Application for Employment 156043 and Health Questionnaire 156094 which are obtainable at all Government Offices/Ministries/Agencies or Regional Councils and must be completed in full. Failure to complete all items or sections of the application form and not attaching the necessary documents will disqualify the application.**
- (iii) **Applications must be accompanied by a comprehensive curriculum vitae and originally certified copies of educational qualifications, transcripts, Certificate/s of Service from previous employer/s if any and identification document. All foreign qualifications must be evaluated by the Namibia Qualification Authority (NQA). Faxed, e-mailed, and late applications will not be considered.**
- (iv) **All parts of the application form must be completed. Where the space in parts E and F of the application form are inadequate, it is acceptable for the candidate to refer to the CV for details.**

- (v) **A separate application must be submitted for each post applied for** and the number of the circular as well as the post designation and relevant post number (where applicable) must be clearly indicated on each application form (form 156043).
- (vi) The required appropriate experience referred to in the annexure includes all previous appropriate experience, irrespective of which rank or post it was acquired in, as well as appropriate experience gained whilst employed in the private sector (where applicable).
- (vii) Note must be taken that competition for vacancies have been limited. **Staff members must have completed their probation successfully and may only compete for vacancies, which are on the next higher grade/post level** (e.g. a Senior Administrative Officer Grade 10 whose probation is confirmed can apply for a vacancy of Chief Administrative Officer Grade 8).
- (viii) Candidates from outside the Public Service must attach testimonials / certificate of service from former and current employers to proof their experience and current job level. Failure to attach proof of experience and current job level will disqualify the application.

(b) To Offices/Ministries/Agencies and Regional Councils of Candidates

- (i) Each application that is received by the Human Resource Office must be submitted to the relevant Office/Ministry/Agency and Regional Councils at the address indicated in the annexure, under cover of the prescribed form ZO/352(1).
- (ii) Representations for retention of services:
- The Public Service Commission considers the movement of staff members on promotion between Offices/Ministries and Agencies as a sound staff practice and it will consider applications for the retention of services only in exceptional circumstances.
 - Representations in this connection must, at the time when the prescribed form ZO/352(1) is forwarded, be directed to the Commission. A remark to this effect in remark column is not permissible. The Commission will not receive representations received after it has already made a recommendation for filling of a post, which involved transfer between Offices/ Ministries/Agencies. Once approved the transferred staff member is in the employ of the new Office/Ministry/Agency.
 - Any temporary arrangements between the affected Executive Directors for short-term retention of staff members will be a mutual agreement between

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those Executive Directors. If necessary formal secondment can be resorted to if the situation so dictates (vide PSSR BVII/IX on secondment)

(c) To the Offices/Ministries/Agencies and Regional Councils whose vacancies are contained in the Annexure

- (i) Applications which do not meet the requirements set out in paragraphs 4(a)(i), (ii) and (iii) as well as paragraph 4(b)(i) above, must be returned without further delay to the relevant Office/Ministry/Agency for rectification.
- (ii) Applications are scheduled on form ZO/353(1) according to the prescriptions contained in PSSR B.II/II.
- (iii) The schedule [form ZO/353(1)] as well as the application form and other relevant documents of all scheduled candidates must be submitted to this department together with the letter of nomination. Full motivation must be provided with regard to the candidates not nominated. The last column on the right-hand side of the schedule [form ZO/353(1)] must be used for this purpose.

General

Candidates as well as Offices/Ministries/Agencies are advised to take cognizance of the provisions of PSSR B.II/II, especially paragraphs 2.6, 2.7 and 2.8 of the said chapter.

- 5. All staff members who were appointed/promoted/transferred to job designations or job categories with relaxation of the prescribed educational qualifications will no longer be allowed to advance further in the job categories for which relaxations were granted, unless they obtain the prescribed educational qualifications required for the job designations they are aspiring to.
- 6. Staff members who are employed as additional to the approved establishment in the Public Service are encouraged to apply.

7. CLOSING DATE: 02 NOVEMBER 2026

Signed by Joyce W. Mukubi

JOYCE W. MUKUBI

DEPUTY EXECUTIVE DIRECTOR: DPSM

MANAGEMENT CADRE
OFFICE OF THE PRESIDENT
DEPARTMENT: GOVERNMENT AIR TRANSPORT SERVICES
DIRECTORATE: FLIGHT OPERATION

Post Designation	:	Director Grade 3
1 x post	:	Windhoek
Salary Scale	:	N\$582,333 – 617,976
Housing Benefits	:	N\$131,280 per annum
Motor Vehicle Allowance		
Capital Costs	:	N\$ 94,178 per annum
Running Costs	:	N\$29,455 per annum
Total Allowance	:	N\$123,633 per annum

Minimum requirements: Airline Transport pilots license plus pilot in -command endorsement .Candidates who has been in the aviation industry for 9 years and holding management position in the aviation industry for six (6) years. An in-depth knowledge of Namibian civil aviation regulatory requirements, ICAO standard and recommended practice and understanding the operation of flight operations and understanding both Safety Management System and Quality management System in the aviation organizational structure.

. Minimum of 3000 hours flying experience

.Minimum of 1500 hours PIC flying experience on multi-engine turbine engine aeroplane.

. Minimum of 200 hours PIC flying experience on jet engine aeroplane.

Supplementary requirements: A Bachelor Degree in Business Administration or Management at NQF Level 7 will be added advantage.

DIRECTORATE: AIRCRAFT MAINTENANCE

Post designation	:	Director Grade 3
1 x post	:	Windhoek
Salary Scale	:	N\$582,333 – 617,976
Housing Benefits	:	N\$131,280 per annum
Motor Vehicle Allowance		
Capital Costs	:	N\$94,178 per annum
Running Costs	:	N\$29,455 per annum
Total Allowance	:	N\$123,633 per annum

Minimum requirements: An Aircraft Maintenance Engineer License endorsed with one or more of the following Categories of Ratings:

Category A and C; or Category B; or Category D; Category W and X rating plus 9 years' experience in aircraft maintenance management. An in – depth knowledge of Namibian Civil Aviation regulatory requirements, ICAO standard and recommended practice and understanding the operation of Approved Maintenance Organisation

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and understanding of both Safety Management System and Quality management system.

Supplementary requirements: A Bachelor Degree in Business administration or management at NQF Level 7 will be an added advantage

DIRECTORATE: AIRCRAFT MAINTENANCE

Post designation	:	Deputy Director Grade 4
1 x post	:	Windhoek
Salary Scale	:	N\$543,055 - N\$570,914
Housing Benefits	:	N\$121,560 per annum
Motor Vehicle Allowance		
Capital Costs	:	N\$83,106 per annum
Running Costs	:	N\$27,811 per annum
Total allowance	:	N\$110,917 per annum

Minimum requirements: Appropriate completed apprenticeship plus an Aircraft Maintenance Engineer License endorsed with one or more of the following categories of Ratings:

Category A and C; or Category B; or Category D; Category W and X rating plus nine (9) years' experience in aircraft maintenance management. An in-depth knowledge of Namibian Civil Aviation regulatory requirements, ICAO standard and recommended practice and understanding the both Safety Management System and Quality management system.

Supplementary requirements: A Bachelor Degree in Business Administration or Management at NQF Level 7 will added as advantage

DEPARTMENT: STATE HOUSE & ADMINISTRATION DIVISION: SECURITY AND RISK MANAGEMENT SERVICE

Post designation	:	Deputy Director Grade 4
1 x post	:	Windhoek
Salary Scale	:	N\$543,055 - N\$570,914
Housing Benefit	:	N\$12,560 per annum
Motor Vehicle Allowance		
Capital Costs	:	N\$83,106 per annum
Running Costs	:	N\$27,811 per annum
Total allowance	:	N\$110,917 per annum

Minimum requirements: A Bachelor Degree in either Security Management **OR** Police Science **OR** Correctional Service **OR** Military Science on NQF Level 7 plus 9 years appropriate experience. Confirmation of probation is subject to the successful completion of the Security Awareness training for Managers by Namibia Central Intelligence Service (NCIS).

Enquiries: Mr. Pollyphius Shakumu Tel 061- 379800 **OR** Ms. Martha Kabozu Tel 061- 2707111

Applications must be addressed to:

**The Executive Director
Office of the President
Private Bag 13339
Windhoek**

For attention: Human Resources Office

MANAGEMENT CADRE

MINISTRY OF HOME AFFAIRS, IMMIGRATION, SAFETY AND SECURITY

DEPARTMENT: CIVIL REGISTRATION

DIRECTORATE: NATIONAL CIVIL REGISTRATION

DIVISION: NATIONAL POPULATION REGISTER

Post Designation	:	Deputy Director Grade 4
1x Post	:	Windhoek
Salary Scale	:	N\$543,055 - N\$570,914
Housing Benefits	:	N\$121,560 per annum
Motor Vehicle Allowance		
Capital Costs	:	N\$83,106 per annum
Running Costs	:	N\$27,811 per annum
Total allowance	:	N\$110,917 per annum

Minimum Requirements: An Appropriate Bachelor's Degree at NQF Level 7 in Public Administration or Business Management or Local government or Law/Legal Studies or Statistics or Information Systems or related fields plus 9 years' appropriate experience in Civil Registration or related fields.

Key Responsibilities

The successful candidate will be responsible for:

- Develop and implement policies, procedures, and strategies relating to national population register.
- Ensure the accuracy, integrity, confidentiality, and security of national population register.
- Provide technical guidance and support to regional offices on matters relating to the National Population Register.
- Supervise, mentor, and evaluate staff within the division.
- Lead digital transformation initiatives aimed at modernizing population registration systems.
- Ensure compliance with the Births, Marriages and Deaths Registration Act and other relevant legislation.
- Managing the stock and reorder of national documents
- Monitoring performance indicators and preparing management reports.
- Managing financial, human and other resources within the division.
- Liaise with government institutions, development partners, and other stakeholders on matters relating to civil registration.
- Promote effective customer service and continuous improvement in service delivery.
- Manage risks relating to data protection, cybersecurity, and business continuity.

Competencies required

The ideal candidate should demonstrate:

- Strategic leadership and management skills.
- Strong analytical and problem-solving abilities.
- Project and change management capabilities.
- Financial and human resource management skills.

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- Strong decision-making and organizational skills.
- Excellent communication, report writing, and presentation skills.
- High ethical standards, integrity, and commitment to public service.
- Ability to work under pressure and manage multiple priorities.

Enquiries: Ms. L N K Nkandi Tel: 0819510107

DIRECTORATE: NATIONAL CIVIL REGISTRATION
DIVISION: NATIONAL POPULATION REGISTER, IDENTIFICATION AND PRODUCTION

Post Designation	:	Deputy Director Grade 4
1x Post	:	Windhoek
Salary Scale	:	N\$543,055 - N\$570,914
Housing Benefit	:	N\$121,560 per annum
Motor Vehicle Allowance		
Capital Costs	:	N\$83,106 per annum
Running Costs	:	N\$27,811 per annum
Total allowance	:	N\$110,917 per annum

Minimum Requirements: An Appropriate Bachelor's Degree at NQF Level 7 in Public Administration or Business Management or Local government or Law/Legal Studies or Statistics or Information Systems or related fields plus 9 years appropriate experience in Civil Registration or related fields.

Key Responsibilities

The successful candidate will be responsible for:

- Develop and implement policies, procedures, and strategies relating to national population register.
- Ensure the accuracy, integrity, confidentiality, and security of national population register.
- Provide technical guidance and support to regional offices on matters relating to the National Population Register.
- Supervise, mentor, and evaluate staff within the division.
- Lead digital transformation initiatives aimed at modernizing population registration systems.
- Ensure compliance with the Births, Marriages and Deaths Registration Act and other relevant legislation.
- Managing the stock and reorder of national documents
- Monitoring performance indicators and preparing management reports.
- Managing financial, human and other resources within the division.
- Liaise with government institutions, development partners, and other stakeholders on matters relating to civil registration.
- Promote effective customer service and continuous improvement in service delivery.
- Manage risks relating to data protection, cybersecurity, and business continuity.
- Any other duties assigned.

Competencies required

The ideal candidate should demonstrate:

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- Strategic leadership and management skills.
- Strong analytical and problem-solving abilities.
- Project and change management capabilities.
- Financial and human resource management skills.
- Strong decision-making and organizational skills.
- Excellent communication, report writing, and presentation skills.
- High ethical standards, integrity, and commitment to public service.
- Ability to work under pressure and manage multiple priorities.

Enquiries: Ms. L N K Nkandi Tel: 0819510107

Applications must be addressed to:

**The Executive Director
Ministry of Home Affairs, Immigration, Safety and Security
Private Bag 13200
Windhoek**

Or hand delivery to:

**The Human Resource Office, 9th Floor, East Wing
Ministry of Home Affairs, Immigration, Safety and Security
Corner Hosea Kutako Drive and Harvey Street,
Erf 6971, Windhoek North
Windhoek**

MANAGEMENT CADRE

MINISTRY OF EDUCATION, INNOVATION, YOUTH, SPORTS, ARTS AND CULTURE (YOUTH, SPORTS AND NATIONAL SERVICE) DEPARTMENT: YOUTH AND SPORTS

Post Designation	:	Deputy Executive Director Grade 2
1x Post	:	Windhoek (Head Office)
Salary Scale	:	N\$630,335 – N\$668,916
Housing Benefit	:	N\$142,104 per annum
Motor Vehicle Allowance:		
Capital Costs	:	N\$116,340 per annum
Running Costs	:	N\$33,011 per annum
Total Allowance	:	N\$149,351 per annum

Minimum Requirements: A B. Degree or equivalent qualification on NQF L7 in Public Management or Business Administration or Sport Management or Sports Science or Community Development or Youth Development or any other related qualification plus 9 years appropriate experience.

Supplementary Requirements: A Master's Degree or equivalent qualification on NQF Level 9. The candidates must have worked five (5) years at the level of a Director Grade 3 in the Public Service or at a Senior management level outside the Public Service i.e. Senior Manager or General Manager) or equivalent.

Enquiries: Mr Gustav K Kanana, Cellphone: +264 81 169 5000 or Mr Twekulineekela MM Haiduwa, Cellphone: +264 81 146 3423

Application must be addressed to:

**The Executive Director
Ministry of Education, Innovation, Youth, Sports, Arts and Culture
(Youth, Sports and National Service)
Private Bag 13391
Windhoek**

Or

Hand delivery to:

**Human Resources Office
Ministry of Education, Innovation, Youth, Sports, Arts and Culture
(Youth, Sports and National Service)
Government Offices Park
Ministry of Education Building
2nd Floor, Room 201, West Wing
Windhoek**

DEPARTMENT: HIGHER EDUCATION, RESEARCH, INNOVATION & TRAINING
DIRECTORATE: NATIONAL COMMISSION FOR UNESCO (NATCOM)

Post Designation	:	Deputy Director Grade 4
1 x Post	:	Windhoek
Salary Scale	:	N\$543,005 - 570,914
Housing Benefit	:	N\$121,560 per annum
Motor Vehicle Allowance		
Capital Costs	:	N\$83,106.00 per annum
Running Costs	:	N\$27,811.00 per annum
Total Allowance	:	N\$110,917.00 per annum

Minimum Requirements:

A B-degree at NQF Level 7 plus (9) years appropriate experience.

Supplementary Requirements:

Preference will be given to candidates who hold a Master's degree or equivalent qualification at NQF Level 9 in Education or Natural Sciences or Social and Human Sciences or Culture or Communication & Information and/or with a specialisation at NQF Level 9 in Educational Management or Business Administration or Public Management or Organisational Management or Development Management or Project Management.

Experience within the United Nations system, preferably UNESCO, UNICEF, UNDP or a comparable international organisation or development partners, will be an advantage. Candidates must demonstrate sound knowledge of public-sector administration and relevant legislation; proven management, programme and project coordination, monitoring and reporting experience; strong stakeholder-engagement and diplomatic skills; excellent written and verbal communication in English and computer literacy.

Main duties:

- Ensure compliance with, and provide guidance on the interpretation and application of, the Public Service Act, 1995 (Act No.13 of 1995), Public Service Staff Rules, Regulations, the Basic Education Act, 2020 (Act No. 3 of 2020), the Higher Education Act, 2003 (Act No. 26 of 2003) and other relevant legislation, policies and directives applicable to the Directorate.
- Serve as the principal support officer to the Director / Secretary-General in the execution of the mandate, functions and strategic objectives of the Namibia National Commission for UNESCO (NATCOM).
- Manage, coordinate and oversee the planning, implementation, monitoring and evaluation of NATCOM programmes, projects and activities across UNESCO's five programme sectors, namely Education, Natural Sciences, Social and Human Sciences, Culture and Communication and Information.
- Facilitate the identification, assessment and articulation of Namibia's national priorities, needs and strategic opportunities within UNESCO's programme sectors, and ensure alignment with national development priorities and international commitments.

- Coordinate and monitor Participation Programme projects, short-term contracts, technical cooperation initiatives and other externally funded projects, including programme performance and financial tracking.
- Establish, maintain and strengthen strategic working relationships with national, regional and international stakeholders, including government institutions, development partners, academic institutions, experts, the UNESCO Secretariat and counterparts in other UNESCO Member States, in order to maximise benefits for Namibia.
- Provide technical, administrative and secretariat support to NATCOM's Executive Committee, Programme Committees and other governance or advisory structures established by the Commission.
- Coordinate and monitor Namibia's participation in UNESCO conventions, recommendations, declarations and other international instruments and ensure timely national reporting and follow-up.
- Coordinate and support UNESCO-affiliated networks and initiatives, including UNITWIN / UNESCO Chairs, Associated Schools Network (ASPNet) and other relevant institutional partnerships.
- Assist the Director and Deputy Permanent Delegate to UNESCO, as required, by monitoring policy developments, analysing resolutions and programme initiatives and preparing reports on matters relevant to Namibia's interests.
- Support the preparation of policy briefs, speeches, submissions, concept notes, position papers, reports and official correspondence for high-level meetings, conferences, missions and diplomatic engagements.
- Act on behalf of the Director / Secretary-General, when delegated, and perform any other lawful duties related to the functions of the Directorate as may be assigned from time to time.

Enquiries: Mr. Gernot M Piepmeyer – Director – NATCOM Tel: (061) 293 6016/6013

Applications should be addressed to:

**The Executive Director
Ministry of Education, Innovation, Youth, Sports, Arts & Culture
Human Resource Office
Private Bag 13186
Windhoek**

Or hand deliver to:

**Ministry of Education, Innovation, Youth, Sports, Arts & Culture
Government Office Park, Luther Street
Human Resource Office, 2nd Floor
East Wing, Room No. 275**

MANAGEMENT CADRE

MINISTRY OF HEALTH AND SOCIAL SERVICES DIRECTORATE: PHARMACEUTICAL SERVICES DIVISION: OPERATIONS

Post Designation	:	Deputy Director Grade 4
1x post	:	Windhoek (Head Office)
Salary Scale	:	N\$ 543,055 – 570,914
Housing Benefit	:	N\$ 121,560 per annum
Motor Vehicle Allowance		
Capital Costs	:	N\$83,106 per annum
Running Costs	:	N\$27,811 per annum
Total Allowance	:	N\$110,917 per annum

Minimum Requirements: An appropriate B-Degree in Supply Chain Management or Logistics or Warehousing or related fields on NQF Level 7 plus nine (9) years appropriate experience.

Supplementary requirements: Applicants must have a postgraduate qualification in Supply Chain Management. Professional certification in supply chain management, planning, inventory management or logistics, including ASCM/APICS CPIM or CSCP. Must have relevant experience in warehouse management, logistics and inventory or stock control. The applicants must have four (4) years at supervisory level of Grade 6 or Grade 5 or equivalent.

Candidates will be subject to both written and oral interview process and appointment to is subject to a satisfactory vetting process.

Key performance areas:

- Supervise in-country warehousing, inventory management and distribution of public health commodities for the central and regional medical stores
- Ensure stock record accuracy at the central and regional medical stores
- Define, monitor and report on supply chain key performance indicators and drive corrective action.
- Coordinate implementation of Standard Operating Procedures (SOPs) including use of relevant warehouse management (WMS) and Enterprise Resource Planning (ERP) systems. Oversee the Quality Management subdivision, including quality management systems, handling of product quality complaints and recalls, cold chain monitoring and temperature mapping and management of quarantined, rejected and expired stock.
- Enforce occupational health and safety standards across all warehouse and distribution operations.
- Develop strategies, setting standards and monitoring the progress of implementation of country supply chain operations.
- Serve as a member of the senior management team and will develop and communicate the vision and strategic direction of the division.

- Provide oversight of all administrative systems to ensure quality control of warehouse, distribution and ensure adherence to Namibian government regulations and policies.
- Manage contracts and service level agreement (SLAs) with third-party support service providers and maintain risk management and business continuity plans for warehousing and distribution operations

Enquiries: Ms. NT Tauya, Human Resource Management Office, Head office
Tel. No.: 061-2032189/2182/2388

**DIRECTORATE: PHARMACEUTICAL SERVICES
DIVISION: QUANTIFICATION AND PROCUREMENT**

Post Designation	:	Deputy Director Grade 4
1x post	:	Windhoek (Head Office)
Salary Scale	:	N\$ 543,055 – 570,914
Housing Benefit	:	N\$ 121,560 per annum
Motor Vehicle Allowance		
Capital Costs	:	N\$83,106 per annum
Running Costs	:	N\$27,811 per annum
Total allowance	:	N\$110,917 per annum

Minimum Requirements: An appropriate B-Degree in Supply Chain Management or Procurement or Logistics or related field on NQF Level 7 plus nine (9) years appropriate experience.

Supplementary requirements: Applicants must have a postgraduate qualification in Supply Chain Management. Professional certification in procurement, including (CIPS or CSCP). Applicant must have relevant experience procurement and in the quantification and forecasting of health commodities. The applicants must have four (4) years at supervisory level of Grade 6 or Grade 5 or equivalent. Demonstrated experience of managing high-value procurements, including responsibility for procurement portfolios or contracts with a cumulative value of N\$50 million.

Candidates will be subject to both written and oral interview process and appointment is subject to a satisfactory vetting process.

Key performance areas:

- Provide strategic leadership of the national quantification and supply planning of pharmaceuticals, clinical supplies and programme commodities, ensuring that forecasts are evidence-based, validated with health programmes and partners, and responsive to changes in disease burden, treatment guidelines and service delivery.
- Define, monitor and report on divisional key performance indicators and drive corrective action where targets are not met.
- Direct the procurement of pharmaceuticals, clinical supplies and related health commodities, including the selection of procurement methods, tender documentation, bid evaluation and award, in accordance with the Public Procurement Act No 15 of 2015, the Medicines and Related Substances Control Act 13 of 2003 and applicable Treasury Instructions.

- Develop and implement the sourcing strategy for health commodities, including pooled and international procurement mechanisms, and ensure that approved strategies are translated into executed contracts and secured supply.
- Oversee contract and supplier performance management for health commodities, ensuring that contracts are managed in accordance with the applicable contracts and legislation.
- Establish and maintain the governance, compliance and internal control environment of the division
- Set standards for, and oversee the development, approval and application of, product specifications, Standard Operating Procedures and information systems supporting quantification, procurement and contract management.
- Manage the health commodity procurement budget, including annual procurement planning, expenditure monitoring and reporting against appropriation.
- Serve as a member of the senior management team of the Directorate, represent the Ministry in engagements with relevant stakeholders.
- Lead, develop and manage the staff of the division in accordance with the Ministry's code of conduct.

Enquiries: Ms. NT Tauya, Human Resource Management Office, Head office
Tel. No.: 061-2032189/2182/2388.

Applications must be addressed to:

**The Executive Director
Ministry of Health and Social Services
Head Office
Private Bag 13198
Windhoek**

Or

Hand delivery to: Human Resources Management office, Ministerial Building (Head Office) Harvey Street, Windhoek

MANAGEMENT CADRE

OHANGWENA REGIONAL COUNCIL DIRECTORATE: REGIONAL DEVELOPMENT INTEGRATION

Post Designation	:	Director Grade 3
1x Post	:	Eenhana
Scale of Salary	:	N\$ 582,333-617, 976
Housing Benefit	:	N\$131,280 per annum
Motor Vehicle Allowance		
Capital Costs	:	N\$ 94,178 per annum
Running Costs	:	N\$ 29,455 per annum
Total Allowance	:	N\$123, 633 per annum

Minimum Requirements: A Bachelor Degree at NQF Level 7 (or equivalent qualification) plus 9 years appropriate experience.

Supplementary Requirements: The candidate must be at a managerial level of a Deputy Director Grade 4 or equivalent with proven managerial abilities with emphasis in strategic management, decentralization and personnel/technically related organizational component(s) of delegated functions. Must be computer literate and must have a valid driver's license.

Main duties:

- Provide advisory support services to the Chief Regional Officer on Regional Economic and Social activities.
- Ensure supervision, communication, coordination, formulation of regional policies and create awareness of policies, programs and procedures impacting on regional economic planning, and decentralization amongst line Ministries.
- Develop the Strategic Plan of the Directorate and oversee its implementation.
- Ensure the preparation of annual work plans and budgets derived from Regional Economic and Social Empowerment Plan.
- Oversee the implementation, monitoring & evaluation of the strategic plans by ensuring that annual work plans and budgets are aligned to national sector guidelines and performance indicators set by LM's.
- Compile, control and implement the Directorate budget (operational and capital).
- Provide advice to the Regional Council on matters pertaining to Regional Economic Planning.
- Interpret and ensure compliance to national and sectoral policies
- Responsible for the implementation of policy frameworks.
- Ensure effective Management, safe keeping and proper utilization of the movable and immovable properties of the decentralized functions.
- Oversee the development and reviewing of procedures and guidelines in respect of community mobilization and IGA as well as the facilitation of the development of National Community Development Policy.
- Oversee the coordination of all labour management and Social Welfare Services.

- Ensure effective execution and coordination of the Print and Audio-Visual production function, to enhance information dissemination on economic & Social and development of general governance in the region.
- Oversee the establishment of procedures for planning, public participation, controlling, monitoring and progress reporting on activities of work programs in the Directorate.
- Supervise, control and coordinate the implementation of Regional Councils' decisions, programs and plans related to economic and social empowerments.
- Ensure that the staffing needs assessment and review of institutional capacity building is undertaken for the Directorate.
- Assess and determine staffing needs of the Directorate.
- Coordinate advice and oversee implementation of national policies regarding economic and social empowerment function.
- Responsible for periodic assessment, update and review of management plans.
- Present monthly, quarterly and annual reports.
- Promote good governance by developing standards and operational procedures.
- Ensure the proper implementation of relevant council decisions.
- Participate in the decentralization awareness raising campaign and oversee the implementation of the Decentralization Action Plan (DAP).
- Ensure correct interpretation and application of all relevant acts and Policies.
- Promoting good governance by playing a role in developing standards and operational procedures.
- Ensure that inspections are carried out within the Regional Council Constituencies and Settlement areas to ensure compliance with prescribed rules and standards.
- Carry out any other official duties as may be assigned from time to time.

Enquiries: Mr. Fillipus H Shilongo, Chief Regional Officer @ 065 – 264306

Applications must be addressed to:

**The Chief Regional Officer
Ohangwena Regional Council
Private Bag 88011
Eenhana**

OR

**Hand delivery to:
Human Resources Division
Ohangwena Regional Council
108 Church Street, Eenhana**

MANAGEMENT CADRE

OMUSATI REGIONAL COUNCIL DIRECTORATE: PLANNING AND DEVELOPMENT SERVICES

Post Designation	:	Director Grade 3
1x Post	:	Outapi
Salary Scale	:	N\$528,193 – N\$560,522 per annum
Housing Allowance	:	N\$81,558 per annum
Motor Vehicle Allowance		
Capital Costs	:	N\$87,202 per annum
Running Costs	:	N\$27,273 per annum
Total Allowance	:	N\$123, 633 per annum

Minimum requirements: An appropriate Bachelor's degree at NQF Level 7 (or equivalent qualification) in one of the following fields: Development Planning or Environmental Management or Project Management or Regional and Rural Development plus nine (9) years appropriate experience.

Supplementary requirements: Five (5) years should have been served at the level of Deputy Director Grade 4 or equivalent level in the field of Development Planning or Rural Services.

Key Performance Areas:

- Provide leadership and guidance to the Directorate.
- Provide advice on matters pertaining to planning and development in the Region.
- Ensure supervision, communication, coordination, formulation of regional policies and create awareness of policies, Programmes and procedures impacting on regional development planning, and decentralization amongst line ministries.
- Coordinate the planning process and consult the Regional Development Coordinating Committee and other development partners in respect of development planning.
- Oversee the work of the Regional Development Coordinating Committee and Regional Aids Coordinating Committee Secretariats.
- Coordinate advice and oversee implementation of national policies regarding rural services, planning and development, housing, land, conservation and community development.
- Oversee the integration of infrastructure development needs into a Regional Infrastructure Plan.
- Carry out any other duties assigned from time to time.

Enquiries: Mr. Modestus Senalye/Ms Hertha Shimuningeni Tel: 065 – 251019

Applications must be addressed to:
The Chief Regional Officer
Omusati Regional Council
Private Bag 523
OUTAPI

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE:
06 NOVEMBER 2026

Or hand deliver to:
Omusati Regional Council
ERF 1080, Namaungu Street
Outapi

OFFICE OF THE PRESIDENT
DIRECTORATE: AIRCRAFT MAINTENANCE
SUBDIVISION: AIRCRAFT ENGINEERING MAINTENANCE

Post designation	:	Senior Aircraft Maintenance Engineer Grade 7
1x post	:	Windhoek
Salary Scale	:	N\$305,684-N\$365,322
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate completed apprenticeship plus an Aircraft Maintenance Engineer License endorsed with one or more of the following Categories of Ratings:

Category W and X rating in the following-

- AC and DC electrical system;
 - Aircraft instruments;
 - Flight path and air data computation;
 - Auto pilot;
 - Radio communication and navigation;
 - Radar or Pulse FM; and
 - Remote and direct reading compasses
-

DIRECTORATE: AIRCRAFT MAINTENANCE
SUBDIVISION: PLANT AND EQUIPMENT

Post designation	:	Chief Artisan Foreman Grade 7
1 x post	:	Windhoek
Salary Scale	:	N\$305,684-N\$365,322
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum Requirements: Completed apprenticeship and a Trade Diploma in Diesel Mechanic issued in terms of existing legislation plus six (6) years appropriate experience.

Supplementary requirements: The applicants must be in possession of the following:

- Valid Driving Licence Code BE or higher
- Knowledge of Occupational Health and Safety
- Having worked in an environment with hydraulic equipment will be added advantage.

Enquiries: Ms. Bertha Tjiundje Tel 061- 379800 or Ms. Martha Kabozu Tel 061- 2707111

DEPARTMENT: STATE HOUSE & ADMINISTRATION
DIVISION: SECURITY AND RISK MANAGEMENT SERVICE

Post designation	:	Chief Security Operations Officer Grade 6
1 x post	:	Windhoek
Salary Scale	:	N\$372,627-N\$445,325
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: A National Diploma on NQF Level 6 in either Security Management, or Police Science or Correctional Service or Military Science.

DIVISION: ADMINISTRATION

Post designation	:	Private Secretary Grade 9
1 x post	:	Windhoek
Salary Scale	:	N\$204,977-N\$245,851
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: National Diploma in Office Administration or Business Administration or equivalent qualification on (NQF Level 6).

Supplementary requirements: Applicants must have three (3) years proven experience in any related administrative secretarial roles.

Enquiries: Ms. Anna Daniel or Ms. Martha Kabozu Tel 061- 2707111

DIVISION: DISABILITY AFFAIRS

Post designation	:	Chief Community Liaison Officer Grade 6
2x posts	:	Windhoek
Salary Scale	:	N\$372,627-445,325
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate National Diploma on NQF Level 6 in Development Studies or Community Development or Disability Studies or Social Work or Psychology or Adult Education plus five years appropriate experience, of which three (3) years must be in the disability field or community development.

Post designation	:	Senior Community Liaison Officer Grade 8
3x posts	:	1x Omaheke(Gobabis) 1xOmusati (Outapi) 1xOshikoto (Omuthiya)
Salary Scale	:	N\$250,767-299 691
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate National Diploma at NQF L6 in Community Development or Disability Studies or Social Work, Psychology or Adult Education plus three (3) years appropriate experience, of which two (2) years must be in the disability field or community development.

Post designation	:	Community Liaison Officer Grade 9
1x post	:	//Kharas Region
Salary Scale	:	N\$204,977-245,851
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate National Diploma on NQF Level 6 in Community development or Disability studies or Social work or Psychology or Adult education.

NB: All successful candidates will be subjected to vetting.

Enquiries: Ms. Mercy Kufuna **OR** Ms. Martha Kabozu Tel 061- 2707111

Applications must be addressed to:

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**The Executive Director
Office of the President
Private Bag 13339
Windhoek**

For attention: Human Resources Office

MINISTRY OF AGRICULTURE, FISHERIES, WATER AND LAND REFORM

DIRECTORATE RESETTLEMENT AND REGIONAL PROGRAMME IMPLEMENTATION

DIVISION LANDS: ERONGO REGION

SECTION: ADMINISTRATON

Post designation	:	Senior Administrative Officer Grade 10
1x Post	:	Swakopmund
Salary Scale	:	N\$167,481- N\$200,878
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$13,944 per annum

Minimum requirements: A National Diploma in Business Administration or Public Management or Management or related field of study on NQF Level 6 plus one (1) year appropriate experience in stock control, stock-taking, procurement, and transport.

OR

Senior Secondary Certificate or equivalent qualification on NQF Level 3, plus three (3) years appropriate experience in stock control, stock-taking, procurement and transport.

Supplementary requirements: Candidate must be in possession of a valid driver's license.

Main Duties:

The main responsibility of the incumbent is to ensure provision of support services to the Division:

- Determine and identify the operational and administrative needs of the Division.
- Prepare procurement plans and contribute to budget planning and implementation.
- Process procurement requisitions and facilitate the timely processing of payments.
- Coordinate personnel-related administrative matters, including records management and filing.
- Manage and coordinate the allocation, utilisation, and maintenance of the Division's fleet.
- Issue, monitor, conduct stock-taking, and maintain up-to-date inventory records.
- Ensure the safe custody, proper maintenance, and functionality of all Division records, equipment, and office resources.
- Maintain effective control and accountability of all divisional assets and official records.
- Facilitate effective communication within the Division, the Ministry, line ministries, and other relevant stakeholders.
- Assist in the preparation of the Division's budget, operational plans, and related planning documents.
- Support the implementation of the Annual Management Plan, budget execution, and performance review processes.
- Perform any other duties or assignments as delegated by the supervisor or required by the Division, its sections and sub-sections, or the Ministry.

NB: Due to decentralization, the successful candidate must be prepared to be seconded to the Regional Council.

Enquiries: Ms. Lydia Kuutondokwa at Tel No: 061 208 7451 or Mrs. Petrina Mpahleni at Tel. No 0811433724.

DIVISION: RESETTLEMENT SUBDIVISION: LAND POLICY FORMULATION

Post designation	:	Chief Development Planner Grade 6
1x Post	:	Windhoek
Salary Scale	:	N\$372,627- N\$445,325 per annum

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Transport Allowance : N\$10,512 per annum
Housing Allowance : N\$17,424 per annum

Minimum requirements: A Bachelor Degree in Regional and Rural Development or Land Administration or Land Management or Land Use Planning on NQF Level 7 plus six (6) years appropriate experience.

Job description to be provided upon request.

Enquiries : Ms Melania Iipinge at 061 296 55156 /5000

DIVISION: LAND KHOMAS REGION
SUBDIVISION: LAND REFORM AND RESETTLEMENT
SECTION: LAND BOARD TENURE AND ADVICE (LBTA)

Post designation : Development Planner Grade 8
1x Post : Windhoek
Salary Scale : N\$250,767- 299,691 per annum
Transport Allowance : N\$10,512 per annum
Housing Allowance : N\$17,424 per annum

Minimum Requirements: A Bachelor Degree in Natural Resource Management or Land Administration or Nature Conservation and Tourism or Agriculture on NQF Level 7.

Supplementary requirements: A valid code B driver's license not less than (2) years is compulsory.

Main Duties

- Serve as Secretary to Communal Land Board.
- Deal with the processing of billing and collection of annual rental fees as per the communal lease agreements.
- Compile Communal Land Board reports
- Ensure implementation of Performance Management System (PMS) for the Section
- Provide administrative support to the operations of Communal Land Board
- Plan, Coordinate and execute regional activities related to the administration of communal land in line with the Communal Land Reform Act (Act no. 5 of 2002) as amended
- Reconcile physical stock with system records, identify discrepancies, and report variances
- Maintain accurate stock records and update inventory management systems accordingly
- Conduct year-end and ad hoc stock audits in collaboration with finance or internal audit teams
- Prepare and process purchase requisitions and orders in compliance with organizational policies.
- Evaluate supplier performance, including quality, cost, delivery and responsiveness.
- Ensure procurement activities comply with budgetary constraints and procurement policies
- Perform any other duty assigned by the supervisor or Regional Deputy Director

NB: Due to decentralization, the successful candidate must be prepared to be seconded to the Regional Council.

Enquiries: Mr. Danny Motinga at : +264 61 296 5170

DIRECTORATE: LAND REFORM
DIVISION: LAND USE PLANNING & ALLOCATION
SECTION: LAND USE PLANNING

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Post designation	:	Chief Development Planner Grade 6
1x Post	:	Windhoek
Salary Scale	:	N\$372,627- N\$445,325 per annum
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirement: A Bachelor of Regional and Rural Development or Land Management or Land Use Planning on NQF level 7 plus six (6) years appropriate experience.

Main duties:

- Development of the Integrated Regional Land Use Plans (IRLUPs) for regions in line with the approved guidelines and in collaboration with key stakeholders.
- Undertake natural resource and socio-economic surveys for the purpose of compiling regional land use frameworks in various regions.
- Liaising and collaborate with professionals from other agencies and key stakeholders in development of Integrated Regional Land Use Plan.
- Provisional of technical back stopping and training to Regional Land Use Planners in the implementation of the IRLUPs.
- Ensure data collection in conjunction with the Division of Surveying and Mapping for the purpose of producing a national land use map and its constant up-dating.
- Preparation and constant review (as the situation demands) of participatory land use planning procedures and guidelines.
- Develop the Strategic Environmental Assessment (SEA) for each IRLUPs in line with the provisions of the Environmental Management Act, 2017 (Act No. 7 of 2007).
- Ensure that activity of the sub-section are sufficiently budgeted for and timely execution of the budget.
- Supervising and managing the activities for the Sub-section and ensure that they are timely executed.
- Assisting the Deputy Director with the formulation of budget and the proper control of expenditure in the sub-section.
- Implementation of ministerial policies, plans and programmes at regional level
- Monitor and supervise the Integrated Regional Land Use Planning Capital Projects.
- Perform any other duties as may be assigned by the Deputy Director, Director or any other Manager.

Enquiries: Mr. Gabriel lindombo 061 296 5120

**DIVISION: LAND BOARDS, TENURE AND ADVICE
SECTION: LAND BOARD SUPPORT**

Post Designation	:	Development Planner Grade 8
1x Post	:	Windhoek
Salary Scale	:	N\$250,767- N\$299,691 per annum
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$ 17,424 per annum

Minimum requirements: A Bachelor of Regional and Rural Development or Land Administration or Land Management or Land Use Planning on NQF level 7.

Supplementary requirements: Code B drivers' License.

Main Duties:

- Receive applications of all categories of communal land rights exceeding the prescribed size and period i.e. Leaseholds, Existing Customary, New Customary and Occupational land rights.
- Critically assess communal land rights applications in compliance to the Communal Land Reform Act, 2002 (Act No: 5 of 2002) as amended;
- Processing of grant approvals of all applications received including for authorizations in terms of section 17B (1) and subsection (2) read with regulation 2 of the Communal Land Reform Amendment Act 13 of 2013.
- Implement the Resolutions of the Second National Land Conference that relates to Communal and Commercial Thematic Areas.
- Provide assistance with the coordination of the Resolutions of the Second National Land Conference.
- Provide technical inputs in policy and legislation review.
- Serve as a Technical Back-stopper to Communal Land Boards and other stakeholders on issues pertaining to legal interpretation and the applicability of the Act.
- Assist to provide technical advice to Communal Land Boards and other stakeholders on the Communal Land Reform Act 5 of 2002.
- Capacitating Communal Land Boards with the necessary skills and knowledge required in the implementation of the Communal Land Reform Act 5 of 2002.
- Attend to day to day general activities and enquiries on the communal land reform programme and to any other official assignment assigned by the supervisor.

Enquiries: Mr. Gabriel lindombo 061 296 5120

**DIVISION: LAND BOARDS TENURE AND ADVICE (LBTA)
SECTION: TENURE AND ADVICE**

Post designation	:	Chief Development Planner Grade 6
1x Post	:	Windhoek
Salary Scale	:	N\$372,627- N\$445,325
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: A Bachelor of Regional and Rural Development or Land Administration or Land Management or Land Use Planning on NQF Level 7 plus six (6) years appropriate experience.

Main duties:

- Receive applications of all categories of communal land rights exceeding the prescribed size and period i.e. Leaseholds, Existing Customary, New Customary and Occupational land rights.
- Critically assess communal land rights applications in compliance to the Communal Land Reform Act, 2002 (Act No: 5 of 2002) as amended;
- Ensure that communal land applications are processed in line with the provisions of the Communal Land Reform Act, 2002 as amended.
- Implement the Resolutions of the Second National Land Conference that relates to Communal and Commercial Thematic Areas.
- Provide assistance with the coordination of the Resolutions of the Second National Land Conference.
- Provide technical inputs in policy and legislation review.
- Serve as a Technical Back-stopper to Communal Land Boards and other stakeholders on issues pertaining to legal interpretation and the applicability of the Act.
- Assist to provide technical advice to Communal Land Boards and other stakeholders on the Communal Land Reform Act No 5 of 2002.

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- Capacitating Communal Land Boards with the necessary skills and knowledge required in the implementation of the Communal Land Reform Act 5 of 2002.
- Ensure that activity of the sub-section are sufficiently budgeted for and timely execution of the budget.
- Supervising and managing the activities for the Sub-section and ensure that they are timely executed.
- Assisting the Deputy Director with the formulation of budget and the proper control of expenditure in the sub-section.
- Implementation of ministerial policies, plans and programme.
- Attend to day to day general activities and enquiries on the communal land reform programme and to any other official assignment assigned by the supervisor.

Enquiries: Mr. Gabriel lindombo 061 296 5120

**DIRECTORATE: PLANNING AND BUSINESS DEVELOPMENT
DIVISION: AGRICULTURAL, LAND POLICY PLANNING AND STATISTICS
SUBDIVISION: AGRICULTURAL POLICY PLANNING**

Post designation	:	Policy Analyst Grade 7
1x Post	:	Windhoek
Salary Scale	:	N\$305,684 – N\$365,322
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate Bachelor Degree on NQF Level 7 in Agricultural Economics or Economics or Public Policy Analysis plus three (3) years appropriate experience in Policy Analysis, or Development and Review or Development Planning or Policy research and stakeholder engagement.

Supplementary requirements: The candidate should have knowledge in policy development and policy analysis, stakeholder engagement, computer skills (Microsoft excel, word, power point, and outlook), report writing skill, research, analytical and good interpersonal skills and should be able to work independently as well as in a team. A valid driver's license (Code B) is an added advantage.

Job purpose

The primary purpose of this position is to coordinate the development of agricultural policies and strategies as well as review existing agricultural policies and strategies.

Main Duties:

- Applying technical knowledge in evaluating existing policies.
- Coordinate drafting of new policies and amendments to existing policies and submitting proposals for review.
- Ensuring that policies are aligned with national, regional and international development agendas.
- Consulting with internal and external stakeholders on policies and strategies to ensure inclusion and cohesion.
- Conduct research to inform policies and strategies.
- Identifying benefits, shortcomings, and omissions in existing policy frameworks.
- Ensuring that agricultural policies and strategies meet legal instrument requirements.
- Reporting on findings and proposing new policies and amendments to existing policies.
- Coordinate editing and finalization of new policies and strategies or amendments as required.

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- Coordinate input requests from Offices/Ministries and Agencies (OMAs).
- Write letters, reports and Cabinet Submissions
- Attend local, regional and international workshop and meetings and prepare back-to-office reports
- Execute any task assigned by the direct supervisor or senior supervisor/s.

Enquiries:: Ms. Alisa. Shidhika; Tel No: 061-208 7928

**DIVISION: CO-OPERATIVE DEVELOPMENT AND REGULATION
SUB-DIVISION: CAPACITY BUILDING AND COMPLIANCE**

Post Designation	:	Co-operative Business Analyst Grade 8
1x Post	:	Windhoek
Salary Scale	:	N\$250,767- N\$299,691
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: A Bachelor Degree in Accounting on NQF Level 7.

Supplementary requirements: Applicants with Accounting and Auditing as major subjects and in possession of a valid driver's licence will be given preference.

Competency required: Written communication in the official language and good computer skills are strongly recommended.

Enquiries: Mr. Isak Ruben (Tel: 061 208 7599) or Ms Loide Jason (Tel: 061 208 7561)

**DIRECTORATE: DEEDS
DIVISION: CENTRALISED REGISTRATION UNIT (NORTH)**

Post Designation	:	Chief Deeds Examiner Grade 8
1x Post	:	Windhoek
Salary Scale	:	N\$250,767- N\$299,691
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirement: An appropriate National Diploma in Law or Land Management or Land Administration or Land Registration on NQF Level 6 plus four (4) years appropriate experience in deeds examination.

Supplementary requirements: Applicants with a Bachelor Degree in Law or Land Management or Land Administration or Land Registration on NQF level 7 will be given preference.

Main duties:

- Conduct advanced examination of deeds, sectional titles (herein after refer to deeds), other deeds documents and land transactions in compliance with the Deeds Registries Act, Registration of Rehoboth Deeds Act, Sectional Titles Act, Flexible Land Tenure Act and other applicable legislation.
- Examine and authenticate title deeds, land hold/sectional titles, starter titles, plans, diagrams, powers of attorney and supporting documents before registration.
- Conduct complex legal examination of deeds, including causes, conditions, endorsements, servitudes, restrictions, interdicts and third-party rights/encumbrances.
- Verify compliance with stamp duties, transfer duties, rates and taxes, land tax clearance, estate transfers, court orders and other statutory requirements.

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- Examine Flexible Land Tenure System transactions, including Land Hold Titles, Scheme Documents, Transfer Contracts, Starter Titles and Land Hold Titles.
- Perform examination through the Computerized Deeds Registration System (CDRS), Computer bases Flexible Land Tenure system (CB-FLTS) and ensure accuracy, integrity and quality of registered information.
- Evaluate, approve, reject, pass, restore and execute deeds and documents in accordance with prescribed registration procedures.
- Examine complex transactions involving deceased estates, liquidations, divorces, subdivision, sequestrations, interdicts, redistributions, real rights (servitudes) and court-related transactions.

Enquiries: Ms. Mclesia Mbaisa (Registrar of Deeds) at 061 208 7649 /51

DIRECTORATE: VETERINARY SERVICES
DIVISION: EPIDEMIOLOGY, IMPORT & EXPORT, TRACEABILITY, MEDICINE CONTROL & ADVISORY SERVICES
SUBDIVISION: EPIDEMIOLOGY, SURVEILLANCE AND DATA MANAGEMENT
SECTION: EPIDEMIOLOGY, SURVEILLANCE

Post designation	:	Veterinary Technician Grade 9
1x Post	:	Windhoek
Salary Scale	:	N\$204,977- N\$245,851
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$13,944 per annum

Minimum requirements: An appropriate National Diploma in Agriculture on NQF Level 6. .

Supplementary requirements: Applicants with a Bachelor Degree in Agriculture on NQF level 7 and a valid Code B drivers' license will be given preference.

Competencies: Animal Health Information System, computer skills and knowledge in report writing.

Enquiries: Dr. Emmanuel Hikufe – Chief Veterinarian at 061 208 7890

DIVISION: ANIMAL DISEASE CONTROL SOUTH – WINDHOEK
SUBDIVISION: ANIMAL DISEASE CONTROL CENTRAL

Post designation	:	Animal Health Technician Grade 9
2x Posts	:	Windhoek & Okahandja
Salary Scale	:	N\$ 204 977- N\$245,851
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$13,944 per annum

Minimum requirements: A National Agricultural Diploma on NQF Level 6 or equivalent qualification and Registration as Animal Health Technician with the Namibian Veterinary Council.

Supplementary requirements: A valid driver's licence.

Main Duties

- Involved at operational level in rendering of animal health care and extension services
- Provision of support services to Veterinarians

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- Monitoring and surveillance of animal diseases including residues, animal feeds for ruminant proteins etc
- Controlling of animal movements in accordance with set requirements and standards for the export and import of animals and animal products.
- Conduct inspections and supervise livestock auctions
- Plan and execute community visits according to standard operation protocols
- Plan and execute animal vaccination programs

Enquiries: Ms. Lydia Kuutondokwa at 061 208 7451 or Ms Kazapua Kazirua at 061 208 7372

**DIRECTORATE: AGRICULTURAL PRODUCTION, EXTENSION AND ENGINEERING SERVICES
(DAPEES)**

DIVISION: PLANT HEALTH (PLANT HEALTH CONTROL)

SUBDIVISION: //KARAS REGIONS

SUBSECTION: PLANT DISEASE SURVEILLANCE

Post Designation	:	Agricultural Technician Grade 9
1x Post	:	Ariamsvlei Border Post
Salary Scale	:	N\$204,977- N\$245,851
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$13,944 per annum

Minimum requirements: An appropriate National Diploma for Technicians (or equivalent) on NQF Level 6 or a two (2) year tertiary standardised Agricultural Diploma plus 2 years appropriate experience in Crop related fields.

Supplementary requirements: A valid Driver's License.

Nature and Scope of work:

The incumbent will be entrusted with the full implementation and enforcement of the Plant Quarantine Act No. 7 of 2008, ensure the protection of plants, plant products, and regulated articles from the introduction and spread of harmful pests and diseases. Key responsibilities will include the prevention, monitoring, control, and eradication of plant pests; conduct inspections and document verification at points of entry, production sites, and storage facilities; and ensuring compliance with national and international phytosanitary standards. The incumbent will oversee the issuance of phytosanitary certificates for export, import, in-transit, and re-export consignments.

Main duties:

- Inspect imported plants, plant products, soil, and other regulated articles to ensure they are free from pests and diseases.
- Verify phytosanitary documents and seal consignments (e.g., trucks, containers) as required.
- Issue import, in-transit, and re-export permits under supervision.
- Assist in issuing phytosanitary certificates for export consignments, ensuring compliance with importing countries' requirements.
- Conduct pest and disease surveillance activities at farms, nurseries, and other agricultural facilities.
- Support emergency responses involving pest detection, containment, and eradication efforts.
- Enforce compliance with national and international phytosanitary regulations (e.g., Plant Quarantine Act, ISPMs).
- Maintain accurate records of inspections, interceptions, permits, and enforcement actions.

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- Conduct basic outreach and awareness activities for farmers, traders, and the public on plant health regulations.
- Submit monthly reports on assigned activities using the standard reporting format.

Enquiries: Ms. Violet Simataa (Deputy Director: Plant Health) Tel: (061) 208 7778

DIVISION: SOUTH EASTERN REGIONS
SUBDIVISION: OMAHEKE REGION
SECTION: LIVESTOCK AND LAND USE ADVISORY SERVICES

Post designation	:	Senior Agricultural Scientific Officer Grade 6
1x Post	:	Gobabis
Salary Scale	:	N\$372,627– N\$445,325
Housing allowance	:	N\$17,424 per annum
Transport allowance	:	N\$10,512 per annum

Minimum requirements: An appropriate Bachelor Degree on NQF Level 8, specialising in Livestock or Animal Science or Rangeland Management or Pasture Management or Land Use Advisory Services or equivalent qualification plus two (2) years appropriate experience.

Competencies: A high level of analytical skills in planning and financial management, strong communication and scientific report writing, knowledge and skills in basic computing, demonstrated interpersonal skills in working with a multidiscipline team is expected. The familiar must be familiar with and have knowledge of the Namibian Constitution, NDP's, especially NDP 5, Public Service Act, Labour Act, State Finance Act, Public Service Staff Rules and other legislation.

Enquiries: Mr. Nelson Ngarizemo (Chief Agricultural Scientific Officer) Tel 062) 562441; Mr. Simon S Nehale Tel: 061-208 7452

DIVISION: CENTRAL AND NORTH WESTERN REGIONS (CNWR) (WINDHOEK)
SUBDIVISION: DAPEES (ERONGO REGION)
SECTION: ERONGO SOUTH

Post designation	:	Senior Agricultural Technician Grade 8
1x Post	:	Okombahe Agricultural Development Center
Salary Scale	:	N\$250,767- N\$299,691
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate National Diploma for Technicians (or equivalent) on NQF Level 6 or a two (2) year tertiary standardised Agricultural Diploma plus 2 years appropriate experience in agricultural field.

Supplementary requirements: A valid drivers' license.

Competencies: A high level of analytical skills in planning and financial management, strong communication and scientific report writing, knowledge and skills in basic computing, demonstrated interpersonal skills in working with a multidiscipline team is expected. The applicants must be familiar with and have knowledge of the Namibian Constitution, NDP's, especially NDP 5, Public Service Act, Labour Act, State Finance Act, Public Service Staff Rules and other legislation.

Enquiries: Mr. Ouseb Ismael (Chief Agricultural Scientific Officer) 081 4456201 or Mr Simon S
PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE:
06 NOVEMBER 2026

DIVISION: INTERNAL AUDIT

Post designation : Senior Administrative Officer Grade 10
1x Post : Windhoek
Salary Scale : N\$167,481- 200,878
Transport Allowance : N\$10,512 per annum
Housing Allowance : N\$13,944 per annum

Minimum requirements: An appropriate National Diploma in Business Administration or Public Management or Management or related field of study on NQF Level 6 plus one (1) year appropriate experience in report-writing, minute-taking and arrangement of meetings.

OR

A Senior Secondary Certificate or equivalent qualification on NQF Level 3 plus three (3) years appropriate experience in report-writing, minute-taking and arrangement of meetings.

Supplementary requirements: A valid driver's license.

A DETAILED JOB DESCRIPTION IS AVAILABLE ON REQUEST.

Enquiries: Ms. Lydia Kuutondokwa at Tel No: 061 208 7451 or Mr. Simon Nehale at Tel. No.: 061-208 7452

DIRECTORATE: SURVEY AND MAPPING

DIVISION: GEOMATICS

SUB-DIVISION: ADMINISTRATION

Post designation : Senior Administrative Officer Grade 10
1x Post : Windhoek
Salary Scale : N\$167,481- N\$200,878
Transport Allowance : N\$10,512 per annum
Housing Allowance : N\$13, 944 per annum

Minimum requirements: An appropriate National Diploma or equivalent qualification on NQF level 6 plus one (1) years appropriate experience.

OR

A Senior Secondary Certificate on NQF Level 3 plus three (3) years appropriate experience in administration or public procurement or stock control.

Main duties:

Responsibilities linked to this position will include Revenue collection, compilation of monthly revenue collection report, do daily banking of revenue collected, supervision of the administrative subordinates, conduct stock-taking, procurement and daily administration duties

Key Performance areas

- Revenue collection
- Asset management
- Knowledge and understanding of the Public Procurement Act No.15 of 2015 with its amendments
- Stock control
- Supervision of administrative staff

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Enquiries: Mr. Celestinus Neong Chief Administrative Officer, Tel: +264 61 2965026 or Mr Simon S Nehale Tel: 061-208 7452.

Applications must be addressed to:

The Executive Director (Vote 37)
Ministry of Agriculture, Fisheries, Water and Land Reform
Private Bag 13184
Windhoek

Or

Hand delivered at:
Ministry of Agriculture, Fisheries, Water and Land Reform
Luther Street
Government Office Park
Windhoek

DEPARTMENT: TECHNICAL OPERATIONS, PLANNING & RESOURCE MANAGEMENT
DIRECTORATE: POLICY, PLANNING AND ECONOMICS
DIVISION: PLANNING

Post Designation	:	Senior Development Planner Grade 7
1x Post	:	Windhoek
Salary Scale	:	N\$ 305 684 – N\$365,322
Transport allowance	:	N\$ 10,512 per annum
Housing allowance	:	N\$ 17,424 per annum

Minimum requirements: An appropriate Bachelor Degree or equivalent qualification on NQF Level 7 in Public Management or Administration or Development Studies, Economics, and Monitoring and Evaluation

Supplementary Requirements: Applicants with three (3) year of experience in development planning, capital project coordination, infrastructure planning, budgeting and Performance Management System (PMS). A valid Code B driver's licence will be an added advantage. Strong computer literacy is required, while excellent report-writing skills will be an added advantage.

Job description:

- Coordinate the preparation of the Ministry's development plans and budget documentation.
- Coordinate and monitor the implementation of the development budgets and associated planning submissions.
- Review, coordinate and facilitate the completion and submission of the Project Appraisal Identification Forms (PAIFs).
- Coordinate the implementation of Capital projects and provide technical guidance to Development Planner.
- Coordinate and conduct the monitoring and evaluation of the implementation of capital projects.
- Coordinate and participate in site visits and project-related meetings.
- Review, consolidate and submit quarterly reports on the status of capital projects.
- Coordinate the formulation and review of the Ministry Annual Plan
- Provide technical advice and planning support to the Chief Development Planner.

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

- Supervise, mentor and monitor the performance of Development Planners.
- Execute any other related tasks that may be assigned.

Enquiries: Ms. Helena K. Shilula, Tel: +264 61 2053035, Ms. Sofia N.M Ndeiluka, Tel +246 61 2053029

**DIRECTORATE: POLICY, PLANNING AND ECONOMICS
DIVISION: PLANNING**

Post Designation	:	Development Planner Grade 8
1x Post	:	Windhoek
Salary Scale	:	N\$ 250 767 – N\$299 691
Transport allowance	:	N\$10,512per annum
Housing allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate Bachelor Degree or equivalent qualification on NQF Level 7 in Public Management or Administration or Development Studies or Economics or Monitoring and Evaluation

Supplementary requirements: A valid Code B driver's licence.

Job description:

- Prepare the Ministry's development plans and budget documentation.
- Monitoring the development budgets and associated planning submissions.
- Prepare and submit Project Appraisal Identification Forms (PAIFs).
- Coordinating the implementation of Capital projects
- Monitor and evaluate the implementation of capital projects and compile progress information for reporting.
- Participate in site visits and project-related meetings, prepare minutes and follow up actions.
- Prepare and compile quarterly reports on the status of capital projects for review by the senior Development Planner.
- Assist in the coordination of the formulation and review of the Ministry's Annual Plan.
- Provide technical inputs and planning information to the Senior Development Planner.
- Report regularly to the Senior Development Planner.
- Execute any other related tasks that may be assigned.

Enquiries: Ms. Helena K. Shilula, Tel: +264 61 2053035, Ms. Sofia N.M Ndeiluka, Tel +246 61 2053029

Applications must be addressed to:

**The Executive Director
Ministry of Agriculture, Fisheries, Water and Land Reform
Private Bag 13355
WINDHOEK**

OR

**Hand delivery to:
Block C Brendan Simbwaye Square Cnr Uhland, Goethe Street (Fisheries Building)
Ministry of Agriculture, Fisheries, Water and Land Reform
Human Resources Division, Ground Floor, Room 013.**

MINISTRY OF ENVIRONMENT, FORESTRY AND TOURISM

DEPARTMENT: NATURAL RESOURCES MANAGEMENT

DIRECTORATE: WILDLIFE AND NATIONAL PARKS

DIVISION: NORTHWEST REGIONS

Post Designation	:	Control Works Inspector Grade 6 (Multi – skilled)
1x Post	:	Springbokwasser (Technical Services)
Salary Scale	:	N\$372,627 – N\$445,325
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum
Remoteness Allowance	:	N\$21,000 per annum

Minimum requirement: An appropriate National Diploma or equivalent qualifications at NQF Level 6 in Civil or Mechanical or Electrical plus six (6) years appropriate experience.

OR

An appropriate N3 (or equivalent) plus a complete apprenticeship or the passing of a trade test in the following qualifications; Civil, Mechanical and Electrical plus eight (8) years appropriate experience;

OR

An appropriate N1 (or equivalent) plus a completed apprenticeship or the passing of a trade test plus ten (10) years appropriate experience.

Supplementary Requirements:

- Trade Certificate for Vocational Certificates.
- Public servants should be at the level of Chief Works Inspector Grade 7 for at least four (4) years.
- Non-public servants should be at the supervisory level for at least four (4) years.
- Experience in earth moving, heavy machineries and road infrastructure will be added as an advantage;
- Computer literacy (MS Word, Excel);
- Should have no criminal record, no pending misconduct cases or any other cases relating to wildlife crimes.
- A valid Code B Driver's License which is two (2) years or older.

Job description:

- Oversee infrastructural development and maintenance in National Parks and Wildlife Conservation Areas.
- Promote effective planning and implementation of mechanic maintenance on equipment and workshops, fences, roads and water supply in National Parks and Wildlife Conservation Areas.
- Administer, manage and run the Maintenance section, promoting effective inter- and intra-sectoral coordination and cooperation at regional level.
- Conduct inspection works of electrical, mechanical, construction and sewerage work.
- Planning of construction, maintenance, modernization, renovation, demolition of buildings, structures and systems in National Parks.
- Conduct inspection work to ensure that buildings/structures comply with approved/acceptable standard, needs and requirements.
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PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Enquiries: Mr. Andre Burger, Tel: 067-313437, or Human Resources Ms. Inotila E. Ampueja, Tell. 081 9528479.

**DEPARTMENT: NATURAL RESOURCE MANAGEMENT
DIRECTORATE OF WILDLIFE AND NATIONAL PARKS
DIVISION: SOUTHERN REGIONS
SUB-DIVISION: WILDLIFE MANAGEMENT**

Post Designation	:	Chief Warden, Grade 7
1x Post	:	Mariental, Wildlife Management
Salary Scale	:	N\$305,684 – N\$365,322
Salary Notch	:	N\$305,684 per annum
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424per annum

Minimum requirements: A National Diploma at NQF level 6 or equivalent qualification in Nature Conservation or Wildlife Management or Protected Areas Management or Conservation or Conservation Biology or Environmental Management or other related wildlife management fields, plus four years (4) appropriate experience. Serving staff members must have probation confirmed at the level of Warden Grade 9 and be in that position for at least (4) years.

Supplementary requirements:

- Able to lead a team, flexible and promote team work
- Be able to work in remote, rough areas and National Parks with basic equipment
- Good private and community relations
- A valid Code B Driver's License which is two (2) years or older.

Job description:

- Conservation and care of wildlife, management of protected areas and implement protected areas management plans.
- Manage and regulate the use of Wildlife resources and strive for biodiversity conservation, maintenance and restoration.
- Manage human wildlife conflict and support the provision of mitigation and preventative measures. Community Based Natural Resource Management, particularly conservancy administration and management.
- Provide supervision, administration, coordination and management of the parks and their staff.
- Monitor and evaluate effective implementation of programs and advice accordingly.
- Carry out routine inspections, meetings at stations under his/ her jurisdiction.
- Drafting, summarizing and submitting various reports as expected by the reporting system in the Directorate.
- Compulsory keeping of books and registers and make returns thereof.
- Supply of wildlife conservation, utilization and biodiversity-oriented information and necessary assistance to game farmers and rural communities where required.

Enquiries: Mr. Harry Tjihukununa, Tel: 063 223223, or HRs Ms. Inotila E. Ampueja, Tell. 081 9528479.

Applications must addressed to:

**The Executive Director
Ministry of Environment, Forestry and Tourism
Private Bag 13306
Windhoek**

Or Hand deliver to the:

Subdivision Human Resource Management

Ministry of Environment, Forestry and Tourism

Troskie Building, Corner of Robert Mugabe and Dr. Kenneth Kaunda Street, Windhoek

MINISTRY OF HEALTH AND SOCIAL SERVICES

DIVISION: WINDHOEK CENTRAL HOSPITAL SUBDIVISION: PROFESSIONAL SERVICES SECTION: MEDICAL SERVICES

Post Designation	:	Medical Officer Grade 5
2x Posts	:	Ophthalmology (Windhoek)
Salary Scale	:	N\$454,232 – N\$543,055
Motor Vehicle Allowance:		
Capital Costs	:	N\$60,943 per annum
Running Costs	:	N\$24,120 per annum
Housing Allowance	:	N\$17,454 per annum
Fixed Overtime	:	N\$243,089 per annum

Minimum requirements: Registration as a Medical Practitioner with the Medical and Dental Council of Namibia, plus proof of maintenance of registration with the Health Professions Council of Namibia for 2026/2027.

Enquiries: Dr. L. Kapolo

Tel: 061-203 3099

SUBDIVISION: PROFESSIONAL SERVICES SECTION: MEDICAL SERVICES

Post Designation	:	Medical Officer Grade 5
1x Post	:	Radiology (Windhoek)
Salary Scale	:	N\$454,232 – N\$543,055
Motor Vehicle Allowance:		
Capital Costs	:	N\$60,943 per annum
Running Costs	:	N\$24,120 per annum
Housing Allowance	:	N\$17,454 per annum
Fixed Overtime	:	N\$243,089 per annum

Minimum requirements: Registration as a Medical Practitioner with the Medical and Dental Council of Namibia, Plus proof of maintenance of registration with the Health Professions Council of Namibia for 2026/2027.

Enquiries: Dr. S. Siwombe, Tel: 061-203 33149

SUBDIVISION: PROFESSIONAL SERVICES SECTION: PARAMEDICAL & CLINICAL SUPPORT SERVICES SUBSECTION: CLINICAL PSYCHOLOGY

Designation Post	:	Clinical Psychologist Grade 6
2x Post	:	Mental Health Services (Windhoek)
Salary Scale	:	N\$372,627 – N\$445,325
Transport Allowance	:	N\$10,517 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum Requirements: Registration with the Health Professions Council of Namibia as a Clinical Psychologist, plus proof of maintenance of registration with the Health Professions Council of Namibia for 2026/2027.

Enquiries: Ms. Esther N Awuku, Tel: (061) 203 3317

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

**SUBDIVISION: GENERAL SUPPORT SERVICES
SECTION: PATIENT ACCOUNTS & DOMESTIC SERVICES
UNIT NURSES HOME**

Post Designation	:	Chief Housemother Grade 12
1x Post	:	Windhoek
Salary Scale	:	N\$113,141 – N\$135,702
Housing allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: Junior Secondary Certificate or equivalent qualification on NQF Level 2, plus three (3) years approximate appropriate experience in Hospital or Hostel Services.

Enquiries: Mr. T. Michael, Tel: 061- 2033004

Applications must be addressed to:

**The Medical Superintendent
Windhoek Central Hospital
Private Bag 13198
Windhoek
Or
Hand delivered to:
Human Resource Management Office
Basement
Windhoek Central Hospital**

**DIRECTORATE: HUMAN RESOURCES
DIVISION: HUMAN RESOURCES DEVELOPMENT
SUBDIVISION: HUMAN RESOURCES POLICY AND PLANNING**

Post Designation	:	Control Health Programme Officer Grade 5
1x Post	:	Windhoek (Head office)
Salary Scale	:	N\$454,232 – N\$543,055
Transport allowance	:	N\$10512 per annum
Housing allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate Bachelor Degree in Human Resource Management or Development or Public Administration or Education or equivalent qualification in a health or social services-related on NQF Level 7 plus five (5) years appropriate experience in staff development and training or policy development or and training needs assessment.

Key Performance Areas

- Human Resources policy development and implementation.
- Strategic human resources planning
- Staff development programme management and coordination.
- Research, data management and reporting
- Capacity development and technical support
- Stakeholder engagement and representation
- Monitoring, evaluation and quality assurance
- Supervision and performance management

DIRECTORATE: FINANCE AND PROCUREMENT
DIVISION: PROCUREMENT
SUBDIVISION: CONTRACT MANAGEMENT

Post Designation	:	Control Administrative Officer Grade 6
1x Post	:	Windhoek (Head office)
Salary Scale	:	N\$372,627 – N\$445,325 per annum
Transport allowance	:	N\$10,512 per annum
Housing allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate National Diploma in Procurement or Supply Chain or Business Administration or Public Management or Public Administration or Logistics and Supply Chain or equivalent qualification on NQF 6 plus six (6) years appropriate experience in procurement or related field.

Supplementary requirements: The applicants must be computer literate, have a valid Driver's License, must have extensive knowledge and experience in procurement. The applicant must be a member of the Procurement Management Unit (PMU) (certified copy of the appointment letter must be attached).

NB: Appointment to this position is subject to a satisfactory vetting process.

Key performance areas:

- Validated procurement activities on the eg2portal
- Supervise the bid submission and opening registers and ensure publishing thereof
- Supervise timely distribution of resolution and validate PC, Minutes, Resolution and application for reconsideration.
- Motivating staff, supervising subordinates, monitoring their performances, delegating and supplementing their work, monitor their attendance and control attendance register for the subdivision.
- Familiar with the following concepts: Reconsideration, review application, proceeding and debarment processes.
- Training of subordinates and providing support services to all procurement users in the Ministry.
- Compilation of various reports, procurement register, budget, annual, quarterly plans of the subdivision.
- Any other related office service duties.

Enquiries: Ms. NT Tauya, Human Resource Management Office, Head office, Tel. No.: 061-2032189/2082/2388.

Applications must be addressed to:

The Executive Director
Ministry of Health and Social Services
Head Office
Private Bag 13198
Windhoek.

Or Hand delivery at:

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

DIRECTORATE: HEALTH AND SOCIAL SERVICES OSHIKOTO REGION
DIVISION: DISTRICT HEALTH AND SOCIAL SERVICES
SUBDIVISION: DISTRICT HOSPITAL TSUMEB

Post Designation	:	Senior Medical Officer Grade 4
1x Post	:	Tsumeb
Salary Scale	:	N\$543 055 –N\$570 914
Housing benefit	:	N\$121,560 per annum
Motor Vehicle Allowance		
Capital costs	:	N\$83,106 per annum,
Running costs	:	N\$27,811 per annum.
Fixed Overtime	:	N\$271,530 per annum

Minimum requirements: Registration as a Medical Practitioner with the Health Professional Council of Namibia, plus three (3) years appropriate experience.

DIVISION: FAMILY HEALTH AND SOCIAL SERVICES

Post Designation	:	Control Health Programme Officer Grade 5
1x Post	:	Omuthiya (Regional Management Team)
Salary Scale	:	N\$372,627 – N\$445,325
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate Bachelor Degree or equivalent qualification on NQF Level 7. Registration as a Registered Nurse with the Health Professions Council of Namibia.

Supplementary requirement: Applicant must have six (6) years appropriate experience on the level of Chief Health Programme Officer Grade 6

DIVISION: DISTRICT HEALTH AND SOCIAL SERVICES
PHC OMUTHIYA, ONANDJOKWE & TSUMEB
SUBDIVISION: SOCIAL WELFARE SERVICES

Post Designation	:	Senior Social Worker Grade 7
1x Post	:	Omuthiya
2x Posts	:	Tsumeb
1x Post	:	Onandjokwe
Salary Scale	:	N\$N\$305,684 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: Registration as a Social Worker with the Health Professional Council of Namibia, plus three (3) years of appropriate experience.

DIVISION: DISTRICT HEALTH AND SOCIAL SERVICES

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE:
06 NOVEMBER 2026

**SUBDIVISION: DISTRICT HOSPITAL TSUMEB
SECTION: NURSING SERVICES**

Post Designation	:	Senior Registered Nurse Grade 7
1x Post	:	Tsumeb
Salary Scale	:	N\$305,684 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: Registration as a Registered Nurse with the Health Professional Council of Namibia, plus three (3) years of appropriate experience.

Enquiries: HRM officers: 065-293232/065293230/29228

Applications must be addressed to:
The Regional Director
Ministry of Health and Social Services,
Private Bag 4005,
Omuthiya

Or Hand delivery

Oshikoto Health Directorate Office,
Penda yaNdakolo Avenue,
Omuthiya

**ZAMBEZI HEALTH DIRECTORATE
DIVISION: DISTRICT HEALTH AND SOCIAL WELFARE SERVICES KATIMA MULILO
SUBDIVISION: DISTRICT HOSPITAL KATIMA MULILO
SECTION: PROFESSIONAL SERVICES
SUBSECTION: MEDICAL SERVICES**

Post Designation	:	Senior Medical Officer Grade 4 (Obstetrics & Gynaecology)
1x Post	:	Katima Mulilo
Salary Scale	:	N\$543,055 – N\$570,914
Housing benefit	:	N\$121,560 per annum
Motor vehicle allowance:		
Capital Costs	:	N\$83,106 per annum
Running Costs	:	N\$27,811 per annum
Fixed Overtime	:	N\$271, 530 per annum

Minimum requirements: Registration as Medical Practitioner with the Health Professions Council of Namibia, plus three (3) years appropriate experience as a Medical Practitioner. Proof of maintenance of registration card for 2026 – 2027 and copy of confirmation letter of probation must be attached.

Post Designation	:	Medical Officer Grade 5
4x Posts	:	Katima Mulilo
Salary Scale	:	N\$454,232 – N\$543,055
Motor Vehicle Allowance:		
Capital Costs	:	N\$60,943 per annum
Running Costs	:	N\$24,120 per annum

**PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE:
06 NOVEMBER 2026**

Housing Allowance : N\$17,454 per annum
Fixed Overtime : N\$243,089 per annum

Minimum requirements: Registration as a Medical Practitioner with the Health Professions Council of Namibia. Proof of maintenance of registration card with the Health Professional Council of Namibia for 2026/2027 must be attached.

SUBSECTION: DENTAL SERVICES

Post Designation : Chief Dentist Grade 4
1x Post : Katima Mulilo
Salary Scale : N\$543,055 – N\$570,914
Housing benefit : N\$121,560 per annum
Motor vehicle allowance
Capital Costs : N\$83,106 per annum
Running Costs : N\$27,811 per annum
Fixed Overtime : N\$271,530 per annum

Minimum Requirement: Registration as Dentist with the Health Professions Council of Namibia, plus three (3) years appropriate experience. A valid HPCNA registration Certificate and proof of maintenance of registration with the Health Professions Council of Namibia for 2026/2027 must be attached.

Post Designation : Dentist Grade 5
1x Post : Katima Mulilo
Salary Scale : N\$ 454, 232 – N\$543, 055
Housing Benefit : N\$17,424 per annum
Motor vehicle allowance:
Capital Cost : N\$60, 943 per annum
Running Cost : N\$24,120 per annum
Fixed Overtime : N\$243, 089 per annum

Minimum Requirement: Registration as Dentist with the Health Professions Council of Namibia. A valid HPCNA registration Certificate and proof of maintenance of registration with the Health Professions Council of Namibia for 2026/2027 must be attached.

SECTION: NURSING SERVICES **SUBSECTION: INPATIENT**

Post Designation : Senior Registered Nurse Grade 7
1 x Post : Katima Mulilo
Salary Scale : N\$305,684 – N\$365,322
Housing Allowance : N\$17,424 per annum
Transport Allowance : N\$10,512 per annum

Minimum requirement: Registration as Registered Nurse with Health Professions Council of Namibia plus three (3) years appropriate experience as a Registered Nurse. Proof of Health Professions Council of Namibia maintenance card for 2026-2027 must be attached.

Post Designation : Registered Nurse Grade 8
4x Posts : Katima Mulilo

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Salary Scale	:	N\$250,767 – N\$299,691
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirement: Registration as a Registered Nurse with Health Professions Council of Namibia. Proof of Health Professions Council of Namibia maintenance card for 2026-2027 must be attached.

SECTION: NURSING SERVICES

Post Designation	:	Registered Nurse Grade 8
2x Posts	:	Katima Mulilo
Salary Scale	:	N\$250,767 – N\$299,691
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirement: Registration as Registered Nurse with Health Professions Council of Namibia. Proof of Health Professions Council of Namibia maintenance card for 2026-2027 must be attached.

SUBDIVISION: ENVIRONMENTAL HEALTH SERVICES

Post Designation	:	Chief Environmental Health Practitioner Grade 7
1x Post	:	Katima Mulilo
Salary Scale	:	N\$305,684 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirement: Bachelor Degree in Environmental Health Sciences on NQF Level 8, plus six (6) years appropriate experience, of which two (2) years must be at a level of a Senior Environmental Practitioner. Registration as Environmental Health Practitioner with Health Professions Council of Namibia and proof of valid practicing card for 2026-2027.

Post Designation	:	Environmental Health Practitioner Grade 9
1x Post	:	Katima Mulilo
Salary Scale	:	N\$204, 977 – N\$245,851
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirement: Registration as Environmental Health Practitioner with Health Professions Council of Namibia. Proof of Health Professions Council of Namibia maintenance card for 2026-2027 must be attached.

Enquiries: Dr. Hellen Bainga / Ms. Jannety Chilinda Tel: 066 – 251 400

Applications must be addressed to:

**The Regional Director
Zambezi Health Directorate
Private Bag 1081
Katima Mulilo**

**Or hand delivered to:
Human Resource Offices**

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

**DIRECTORATE: KAVANGO EAST REGION
DIVISION: INTERMEDIATE HOSPITAL RUNDU
SUBDIVISION: PROFESSIONAL SERVICES**

Post Designation	:	Private Secretary Grade 9
1x Post	:	Rundu
Salary Scale	:	N\$204,977- N\$245,851
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$13,944 per annum

Minimum requirement: An appropriate National Diploma on NQF Level 6 or equivalent qualification in Office Management and Technology or Office Administration or Secretarial Studies.

Key Performance areas

- Sound knowledge of office administration and secretarial functions
 - Good communication and interpersonal skills
 - Proficiency in Microsoft office application Word (excel, Outlook and power point.
 - Ability to handle confidential information with discretion
 - Good organizational, records management and management skills
 - Ability to work under pressure and meet deadlines
-

Post Designation	:	Specialist Physician Grade 4 (Internal Medicine)
3x Posts	:	Rundu
Salary Scale	:	N\$582,333 (p)
Fixed Overtime	:	N\$283,887 per annum
Housing Benefit	:	N\$121,560 per annum
Motor vehicle allowance:		
Capital costs	:	N\$83,106 per annum
Running costs	:	N\$27,81 per annum
Total MVA allowance	:	N\$110,917 per annum

Minimum requirements: Registration as a Specialist Physician with the Health Professions Council of Namibia.

Post Designation	:	Specialist Orthopedic Surgeon Grade 4
1x Post	:	Rundu
Salary Scale	:	N\$582,333 (p)
Fixed Overtime	:	N\$283,887 per annum
Housing Benefit	:	N\$121,560 per annum
Motor vehicle allowance:		
Capital costs	:	N\$ 83 106.00 per annum
Running costs	:	N\$ 27 811.00 per annum
Total allowance	:	N\$110 917 per annum

Minimum requirement: Registration as a Specialist Orthopedic Surgeon with the Health Professions Council of Namibia.

Post Designation	:	Specialist Psychiatrist Grade 4
1x Post	:	Rundu
Salary Scale	:	N\$582,333 (p)

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Fixed Overtime	:	N\$283,887 per annum
Housing Benefit	:	N\$121,560 per annum
Motor vehicle allowance		
Capital costs	:	N\$83,106 per annum
Running costs	:	N\$27,811 per annum
Total allowance	:	N\$110, 917 per annum

Minimum Requirement: Registration as a Specialist Psychiatrist with the Health Professions Council of Namibia.

Post Designation	:	Specialist Pediatric Surgeon Grade 4
2x Posts	:	Rundu
Salary Scale	:	N\$582,333 (p)
Fixed Overtime	:	N\$283, 887 per annum
Housing Benefit	:	N\$121,560 per annum
Motor vehicle allowance		
Capital costs	:	N\$83,106 per annum
Running costs	:	N\$27,811 per annum
Total allowance	:	N\$110,917 per annum

Minimum requirement: Registration as a Specialist Pediatric Surgeon with the Health Professions Council of Namibia.

Post Designation	:	Senior Medical Officer Grade 4 (Forensic)
1x Post	:	Rundu
Salary Scale	:	N\$543,055 – N\$570,914
Fixed Overtime	:	N\$271,530 per annum
Housing Benefit	:	N\$121,560 per annum
Motor vehicle allowance		
Capital costs	:	N\$83,106 per annum
Running costs	:	N\$27,811 per annum
Total allowance	:	N\$110,917 per annum
Forensic allowance	:	N\$71, 235 per annum

Minimum requirement: Registration as a Medical Practitioner with the Health Professions Council of Namibia, plus three (3) years' experience as a Medical Officer.

Post Designation	:	Senior Medical Officer Grade 4 (Internal Medicine)
2x Posts	:	Rundu
Salary Scale	:	N\$543,055 – N\$570,914
Fixed Overtime	:	N\$271,530 per annum
Housing Benefit	:	N\$121,560 per annum
Motor vehicle allowance		
Capital costs	:	N\$ 83,106 per annum
Running costs	:	N\$27,811 per annum
Total allowance	:	N\$110,917 per annum

Minimum requirement: Registration as a Medical Practitioner with the Health Professions Council of Namibia, plus three (3) years' experience as a Medical Officer in Internal Medicine Department.

Post designation	:	Medical Officer Grade 5 (Psychiatry)
4x Posts	:	Rundu

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Salary Scale	:	N\$454,232 – N\$543,055
Fixed Overtime	:	N\$243,089 per annum
Housing Allowance	:	N\$17,424 per annum
Motor vehicle allowance		
Capital costs	:	N\$60,943 per annum
Running costs	:	N\$24,110 per annum
Total allowance	:	N\$85,063 per annum

Minimum requirement: Registration as a Medical Practitioner with the Health Professions Council of Namibia.

Post Designation	:	Medical Officer Grade 5 (Forensic)
1x Post	:	Rundu
Salary Scale	:	N\$454,232 – N\$543,055
Fixed Overtime	:	N\$243,089 per annum
Housing Allowance	:	N\$17,424 per annum
Forensic Allowance	:	N\$71,235 per annum
Motor vehicle allowance		
Capital costs	:	N\$60,943 per annum
Running costs	:	N\$24,110 per annum
Total allowance	:	N\$85,063 per annum

Minimum requirement: Registration as a Medical Practitioner with the Health Professions Council of Namibia.

Post Designation	:	Medical Officer Grade 5 (Obstetric and Gynecology)
3x Posts	:	Rundu
Salary Scale	:	N\$454,232 – N\$543,055
Fixed Overtime	:	N\$243,089 per annum
Housing Allowance	:	N\$17,424 per annum
Motor vehicle allowance		
Capital costs	:	N\$60,943 per annum
Running costs	:	N\$24,110 per annum
Total allowance	:	N\$85,063 per annum

Minimum requirement: Registration as a Medical Practitioner with the Health Professions Council of Namibia.

Post Designation	:	Medical Officer Grade 5 (Paediatrics)
4x Posts	:	Rundu
Salary Scale	:	N\$454,232 – N\$543,055
Fixed Overtime	:	N\$243,089 per annum
Housing Allowance	:	N\$17,424 per annum
Motor vehicle allowance		
Capital costs	:	N\$60,943 per annum
Running costs	:	N\$ 24,110 per annum
Total allowance	:	N\$85,063 per annum

Minimum requirement: Registration as a Medical Practitioner with the Health Professions Council of Namibia.

Post designation	:	Medical Officer Grade 5 (Ophthalmology)
2x Posts	:	Rundu
Salary Scale	:	N\$454,232 – N\$543, 055

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Fixed Overtime	:	N\$243,089 per annum
Housing Allowance	:	N\$17,424 per annum
Motor vehicle allowance MVA		
Capital costs	:	N\$60,943 per annum
Running costs	:	N\$24,110 per annum
Total MVA allowance	:	N\$85,063 per annum

Minimum Requirement: Registration as a Medical Practitioner with the Health Professions Council of Namibia.

Post Designation	:	Medical Officer Grade 5 (CDC Clinic)
2x Posts	:	Rundu
Salary Scale	:	N\$454,232 – N\$543,055
Fixed Overtime	:	N\$243,089 per annum
Housing Allowance	:	N\$17,424 per annum
Motor vehicle allowance		
Capital costs	:	N\$60,943 per annum
Running costs	:	N\$24,110 per annum
Total allowance	:	N\$85,063 per annum

Minimum requirement: Registration as a Medical Practitioner with the Health Professions Council of Namibia. **Preference will be given to Medical Officers with qualifications in HIV Management**

Post Designation	:	Medical Officer Grade 5 (Paediatric Surgery)
2x Posts	:	Rundu
Salary Scale	:	N\$454,232 – N\$543,055
Fixed Overtime	:	N\$243,089 per annum
Housing Allowance	:	N\$17,424 per annum
Motor vehicle allowance MVA		
Capital costs	:	N\$60,943 per annum
Running costs	:	N\$24,110 per annum
Total allowance	:	N\$85,063 per annum

Minimum requirement: Registration as a Medical Practitioner with the Health Professions Council of Namibia.

Post Designation	:	Medical Officer Grade 5 (Orthopaedics)
2x Posts	:	Rundu
Salary Scale	:	N\$454,232 – N\$543,055
Fixed Overtime	:	N\$243,089 per annum
Housing Allowance	:	N\$17,424 per annum
Motor vehicle allowance MVA		
Capital cost	:	N\$60,943 per annum
Running cost	:	N\$24,110 per annum
Total Allowance	:	N\$85,063 per annum

Minimum Requirement: Registration as a Medical Practitioner with the Health Professions Council of Namibia.

Post Designation	:	Medical Officer Grade 5 (Radiology)
1x Post	:	Rundu
Salary Scale	:	N\$ 454,232 – N\$543,055
Fixed Overtime	:	N\$243,089 per annum
Housing Allowance	:	N\$17,424 per annum

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Motor vehicle allowance

Capital costs	:	N\$60,943 per annum
Running costs	:	N\$24,110 per annum
Total allowance	:	N\$85,063 per annum

Minimum requirement: Registration as a Medical Practitioner with the Health Professions Council of Namibia.

SECTION: DENTAL SERVICES

Post Designation	:	Dental Therapist Grade 8
1x Post	:	Rundu
Salary Scale	:	N\$250 767 – N\$299 691
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirement: Registration as a Dental Therapist with the Health Professions Council of Namibia.

SECTION: PARAMEDICAL CLINICAL SUPPORT SERVICES **SUBSECTION: RADIOGRAPHY**

Post Designation	:	Senior Radiographer Grade 6
1x Post	:	Rundu
Scale of Salary	:	N\$372,627 – N\$445,325
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirement: Registration as a Radiographer with the Health Professions Council of Namibia, plus three (3) years' experience as a Radiographer.

SECTION: PARAMEDICAL CLINICAL SUPPORT SERVICES **SUBSECTION: OCCUPATIONAL THERAPY**

Post Designation	:	Occupational Therapist Grade 7
4x Posts	:	Rundu
Salary Scale	:	N\$305,684 – N\$365,322
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirement: Registration as an Occupational Therapist with the Health Professions Council of Namibia.

SUBSECTION: PHARMACEUTICAL SERVICES

Post Designation	:	Senior Pharmacist Assistant Grade 9
6x Posts	:	Rundu
Salary Scale	:	N\$204,977- N\$245,851
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$13,944 per annum

Minimum Requirement: Registration as a Pharmacist Assistant with the Health Professions Council of Namibia, plus two (2) years' experience as a Pharmacist Assistant.

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SUBSECTION: PHYSIOTHERAPY

Post Designation	:	Physiotherapist Grade 8
3x Posts	:	Rundu
Salary Scale	:	N\$250,767 – N\$299,691
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirement: Registration as a Physiotherapist with the Health Professions Council of Namibia.

SUBSECTION: SPEECH THERAPY

Post Designation	:	Speech Therapist Grade 8
1x Post	:	Rundu
Salary Scale	:	N\$250,767 – N\$299,691
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirement: Registration as a Speech Therapist with the Health Professions Council of Namibia.

SUBSECTION: SOCIAL WELFARE SERVICES

Post Designation	:	Chief Social Worker Grade 6
1x Post	:	Rundu
Salary Scale	:	N\$372,627 – N\$445,325
Transport Allowance	:	N\$10,512
Housing Allowance	:	N\$17,424 per annum

Minimum requirement: Registration as a Social Worker with the Health Professions Council of Namibia, plus four (4) years' experience as a Senior Social Worker.

Post Designation	:	Senior Social Worker Grade 7
2x Posts	:	Rundu
Salary Scale	:	N\$305,684 – N\$365,322
Transport Allowance	:	N\$10,512-00
Housing Allowance	:	N\$17,424-00 per annum

Minimum requirement: Registration as a Social Worker with the Health Professions Council of Namibia, plus two (2) years' experience as a Social Worker.

DIVISION: PLANNING AND INSTITUTIONAL DEVELOPMENT

SECTION: HEALTH INFORMATION AND RESEARCH

SUBSECTION: DISEASE SURVEILLANCE

Post Designation	:	Health Programme Officer Grade 8
1x Post	:	Rundu
Salary Scale	:	N\$250,767 – N\$299,691
Transport Allowance	:	N\$10,512-00
Housing Allowance	:	N\$17,424 per annum

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Minimum Requirement: An appropriate Bachelor Degree or equivalent qualification on NQF Level 7 in Health Science or Public Health or Nursing.

SUBDIVISION: NURSING SERVICES

Post Designation	:	Registered Nurse Grade 8
52x Posts	:	Rundu
Salary Scale	:	N\$250,767 – N\$299,691
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirement: Registration as a Registered Nurse/Midwife with Health Professions Council of Namibia. A valid registration certificate and maintenance registration card (proof must be attached) **Preference will be given to unemployed Namibian Registered nurses.**

Enquiries: Mr. Alfredo David, Tel 066 265 559/6

Applications must be addressed to:

**The Medical Superintendent
Rundu, Intermediate Hospital
Kavango East Region
Private Bag 2094
Rundu**

or Hand Delivery to:

**Rundu Intermediate Hospital
Human Resource Department
Office Number G11**

MINISTRY OF HOME AFFAIRS, IMMIGRATION, SAFETY AND SECURITY

DEPARTMENT: ADMINISTRATION AND REFUGEE MANAGEMENT DIRECTORATE: HUMAN RESOURCE AND SUPPORT SERVICES DIVISION: HUMAN RESOURCES

Post Designation	:	Learning and Development Officer Grade 8
1x Post	:	Windhoek
Salary Scale	:	N\$250,767 – N\$299,691
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: An appropriate National Diploma in Human Resources Management or Industrial Psychology or an equivalent qualification on NQF Level 6.

Enquiries: Ms. M. Shilongo Tel: 0819510116

DEPARTMENT: ADMINISTRATION AND REFUGEE MANAGEMENT DIRECTORATE: FINANCE AND GENERAL SERVICES DIVISION: GENERAL SERVICES SECTION: TRANSPORT

Post Designation	:	Senior Administrative Officer Grade 10
1x Post	:	Windhoek
Salary Scale	:	N\$167,481 – N\$200,878
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: An appropriate National Diploma on NQF Level (6) in Transport Management or Public Management or Logistics and Supply Chain Management or related fields plus one (1) year appropriate experience.

OR

A Senior Secondary Certificate or equivalent qualification on NQF Level 3, plus three (3) years appropriate experience.

Enquiries: Ms. M. Shilongo Tel: 0819510116

DEPARTMENT: ADMINISTRATION AND REFUGEE MANAGEMENT DIRECTORATE: FINANCE AND GENERAL SERVICES DIVISION: GENERAL SERVICES SECTION: PROCUREMENT

Post Designation	:	Senior Administrative Officer Grade 10
2x Posts	:	Windhoek
Salary Scale	:	N\$167,481 – N\$200,878
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: An appropriate National Diploma on NQF Level (6) in Public Management Business Management or Logistics and Supply Chain Management or related fields plus one (1) year appropriate experience in related fields.

OR

A Senior Secondary Certificate or equivalent qualification on NQF Level 3, plus three (3) years appropriate experience.

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Enquiries: Ms. M. Shilongo Tel: 0819510116

DEPARTMENT: ADMINISTRATION AND REFUGEE MANAGEMENT
DIRECTORATE: FINANCE AND GENERAL SERVICES
DIVISION: GENERAL SERVICES
SECTION: OFFICE SUPPORT

Post Designation	:	Senior Administrative Officer Grade 10
2x Posts	:	Windhoek
Salary Scale	:	N\$167,481 – N\$200,878
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: A National Diploma on NQF Level (6) in Public Management or Business Management or related fields plus one (1) year approximate appropriate experience in related fields.

OR

A Senior Secondary Certificate or equivalent qualification on NQF Level 3, plus three (3) years appropriate experience.

Enquiries: Ms. M. Shilongo Tel: 0819510116

DEPARTMENT: ADMINISTRATION AND REFUGEE MANAGEMENT
DIRECTORATE: FINANCE AND GENERAL SERVICES
DIVISION: INFORMATION TECHNOLOGY MANAGEMENT
SUBDIVISION: CORE INFRASTRUCTURE SERVICES

Post Designation	:	System Administrator Grade 9
1x Post	:	Windhoek
Salary Scale	:	N\$276, 867 – N\$311, 798 (P)
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: A Degree in Information Technology related courses on NQF Level 7.

Supplementary requirements: Hands-on experience administering NetApp ONTAP storage systems, Experience with VMware vSphere administration, Experience with Microsoft Hyper-V, Strong Linux administration skills (RHEL/CentOS/Ubuntu), Working knowledge of storage protocols (NFS, CIFS, iSCSI, FC), Scripting experience in Bash, PowerShell, or Python Understanding of networking fundamentals (VLANs, switching, routing)

Enquiries: Ms. M. Shilongo Tel: 0819510116

DEPARTMENT: ADMINISTRATION AND REFUGEE MANAGEMENT
DIRECTORATE: FINANCE AND GENERAL SERVICES
DIVISION: INFORMATION TECHNOLOGY MANAGEMENT
SECTION: SYSTEM DEVELOPMENT AND MAINTENANCE

Post Designation	:	Analyst Programmer Grade 9
1x Post	:	Windhoek
Salary Scale	:	N\$ 226,764 – N\$271,440 (P)
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

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Minimum Requirements: A Diploma in Software Development on NQF L6 (or equivalent).

Supplementary requirements: A Bachelor Degree in Software Development on NQF Level 7. The candidate should have a good working knowledge of PHP, preferably using the Laravel framework, HTML5, CSS3, Tailwind CSS, JavaScript, MySQL and SQL, Git and version control, SDLC (Software Development Life Cycle).

Added Advantage, Linux-based web server deployment and configuration
REST APIs and web services.

Enquiries: Ms. M. Shilongo Tel: 0819510116

**DEPARTMENT: IMMIGRATION CONTROL AND CITIZENSHIP
DIRECTORATE: IMMIGRATION AND BORDER CONTROL**

Post Designation	:	Chief Immigration Officer Grade 7
3x Posts	:	Zambezi Region (Katima Mulilo)
	:	Katima Mulilo Border Post
	:	Kavango East (Rundu)
Salary Scale	:	N\$305,684 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: An appropriate National Diploma or equivalent qualification on NQF Level 6 in Immigration or Border Management or Public Administration or Business Management/Studies or International Relations/Diplomacy or Political Science or Security or Law or related fields plus five (5) years appropriate experience.

Enquiries: Mr. S. Hashipala, Tel: 0819510108

**DEPARTMENT: IMMIGRATION CONTROL AND CITIZENSHIP
DIRECTORATES: IMMIGRATION AND BORDER CONTROL AND VISAS, PERMITS,
PASSPORTS AND CITIZENSHIP**

Post Designation	:	Senior Immigration Officer Grade 9
1x Posts	:	Kavango East (Rundu)
Salary Scale	:	N\$204,977 – N\$245,851
Salary Notch	:	N\$204,977
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: An appropriate National Diploma or equivalent qualification on NQF Level 6 in Immigration/Border Management or Public Administration or Business Management/Studies or International Relations/Diplomacy or Political Science or Security or Law or related fields plus one (1) year appropriate experience.

OR

A Senior Secondary Certificate or equivalent qualification on NQF Level 3, plus four (4) years appropriate experience in related field.

Enquiries: Mr. S. Hashipala Tel: 0819510108

**DEPARTMENT: IMMIGRATION CONTROL AND CITIZENSHIP
DIRECTORATES: IMMIGRATION AND BORDER CONTROL**

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Post Designation	:	Immigration Officer Grade 10
15x Posts	:	4xNoordoewer Border Post
	:	6x Ariamsvlei Border Post
	:	1x Keetmanshoop Airport
	:	1x Mata-Mata Border Post
	:	1x Sendlingsdrift Border Post
	:	2x Katima Mulilo Border Post
Salary Scale	:	N\$167,481 – N\$200,878
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: A Senior Secondary Certificate or equivalent qualification on NQF Level 3.

Supplementary requirements: An appropriate National Diploma or equivalent qualification on NQF Level 6 in Immigration/ Border Management or Public Administration or Business Management/Studies or International Relations/Diplomacy or Political Science or Security or Law or related fields.

Enquiries: Ms. V. Shanghala Tel: 0819510115

**DEPARTMENT: CIVIL REGISTRATION
DIRECTORATE: NATIONAL CIVIL REGISTRATION REGIONAL
DIVISION: REGIONAL DIVISIONS**

Post Designation	:	Chief Administrative Officer Grade 8
1x Post	:	Hardap Regional Office
Salary Scale	:	N\$250,767 – N\$299,691
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: A National Diploma or equivalent qualification on NQF Level 6 in Public Administration or Business Management or Local Government or Statistic related field plus four (4) years appropriate experience in Civil Registration or related fields.

Enquiries: Ms. W Palanga Tel: 0819510114

**DEPARTMENT: NAMIBIAN POLICE FORCE
DIRECTORATE: HUMAN CAPITAL MANAGEMENT**

Post Designation	:	Chief Human Resource Practitioner Grade 6
2x Posts	:	Police National Headquarters (Windhoek)
Salary Scale	:	N\$ 372,627 – N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: A National Diploma in Human Resources Management or equivalent qualification on NQF Level 6 plus six (6) years appropriate experience in the field of Human Resources Management.

Supplementary requirements: Applicants must be at the level of Senior Human Resource Practitioner Grade 7 or equivalent for three (3) years.

Main duties:

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- Interpret and ensure implementation of human resource policy guidelines.
 - Process applications for pension admissions, amendments and withdrawals.
 - Coordinate the calculation and preparation of individual notices regarding salary increments, service bonuses, salary adjustments, occupational differentiation, overtime and leave gratuity.
 - Obtain approval for appointments, pension admissions/withdrawals, leave/leave gratuity, housing loan scheme, housing subsidy, allowances, medical aid scheme, Confirmation/extension of probation, transfer, translations, secondments, resignations, departmental debts, abscondments and demises, removal of furniture and retirements etc.
 - Coordinate the Preparation of letters confirming appointments and or extension of probation.
 - Attend to personnel audit queries.
 - Maintain leave and staff records of all personnel.
 - Provide input to human resource reports and the compilation thereof.
 - Handle human resources enquiries.
-

Post Designation	:	Senior Human Resource Practitioner Grade 7
2x Posts	:	Police National Headquarters (Windhoek)
Salary Scale	:	N\$305,684 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: A National Diploma in Human Resource Management or equivalent qualification on NQF Level 6 plus four (4) years appropriate experience in the field of Human Resources Management.

Main Duties:

- Compliance with, and interpretation of the Public Service Act, Public Service Staff Rules, Regulations and other relevant Acts and Regulations.
- To ensure uniformity, efficiency and effective conducting of human resource matters.
- Monitoring the disposition of human resources.
- On request or own initiative rendering advisory or liaison services to offices/Ministries/Agencies.
- Interviewing and or selecting people for appointment/transfer/promotion in posts.
- Determining and assisting with disciplinary actions, which include the obtaining of authority on punitive measures.
- Monitoring, coordinating and supervising the capturing of data on E-Policing.
- Advising on or assisting with the compiling of requests proposals regarding the adjustment of organizations and post establishments, casual employment, overtime remuneration, employment in addition to the fixed establishments and assisting in queries.
- Providing advice on the interpretation of HR rules and regulations and ensuring the proper application thereof.
- Developing and executing programs for training of subordinates and general orientation in the proper application of human resource procedures, methods of work and techniques and the determining of priorities.
- Programming, supervising, control and coordinating the activities of the Sub-division with that of the rest of the Ministry.
- Initiating new ideas as input towards either updating existing Public Service HR Policies or for the formulation of new ones
- Submitting HR policy proposals to the Office of the Prime Minister for consideration and approval.
- Ensuring that all staff movements (appointments, transfers, promotions, demotions, discharges, etc.) are properly recorded, monitored and relevant information transmitted to the Office of the Prime Minister for registration.

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- Determining all training needs within the subdivision.
- Participating in collective meetings with Trade Unions.
- Handling grievances, representations and misconduct.
- Providing counselling and guidance concerning the maintenance of manpower.
- Supervising subordinates which includes organizing, controlling, verifying, distributing, allocating, coordinating and supplementing of their work.
- Liaising and consulting directly with the Office of the Prime Minister on all HR administration matters.
- Undertaking inspections in respect of subordinates on their performance in order enhance professionalism and to ensure compliance with the prescribed staff rules and standards.
- Compiling circulars on HR matters.
- Assisting in budget for and controlling of expenditure applicable to the subdivision.
- Obtaining and monitoring the utilization of office stock and suppliers.
- Determining deviations from current policies and submit proposals to the Office of the Prime Minister on appointments, housing loan scheme, housing subsidy, allowances, medical aid scheme, progress reports, transfer, translations, retirements, public Service Regulations, Public Service Staff Rules, Labour Act, Affirmative Action Act and Social Security Act.
- Obtaining authority for appointments, housing loan scheme, housing subsidy, translations, the creation and abolishment of posts on the establishments after investigating requests substance and travelling allowances and overtime.
- Monitoring the up keeping filling system.
- Evaluate performance of subordinates through Performance Management System.
- Coordinate and responsible for the advertising of posts.
- Keeping the attendance register.
- Membership and Secretarial Services of the Ministerial Committees when necessary.
- Any other duty assigned by the supervisor

DIRECTORATE: GENDER AND WELFARE

Post Designation	:	Senior Social Worker Grade 7
1 x Post	:	Oshikoto Police Regional Headquarters
Salary Scale	:	N\$305,684 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A Bachelor Degree in Social Work and registration as a Social Worker with the Health Professions Council of Namibia with receipt of paid-up registration or a renewed card, plus approximately four (4) years' experience in social work.

Supplementary requirements: A valid driver's license and willingness to obtain authorization to drive a GRN vehicle (if not in position of one already).
Applicants must be willing to work in uniform environment and be willing to work in the organization of +/- 18 000 workforce.

DIRECTORATE: PROCUREMENT & LOGISTICS

DIVISION: MECHANICAL & FLEET

SUB-DIVISION: GENERAL REPAIR

Post Designation	:	Chief Artisan Foreman Grade 7 (Diesel/Petrol Mechanic)
1 x Post	:	Windhoek
Salary Scale	:	N\$305,684 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

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Minimum Requirement: Completed apprenticeship or a Trade Diploma issued in terms of existing legislation or National Vocational Diploma (IV) or Certificate Level III or equivalent qualification, plus six (6) years appropriate experience.

Supplementary Requirements: Candidate must have three (3) years at the level of Senior Artisan Foreman Grade 8 or equivalent (supervisory) level. A valid driver's license and computer literacy will be an added advantage.

Duties and Responsibilities:

- Deputy of Mechanical Services Division doing administration as overall personnel and logistics related matters – and safe keeping of all records.
 - Management and Budgeting control for fleet maintenance.
 - Managing procurement for Namibian Police Workshops – equipment, machines, tools, spare parts.
 - Advice on and render necessary technical assistance on fleet maintenance and its management.
 - Serving in a Procurement Management Unit and evaluation of bidding documents.
 - Formulating and coordinating fleet maintenance policy.
 - Handling and coordinating theft cases of government property at stock controlling point.
 - Accessing police vehicles accidents reports and recommend there off.
 - Ascertain and compile reports on Quarterly report, Annual report, Stock taking and equipment.
 - Organize training policy of all personnel at Workshops country wide.
 - Control and monitor the budget of repairs and contract on the acquisition of vehicles and spare parts.
 - Control and monitor all requisitions for repairs and services of vehicles, for e.g. Spare Parts, Tyres, Batteries and Accessories.
 - Follow-up on vehicles damage reports and losses.
 - Liaise with the Department of Transport, Ministry of Works and Transport, Government Garage, as well as private sectors with regard on technical issues.
 - To execute proper mechanical inspections on Police vehicles to ascertain that vehicles are safe to operate and serviceable.
 - To identify any possible future failures of components/ parts and the reporting of such.
 - To keep record of all assignments, according to the job card, and hours spend in the execution.
 - To comply with the general safety rules of the workshop.
 - To ensure a clean and safe work environment at all times.
 - To attend to all courses, meetings and lectures summoned to.
 - To safeguard all tools, equipment, identity discs (to obtain special tools) and garments, components or special tools entrusted with.
 - To guard against the misuse of any equipment of the Namibian Police, Workshop for private purpose.
 - To attend regular tool inspections and the reporting of any losses.
 - To perform mechanical or mechanical related duties to all Namibian police workshops.
 - To comply with each and every order, directive and/ or instruction issued by the Head of Procurement and Logistics Directorate, or his delegate.
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DIRECTORATE: PROCUREMENT & LOGISTICS
DIVISION: PROCUREMENT & ASSET
SUB-DIVISION: PROCUREMENT

Post Designation	:	Chief Administrative Officer Grade 8
1x Post	:	Windhoek
Salary Scale	:	N\$250,767 – N\$299,691
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A National Diploma in Public Administration, Logistics or Business administration studies or equivalent qualification on NQF Level 6, plus four (4) years' appropriate experience in Government procurement system or related procurement system.

Supplementary requirements: Applicants must be at the level of Senior Administrative Officer Grade 10 (supervisory) level or equivalent for two (2) years. Preference will be given to candidates with a Bachelor of Business Administration / Management, Public Administration / Management/Office Administration/Management or Logistics and Supply Management. Interested candidates must be in possession of a valid driver's license (Code B), older than one (1) year as per ORC Fleet Management Policy.

Duties and Responsibilities:

- To comply with each and every order, directive and/ or instruction issued by the Head of Procurement and Logistics Directorate, or his delegate.
- Serve as a member of the Secretariat to the Bid Evaluation Committee
- Invite Bids through Ministerial Procurement Committee.
- Write submission to Procurement Committee regarding bids and contracts.
- Ensure verification surveillance visits at supplies sites before award of contract to assure quality control system e. g performance inspection and testing of material.
- Resolve purchase order/contract problems with suppliers
- Contract management
- Draw up the annual exemption, annual procurement plans and compile Procurement Activity report.
- Conduct purchasing practices in accordance with Government Regulations procedures, approved contracts and bids.
- Develop/review standard specifications for performance terms in conjunction with initiating department.
- Research and investigate detailed information for compiling specifications
- Preparation of bid documents after receipts of requests for bid or contracts together with specifications to Procurement Committee.
- To advise commodity managers on procurement actions in terms of procedures and regulations.
- Pre-tender award negotiations with qualified bidders, in case of possible adjustment e.g. volume, time frame etc, that is in the best interest of the government.
- Handle applications for price adjustment.
- Report discrepancies experienced with Contractors to Procurement Committee for discussion and reporting to Ministerial Procurement Committee and also follow up complaint received.
- Distribute copies of all contracts, agreements and approved bids to various offices.
- Organizing discussions with suppliers both actual and potential
- Initiate annual contracts prior to expiry dates
- Handle applications for extension of contract through Ministerial Procurement Committee
- Ensure verification surveillance visits at supplies sites before award of contract to assure quality control system e. g performance inspection and testing of material.

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- Deal with all correspondence from Companies.

**KHOMAS POLICE REGIONAL HEADQUARTERS
SUB-DIVISION: PROCUREMENT**

Post Designation	:	Artisan Foreman Grade 9 (Petrol/Diesel Mechanic
1 x Post	:	Windhoek
Salary Scale	:	N\$ 204,977–N\$ 245 851
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: Completed apprenticeship or a Trade Diploma issued in terms of existing legislation or National Vocational Diploma (IV) or Certificate Level III, plus three (3) years of appropriate experience.

Supplementary requirements: A valid drivers' license and experience as an Electrical Technician.

Enquiries: Senior Inspector P. Shimanda or W/O¹ E. Eelu 061-2093364/45

DEPARTMENT OF NAMIBIAN POLICE FORCE

Post Designation	:	Kitchen Supervisor Grade 13
10x Posts	:	1 x Windhoek Police Station
	:	1 x Gobabis Police Station
	:	1 x Otjiwarongo Police Station
	:	1 x Kamanjab Police Station
	:	1 x Outapi Police Station
	:	1 x Ondangwa Police Station
	:	1 x Ongwediva Police Station
	:	1 x Eenhana Police Station
	:	1 x Tsumeb Police Station
	:	1 x Enias Libuto Police Station
Salary Scale	:	N\$90,171 – N\$109,428
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$13,944 per annum

Minimum requirements: Junior Secondary Certificate with appropriate Subjects or equivalent qualification on NQF Level 2.

Supplementary Requirements: Applicants must have three (3) years appropriate experience.

Post Designation	:	Senior Cleaner Grade 14
12x Posts	:	1 x Khomas Police Regional Headquarters
	:	1 x //Karas Police Regional Headquarters
	:	1 x Omaheke Police Regional Headquarters
	:	1 x Otjozondjupa Police Regional Headquarters
	:	1 x Opuwo Police Station
	:	1 x Outapi Police Station
	:	1 x Oshana Police Regional Headquarters
	:	1 x Oshikango Police Station
	:	1 x Tsumeb Police Station
	:	1 x Kavango East Police Regional Headquarters

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		1 x Katima Mulilo Police Station
		1 x Namibian Police Forensic Science Institute
Salary Scale	:	N\$71,922– N\$88,839
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$13 944 per annum

Minimum requirements: None

Supplementary requirements: Junior Secondary Certificate or equivalent qualification on NQF Level 2 and an appropriate three (3) years of experience.

Post Designation	:	Senior Labourer Grade 14
10x Posts		1 x Khomas Police Regional Headquarters
		1 x Aussenkehr Police station
		1 x Hardap Police Regional Headquarters
		1 x Omaheke Police Regional Headquarters
		1 x Walvisbay Police Station
		1 x Kunene Police Regional Headquarters
		1 x Ohangwena Police Regional Headquarters
		1 x Oshikoto Police Regional Headquarters
		1 x Kavango East Police Regional Headquarters
		1 x Ndiyona Police Station
Salary Scale	:	N\$ 71 922 – N\$ 88 839
Transport Allowance	:	N\$10 512 per annum
Housing Allowance	:	N\$13 944 per annum

Minimum requirements: None

Supplementary requirements: Junior Secondary Certificate or equivalent qualification on NQF Level 2 and an appropriate three (3) years of experience.

Applications must be addressed to:

The Namibian Police Force: Recruitment Office
Private Bag 12024
Ausspannplatz
Windhoek

or hand deliver to:

Corner of Julius K. Nyerere and Jan Jonker Road
Police National Headquarters
Ausspannplatz
Windhoek

MINISTRY OF WORKS AND TRANSPORT

DEPARTMENT: TRANSPORT
DIRECTORATE: MARITIME AFFAIRS
DIVISION: LEGAL AND INTERNATIONAL MATTERS

(Re-advertisement)

Post Designation	:	Control Administrative Officer Grade 6
1x Post	:	Windhoek
Salary Scale	:	N\$372,627 – N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A National Diploma or equivalent qualification (NQF Level 6) plus six (6) years appropriate experience in Maritime or Public Law Administration or Bilateral or Multilateral Agreements Administration.

Enquiries: Mr. C S Fikunawa: +264 61-448500/Ms. A Matheus: +264 61-208 8126

DIRECTORATE: TRANSPORTATION POLICY AND REGULATIONS
DIVISION: TRANSPORTATION POLICY

(Re-advertisement)

Post Designation	:	Policy Analyst Grade 7
1 x Post	:	Windhoek
Salary Scale	:	N\$305,684 – N\$365,322
Housing allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: An appropriate Bachelor Degree in Social Science or Public Administration or Business Administration or Economics on NQF Level 7 plus three (3) years' appropriate experience.

Responsibilities:

- Ensure the implementation of Transportation Policy related frame work and strategies;
- Implementation of Transportation Policy awareness strategy;
- Collaborate with stakeholders, including government agencies, industry on matters of transportation policy;
- Prepare reports, presentations and policy to key stakeholders;
- Carry out integrated research and data analysis;
- Undertake any other relevant duties which may be assigned from time to time by the supervisor.

Enquiries: Ms. L N Endjala: +264 61 208 8159/Ms. P Simataa: +264 61-208 8136

DEPARTMENT: WORKS
DIRECTORATE: MAINTENANCE
DIVISION: TECHNICAL AND MAINTENANCE SERVICES
SECTION: MAINTENANCE & INSPECTIONS: KAVANGO-EAST

Post designation	:	Chief Works Inspector Grade 7 (Civil)
1x Post	:	Rundu
Salary Scale	:	N\$305,684 – 365,322

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Housing Allowance : N\$17,424 per annum
Transport Allowance : N\$10,512 per annum

Minimum Requirements: An appropriate National Diploma or equivalent qualification on NQF Level 6 plus four (4) years appropriate experience.

OR

An appropriate N3 (or equivalent) plus a completed apprenticeship or the passing of a trade test plus six (6) years appropriate experience.

OR

An appropriate N1 (or equivalent) plus a completed apprenticeship or the passing of a trade test plus eight (8) years' appropriate experience.

Supplementary requirements: An appropriate National Vocational Diploma (IV) or Certificate Level III issued in terms of existing legislation plus a Certificate Level II plus eight (8) years appropriate experience.

Enquiries: Mr. G Sikoka: +264 812413899/Ms. B Malambo: +264 61-208 8125

DIRECTORATE: MAINTENANCE
DIVISION: FIXED ASSET MANAGEMENT
SUBDIVISION: HOUSING

Post Designation : Chief Administrative Officer Grade 8
1x Post : Windhoek
Salary Scale : N\$250, 767 – N\$399 691
Housing Allowance : N\$17,424 per annum
Transport Allowance : N\$10,512 per annum

Minimum Requirement: A National Diploma in Land Management or Property Studies or Local Government or equivalent qualification on NQF Level 6 plus four (4) years appropriate experience in Property Management or Local Authority or related field.

Supplementary requirements: A valid driver's license.

Key job competencies: He/she undertakes inspection on Government Houses/Flats when vacated by tenants. He/she undertakes inspections on Government Houses/Flats on receipt of complaints received from caretakers or members of the public on the misuse of official accommodation. He/she is responsible for the handling of leases and compilation of Lease agreements regarding the letting of Government Houses/Flats. The writing of submissions and all correspondence concerning housing matters. The regularly checking and updating of the lists of occupants of official accommodation.

Enquiries: Ms E Nghishitongo Tel: +264 61 208 8583 /Ms S Kalukolo Tel: +264 61 2088113

DEPARTMENT: ADMINISTRATION AND CENTRALIZED SUPPORT SERVICES
DIRECTORATE: CENTRALIZED SUPPORT SERVICES
DIVISION: GOVERNMENT GARAGE
SUBDIVISION: WORKSHOP

Post Designation : Chief Artisan Foreman Grade 7 (Auto/Diesel Mechanic)
1x Post : Windhoek
Scale of Salary : N\$305,684 – N\$365,322
Housing Allowance : N\$17,424 per annum
Transport Allowance : N\$10,512 per annum

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Minimum requirements: Completed apprenticeship or a Trade Diploma issued in terms of existing legislation or National Vocational Diploma (IV) or Certificate Level III or equivalent qualification, plus six (6) years appropriate experience.

Supplementary requirements: A valid driver's license.

Enquiries: Mr. N J-W Amakali: +264 81 1241053/Ms. M Nailenge: +264 61-208 8116

**DIVISION: GOVERNMENT GARAGE
SUBDIVISION: WORKSHOPS
SUBSECTION: GOBABIS WORKSHOP**

Post Designation	:	Senior Artisan Foreman Grade 8 (Auto/Diesel Mechanic)
1x Post	:	Gobabis
Scale of Salary	:	N\$250,767– N\$299,691
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: Completed apprenticeship or Trade Diploma issued in terms of existing legislation or National Vocational Diploma (IV) or Certificate Level III plus four (4) years appropriate experience.

Supplementary requirements: A valid driver's licence.

Enquiries: Mr. N J-W Amakali: +264 81 1241053/Mr. I Shikongo: +264 61-208 8102

**DIRECTORATE: CENTRALIZED SUPPORT SERVICES
DIVISION: GOVERNMENT GARAGE
SUBDIVISION: WORKSHOPS
SUBSECTION: OPUWO WORKSHOP**

Post Designation	:	Senior Artisan Foreman Grade 8 (Auto/Diesel Mechanic)
1 x Post	:	Opuwo
Scale of Salary	:	N\$ 250,767– N\$299,691
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirements: Completed apprenticeship or Trade Diploma issued in terms of existing legislation or National Vocational Diploma (IV) or Certificate Level III plus four (4) years appropriate experience.

Additional requirements: A valid driver's licence.

Enquiries: Mr. N J-W Amakali: +264 81 1241053/Ms. B Kaulinge: +264 61-208 8116

Applications must be addressed to:

**The Executive Director
Ministry of Works and Transport
Private Bag 13341
Ausspannplatz
Windhoek**

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OR hand delivered to:
The Human Resource Office, First floor
Registry Office - Room 101
Ministry of Works and Transport

ERONGO REGIONAL COUNCIL

DIRECTORATE OF HEALTH AND SOCIAL SERVICES SUBDIVISION: FAMILY HEALTH SERVICES

Post Designation	:	Control Health Programme Officer Grade 5
1x Post	:	Swakopmund (RMT)
Salary Scale	:	N\$454, 232 – N\$543, 055
Transport Allowance	:	N\$10,512 per Annum
Housing Allowance	:	N\$17,424 per Annum

Minimum Requirements: An appropriate Bachelor Degree or equivalent qualification on NQF Level 7.

Supplementary Requirements: Candidates must have six (6) years appropriate experience in Family Health or Primary Health Care Services of which three (3) years must be at a level of Chief Health Programme Officer Grade 6 or Chief Registered Nurse Grade 6 and must have a valid driver's license.

SUBDIVISION: SOCIAL WELFARE SERVICES

Post Designation	:	Chief Social Worker Grade 6
1x Post	:	Swakopmund (RMT)
Salary Scale	:	N\$372, 627 – N\$445,325
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: Registration as a Social Worker with the Health Professions Council of Namibia plus four (4) years appropriate work experience. A certified copy of maintenance card with Health Professions Council of Namibia for 2026/2027 must be attached.

Supplementary requirements: Applicants must be at the level of a Senior Social Worker Grade 7 for three (3) years and must have a valid driver's license.

SUBDIVISION: HEALTH INFORMATION AND RESEARCH

Post Designation	:	Chief Health Programme Officer Grade 6
1x Post	:	Swakopmund (RMT)
Salary Scale	:	N\$372,627 – N\$445,325
Transport Allowance	:	N\$10,512 per Annum.
Housing Allowance	:	N\$17,424 per Annum

Minimum requirements: An appropriate Bachelor Degree or equivalent qualification on NQF Level 7.

Supplementary requirements: Applicants must have four (4) years' appropriate experience as a Senior Health Programme Officer Grade 7. Must have working knowledge of disease surveillance and Health Information System (DHIS2). A valid code 8 driver's license.

DIVISION: GENERAL SUPPORT SERVICES SUBDIVISION: FINANCE

Post Designation	:	Chief Accountant Grade 6
1x Post	:	Swakopmund (RMT)

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Salary Scale	:	N\$372,627 – N\$445,325
Transport Allowance	:	N\$10,512 per annum.
Housing Allowance	:	N\$17,424 per annum

Minimum Requirements: An appropriate National Diploma or equivalent qualification on NQF Level 6 majoring in Accounting plus six (6) years appropriate experience.

Supplementary requirements: Applicants must be at a level of Senior Accountant Grade 7 or equivalent for four (4) years.

SUBDIVISION: REHABILITATION SERVICES

Post Designation	:	Senior Physiotherapist Grade 6
1x Post	:	Swakopmund (RMT)
Salary Scale	:	N\$372, 627 –N\$445,325
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum Requirements: Registration as a Physiotherapist with Health Professions Council of Namibia plus four (4) years appropriate experience as a Physiotherapist and a certified copy of maintenance card with Health Professions Council of Namibia for 2026/2027 must be attached.

Supplementary requirements: A valid code 8 driver's license.

UNIT: RADIOGRAPHIC SERVICES

Post Designation	:	Senior Radiographer Grade 6
1x Post	:	Swakopmund (RMT)
Salary Scale	:	N\$372,627 – N\$445,325
Transport Allowance	:	N\$10,512 per Annum.
Housing Allowance	:	N\$17,424 per Annum

Minimum Requirements: Registration as a Radiographer with the Health Professions Council of Namibia plus four (4) years' appropriate experience as a Radiographer and a certified copy of maintenance card for 2026/2027 must be attached.

DIVISION: GENERAL SUPPORT SERVICES **SUBDIVISION: FINANCE**

Post Designation	:	Senior Accountant Grade 7(Budget Control &Creditors)
1x Post	:	Swakopmund (RMT)
Salary Scale	:	N\$305,684-N\$365,322
Transport Allowance	:	N\$10,512 per Annum.
Housing Allowance	:	N\$17,424 per Annum

Minimum requirements: An appropriate National Diploma or equivalent qualification on NQF Level 6 majoring in Accounting plus three (3) years appropriate experience.

Supplementary requirements: A valid code 8 driver's license.

SUBDIVISION: HUMAN RESOURCES **SECTION: HUMAN RESOURCE DEVELOPMENT**

Post Designation	:	Senior Health Programme Officer Grade 7
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1x Post	:	Swakopmund (RMT)
Salary Scale	:	N\$ 305, 684 – N\$ 365,322
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate Bachelor Degree in Human Resource Management or Human Resource Development or equivalent qualification on NQF Level 7 plus three (3) years appropriate experience.

**SUBDIVISION PLANNING AND INSTITUTIONAL DEVELOPMENT
SECTION: HUMAN RESOURCES**

Post Designation	:	Senior Health Programme Officer Grade 7
1x Post	:	Swakopmund
Salary Scale	:	N\$305, 684 – N\$365,322
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum requirements: An appropriate Bachelor Degree in Human Resource Management or Human Resource Development or equivalent qualification on NQF Level 7 plus three (3) years appropriate experience.

**SUBDIVISION: DISTRICT HOSPITAL SWAKOPMUND
SUBSECTION: EYE CARE UNIT**

Post Designation	:	Senior Ophthalmic Clinical Officer Grade 7
1 x Post	:	Swakopmund
Salary Scale	:	N\$305,684-N\$365,322
Transport Allowance	:	N\$10,512 per Annum.
Housing Allowance	:	N\$17,424 per Annum

Minimum Requirements: Registration as an Ophthalmic Clinical Officer with the Health Professions Council of Namibia plus three (3) years' appropriate experience.

**SUBDIVISION: DISTRICT HOSPITALS
UNIT: PHARMAUCETICAL SERVICES**

Post Designation	:	Pharmacist Grade 7
3x Posts	:	2x Omaruru
	:	1x Usakos
Salary Scale	:	N\$ 305, 684 – N\$365,322
Fixed Overtime	:	N\$270 369 per annum
Transport Benefit	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum Requirements: Registration as a Pharmacist with the Health Professions Council of Namibia and a certified copy of maintenance card for 2026/2027 must be attached.

**SUBDIVISION: DISTRICT HOSPITAL OMARURU
UNIT: OCCUPATIONAL THERAPY**

Post Designation	:	Occupational Therapist Grade 7
1x Post	:	Omaruru
Salary Scale	:	N\$ 305,684-N\$365,322

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Transport Allowance	:	N\$10,512 per annum.
Housing Allowance	:	N\$17,424 per annum

Minimum Requirements: Registration as an Occupational Therapist with the Health Professions Council of Namibia and a certified copy of maintenance card with Health Professions Council of Namibia for 2026/2027 must be attached.

SUBDIVISION: DISTRICT HOSPITALS & DISTRICT PRIMARY HEALTH CARE

Post Designation	:	Registered Nurse Grade 8
14x Posts	:	1x Henties Bay Clinic
	:	1x DRC Clinic
	:	1x Otjimbingwe Clinic
	:	1x Spitzkoppe Clinic
	:	1x Omatjette Clinic
	:	1x Usakos
	:	4x Omaruru
	:	3x Walvis Bay
	:	1x Uis Clinic
Salary Scale	:	N\$250,767 – N\$299,691
Transport Allowance	:	N\$10,512 per Annum
Housing Allowance	:	N\$17,424 per Annum

Minimum Requirements: Registration as a Registered Nurse/Midwife with the Health Professions Council of Namibia and a certified copy of maintenance card with Health Professions Council of Namibia for 2026/2027 must be attached.

SUBDIVISION: DISTRICT HOSPITAL USAKOS SECTION: HEALTH INFORMATION AND EPIDEMIOLOGY

Post Designation	:	Health Programme Officer Grade 8
Salary Scale	:	N\$250,767 – 299,691
1x Post	:	Usakos
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$17,424 per annum

Minimum Requirements: An appropriate Bachelor Degree or equivalent qualification on NQF Level 7 in the field such as Health Information Systems Management and Epidemiology.

DIVISION: DISTRICT HOSPITAL WALVIS BAY SUBDIVISION: RESOURCE MANAGEMENT

Post Designation	:	Chief Administrative Officer Grade 8
1x Post	:	Walvis Bay
Salary Scale	:	N\$ 250,767 – N\$299,691
Transport Allowance	:	N\$10,512 per Annum
Housing Allowance	:	N\$17,424 per Annum

Minimum Requirements: An appropriate National Diploma or equivalent qualifications on NQF Level 6 plus four (4) years appropriate experience.

Supplementary Requirements: Applicants must be at the level of a Senior Administrative Officer Grade 10 or equivalent for two (2) years.

DIVISION: GENERAL SUPPORT SERVICES
SUBDIVISION: FINANCE

Post Designation : Accountant Grade 8
1x Post : Swakopmund (RMT)
Salary Scale : N\$250 767- N\$299,691
Transport Allowance : N\$10,512 per annum.
Housing Allowance : N\$17,512 per annum

Minimum Requirements: An appropriate National Diploma or equivalent qualification on NQF Level 6 majoring in Accounting.

SUBSECTION: DENTAL SERVICES

Post Designation : Dental Therapist Grade 8
1x Post : Omaruru
Salary Scale : N\$250,767 – N\$299,691
Housing Allowance : N\$17,424 per annum
Transport Allowance : N\$10, 512 per annum

Minimum requirements: Registration as a Dental Therapist with the Health Professions Council of Namibia and a certified copy of maintenance card for 2026/2027 must be attached.

SUBDIVISION: SOCIAL WELFARE SERVICES

Post Designation : Social Worker Grade 8
1x Post : Usakos
Salary Scale : N\$250 767 –N\$299,691
Transport Allowance : N\$10,512 per annum.
Housing Allowance : N\$17,424 per annum

Minimum Requirements: Registration as a Social Worker with the Health Professions Council of Namibia and a certified copy of maintenance card for 2026/2027 must be attached.

SUBDIVISION: DISTRICT HOSPITALS & DISTRICT PRIMARY HEALTH CARE

Post Designation : Enrolled Nurse Grade 10
5X Posts : 1x Otjimbingwe Clinic
: 1x Hakhaseb Clinic
: 1x Omaruru Clinic
: 2x Omaruru
Salary Scale : N\$167,481 –N\$ 200,878
Transport Allowance : N\$10,512 per Annum
Housing Allowance : N\$13,944 per Annum

Minimum requirements: Registration as an Enrolled Nurse/Midwife with the Health Professions Council of Namibia and a certified copy of maintenance card for 2026/2027 must be attached.

SECTION: PHYSICAL FACILITY MAINTENANCE

Post Designation	:	Artisan Grade 10 (Electrician)
1x Post	:	Walvis Bay
Salary Scale	:	N\$167 481 –N\$ 200, 878
Transport Allowance	:	N\$ 10,512 per annum
Housing Allowance	:	N\$ 13, 944 per annum

Minimum requirements: A completed apprenticeship or a Trade Diploma issued in terms of the existing legislations.

Supplementary requirements: A valid driver's license.

SUBSECTION: TRANSPORT SERVICE

Post Designation	:	Artisan Grade 10 (Auto/Diesel Mechanic)
1x Post	:	Usakos
Salary Scale	:	N\$167,481 –N\$ 200,878
Transport Allowance	:	N\$10,512 per annum
Housing Allowance	:	N\$ 13,944 per annum

Minimum requirements: A completed apprenticeship or a Trade Diploma issued in terms of the existing legislations.

Supplementary requirements: A valid driver's license

UNIT: EMERGENCY RESCUE SERVICES

Post Designation	:	Emergency Care Practitioner Grade 11 (Basic)
1x Post	:	Walvis Bay
Salary Scale	:	N\$139,636 –N\$167,481
Transport Allowance	:	N\$10, 512 per annum
Housing Allowance	:	N\$13,944 per annum

Minimum requirements: Registration as an Emergency Care Technician with the Health Professions Council plus a code C1 driving license and a certified copy of maintenance card of Namibia for 2026/2027 must be attached.

DIVISION: GENERAL SUPPORT SERVICES

SUBDIVISION: FINANCE

Post Designation	:	Accounts Assistant Grade 11
5x Posts	:	Swakopmund (RMT)
Salary Scale	:	N\$ 139,636–N\$167,481
Transport Allowance	:	N\$10, 512 per annum.
Housing Allowance	:	N\$13,944 per annum

Minimum Requirements: A Senior Secondary Certificate or equivalent qualification on NQF Level 3

UNIT: RADIOGRAPHIC SERVICES

Post Designation	:	Radiographic Assistant Grade 11
1x Post	:	Swakopmund
Salary Scale	:	N\$139,636-N\$167,481
Transport Allowance	:	N\$10,512 per annum.
Housing Allowance	:	N\$13,944 per annum

Minimum Requirements: Registration as Radiographic Assistant with the Health Professional Council of Namibia.

DIVISION: DISTRICT PRIMARY HEALTH CARE

Post Designation	:	Health Assistant Grade 13
3x Posts	:	1x DRC Clinic
	:	1x Hakhasseb Clinic
	:	1x Kuisebmond Health Center
Salary Scale	:	N\$90,171 – N\$109,428
Transport Allowance	:	N\$10, 512 per Annum
Housing Allowance	:	N\$13,944 per Annum

Minimum Requirements: Junior Secondary Certificate or equivalent certificate on NQF Level 2.

Supplementary requirements: Valid HIV rapid testing Certificate is mandatory.

Enquiries: Dr. Anna Jonas / Ms. Frieda Ilungu, Tel: 064 –410611/064 -6000

All applications must be addressed to:

The Regional Director
Erongo Health Directorate
Private Bag 5004
Swakopmund

Or hand delivered to:

Ministry of Health and Social Services
HRM Offices
RMT Building

KHOMAS REGIONAL COUNCIL

DIRECTORATE OF EDUCATION, ARTS AND CULTURE KHOMAS REGION

Post Designation	:	Principal Grade 5
1x Post	:	Windhoek: Khomas 1: A. I. Steenkamp Primary School
Salary Scale	:	N\$454,232 – N\$543,055
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A recognized 3-year Tertiary Teaching qualification on an NQF Level 6 (or equivalent) plus seven (7) years teaching experience

OR

An appropriate recognized 3-year Tertiary Non-teaching qualification (or equivalent) on NQF Level 6 **in relation to the school subject (s) to be taught** plus a 1-year teaching qualification plus seven (7) years teaching experience.

Supplementary Requirements:

- Applicants in possession of 5 years (or more) experience at the functional level Grade 6 (or higher) at school or in a related work environment. **(Proof must be attached)**
- Competition is limited. **Staff members must have completed their probation successfully and may only compete for a vacancy, which is on the next higher grade.**
- Applicants must be suitably /appropriately qualified or trained for the phase he or she applies for in terms of the provision of the National Curriculum for Basic Education (2016)

Enquiries: The Human Resource Office Tell no: 061- 293 9411

CIRCUIT 1

Post Designation	:	Head of Department Grade 6 (Re-Advertisement)
1x Post	:	People's Primary School
	:	Social Science Department (Grade 4-7)
Salary Scale	:	N\$372,627 – N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

CIRCUIT 5

Post Designation	:	Head of Department Grade 6
1x Post	:	Acacia High School
	:	Science Department: Mathematics and Physical Science (Grade 8-AS)
Salary Scale	:	N\$372,627 – N\$445 325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A recognized 3-year Tertiary Teaching qualification on an NQF Level 6 (or equivalent) plus six (6) years teaching experience

OR

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

An appropriate recognized 3-year Tertiary Non-teaching qualification (or equivalent) on NQF Level 6 **in relation to the school subject (s) to be taught** plus a 1-year teaching qualification plus six (6) years teaching experience.

Supplementary requirements:

- Applicants must be suitably/appropriately qualified or trained in terms of the provisions National Curriculum for Basic Education (2016)
- The shortlisting of Heads of Department posts will be done in terms of the major fields of study and appropriate years of teaching experience.

Enquiries: The Human Resource Office Tell no: 061- 293 9411

Applications must be addressed to:

**Khomas Regional Council
Directorate of Education, Arts and Culture
Private Bag 13236
WINDHOEK**

OR

**Deliver by hand at: The Registry Office
6th Floor, Dr. Frans Indongo Gardens:
Windhoek**

KAVANGO EAST REGIONAL COUNCIL

DIRECTORATE OF EDUCATION, ARTS AND CULTURE

Post Designation	:	Principal Grade 5
1x Post	:	Muthinduko Primary School
Salary Scale	:	N\$454,232 - N\$543,055
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$21,000 per annum

Supplementary requirements: Only candidates trained and qualified to teach at **Junior Primary Phase** (Thimbukushu and English) or one of the subject offered at **Upper Primary Phase** will be considered.

CIRCUIT: MUKWE CIRCUIT

Post Designation	:	Principal Grade 5
1x Post	:	Andara Combined School
Salary Scale	:	N\$454,232 - N\$543,055
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$13,800 per annum

Supplementary requirements: Only candidates trained and qualified to teach one of the subject offered at the school at **Senior Secondary Phase** will be considered.

CIRCUIT: SHINYUNGWE CIRCUIT

Post Designation	:	Principal Grade 5
1x Post	:	Katenture Primary School
Salary Scale	:	N\$454,232 - N\$543,055
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$13,800 per annum

Supplementary requirements: Only candidates trained and qualified to teach at **Junior Primary Phase** (Rumanyo and English) or one of the subject offered at **Upper Primary Phase** will be considered.

CIRCUIT: RUNDU WEST CIRCUIT

Post Designation	:	Principal Grade 5
1x Post	:	Sikanduko Senior Primary School
Salary Scale	:	N\$454,232 - N\$543,055
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$ 10,512 per annum

Supplementary requirements: Only candidates trained and qualified to teach at **Junior Primary Phase** (Rukwangali and English) or one of the subject offered at **Upper Primary Phase** will be considered.

Post Designation	:	Principal Grade 5
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PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

1x Post	:	Satotwa Junior Primary School
Salary Scale	:	N\$454,232 - N\$543,055
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A recognized 3-year Tertiary Teaching qualification on an NQF Level 6 (or equivalent) plus seven (7) years teaching experience

OR

An appropriate recognized 3-year tertiary Non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus seven (7) years teaching experience.

Supplementary requirements: Only candidates trained and qualified to teach at **Junior Primary Phase** (Rukwangali and English) **or** one of the subject offered at **Upper Primary Phase** will be considered.

CIRCUIT: MUKWE CIRCUIT

Post Designation	:	Head of Department Grade 6
Subjects	:	Languages (English and Thimbukushu, Pre-Primary to Grade 3)
1x Post	:	Shidipwera Senior Primary School
Salary Scale	:	N\$372,627 - N\$ 445 325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$13,800 per annum

Post Designation	:	Head of Department Grade 6
Subjects	:	Languages (English and Thimbukushu, Pre-Primary to Grade 3)
1x Post	:	Omega Combined School
Salary Scale	:	N\$372,627 - N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$21,000 per annum

Post Designation	:	Head of Department Grade 6
Subjects	:	Languages (English and Thimbukushu Grade 4-7)
1x Post	:	Divundu Combined School
Salary Scale	:	N\$ 372 627 - N\$ 445 325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$13,800 per annum

Post Designation	:	Head of Department Grade 6
Subjects	:	Languages (English and Thimbukushu, Pre-Primary to Grade 3)
1x Post	:	Martin Ndumba Combined School
Salary Scale	:	N\$ 372,627 - N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Remoteness Allowance : N\$13,800 per annum

CIRCUIT: RUNDU CIRCUIT EAST

1x Post Designation : Head of Department Grade 6
Subjects : Commerce (Accounting or Business Studies or Economics or Entrepreneurship Grade 8-12) Candidate must be majored in **ANY TWO** subjects above.
Duty Station : Rundu Secondary School
Salary Scale : N\$372,627 - N\$445 325
Housing Allowance : N\$17,424 per annum
Transport Allowance : N\$10,512 per annum

Post Designation : **Head of Department Grade 6**
Subjects : Social Science (History and Geography Grade 8-11)
1x Post : Sarusungu Combined School
Salary Scale : N\$372,627 - N\$445,325
Housing Allowance : N\$17,424 per annum
Transport Allowance : N\$10,512 per annum

Post Designation : **Head of Department Grade 6**
Subjects : Social Science (History and Geography Grade 8-9)
1x Post : Kehemu Secondary Project School
Salary Scale : N\$372,627 - N\$445,325
Housing Allowance : N\$17,424 per annum
Transport Allowance : N\$10,512 per annum

CIRCUIT: SHAMBYU CIRCUIT

Post Designation : Head of Department Grade 6
Subjects : Languages (English and Rumanyo, Pre-Primary to Grade 3)
1x Post : Mashare Combined School
Salary Scale : N\$372,627 - N\$445,325
Housing Allowance : N\$17,424 per annum
Transport Allowance : N\$10,512 per annum
Remoteness Allowance : N\$13,800 per annum

CIRCUIT: NDIYONA CIRCUIT

Post Designation : Head of Department Grade 6
Subjects : Languages (English and Rumanyo, Pre-Primary to Grade 3)
1x Post : Ndiyona Combined School
Salary Scale : N\$372,627 - N\$445,325
Housing Allowance : N\$17, 424 per annum
Transport Allowance : N\$10,512 per annum
Remoteness Allowance : N\$13,800 per annum

CIRCUIT: SHINYUNGWE CIRCUIT

Post Designation	:	Head of Department Grade 6
Subjects	:	Science (Mathematics and Physics Grade 8-12)
1x Post	:	Linus Shashipapo Combined School
Salary Scale	:	N\$372,627 - N\$ 445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$13,800 per annum

Minimum requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus six (6) years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus six (6) years teaching experience.

CIRCUIT: MUKWE CIRCUIT

Post Designation	:	Computer Technician Grade 11
1xPost	:	Rukonga Vision School
Salary Scale	:	N\$157,632 - N\$177,946 (P)
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$13,800 per annum

Minimum requirements: A National Diploma or equivalent qualification in Information Technology on NQF Level 6.

Post Designation	:	Teacher E/F Grade 9/8 (Re-Advertisement)
Subjects	:	Physics or Chemistry Grade 10-11
1x Post	:	Andara Combined School
Salary Scale	:	N\$204,977 - N\$245,851 or N\$250,767-N\$299,691
Housing Allowance	:	N\$13,944/17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$ 13,800 per annum

Post Designation	:	Teacher E/F Grade 9/8 (Re-Advertisement)
Subjects	:	Business Studies or Entrepreneurship Grade 8-12
1x Post	:	Rukonga Vision School
Salary Scale	:	N\$204,977 - N\$ 245,851 or N\$250,767-299,691
Housing Allowance	:	N\$13,944/17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$13,800 per annum

Post Designation	:	Teacher E/F Grade 9/8 (Re-Advertisement)
Subjects	:	Biology Grade 12-AS
1x Post	:	Rukonga Vision School
Salary Scale	:	\$ 204,977 - N\$ 245,851 or N\$ 250,767 -299,691

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Housing Allowance	:	N\$ 13,944/17,424 per annum
Transport Allowance	:	N\$ 10,512 per annum
Remoteness Allowance	:	N\$13,800 per annum

CIRCUIT: RUNDU CIRCUIT EAST

Post Designation	:	Teacher E/F Grade 9/8 (Re-Advertisement)
Subjects	:	Physics or Physical Science Grade 8-12
1xPost	:	Rundu Secondary School
Salary Scale	:	N\$ 204,977 - N\$ 245,851 or N\$ 250,767-299 691
Housing Allowance	:	N\$13,944/17,424 per annum
Transport Allowance	:	N\$10,512 per annum

CIRCUIT: SHAMBYU CIRCUIT

Post Designation	:	Teacher E/F Grade 9/8 (Re-Advertisement)
Subjects	:	Physics or Chemistry Grade 11-12
1x Post	:	Matumbo Angelina Ribebe Secondary School
Salary Scale	:	N\$ 204,977 - N\$ 245,851 or N\$ 250,767-299,691 (Teacher F Grade 8)
Housing Allowance	:	N\$13,944/17 424 per annum
Transport Allowance	:	N\$ 10,512 per annum
Remoteness Allowance	:	N\$ 21,000 per annum

Appointment requirements: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus six (6) years teaching experience

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subjects to be taught plus a 1-year teaching qualification plus six (6) years teaching experience.

TEACHER E GRADE 9

A recognized 3-year tertiary teaching qualification on NQF Level 6.

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF Level 6 in relation to the school subject to be taught plus a 1-year teaching qualification.

OR

An appropriate recognized 3-year tertiary qualification (or equivalent) on NQF Level 6 plus a recognized trade test plus a 1-year teaching qualification.

TEACHER F GRADE 8

A recognized 4-year tertiary teaching qualification on NQF Level 7.

OR

An appropriate recognized 4-year tertiary non-teaching qualification (or equivalent) on NQF Level 7 in relation to the school subject to be taught plus a 1-year teaching qualification.

OR

An appropriate recognized 4-year tertiary qualification (or equivalent) on NQF Level 7 plus a recognized trade test plus a 1-year teaching qualification

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Enquiries: Mr. E K. Kandingo/ Mr. G. Kudumo / Ms. Z.S. Mbambo / Ms. S.M. Nangolo Tel: 066-2589009

Applications must be address to:

**The Regional Director
Directorate of Education, Innovation, Youth, Sports, Arts & Culture
Kavango East Regional Council
Private Bag 2134
Rundu**

Or Hand Delivery to:

**Kavango East Regional Office
Department of Education, Innovation, Youth, Sports, Arts and Culture
Rundu**

KAVANGO WEST REGIONAL COUNCIL

DIRECTORATE OF EDUCATION, ARTS AND CULTURE DIVISION: PROGRAMMES AND QUALITY ASSURANCE SECTION: SCHOOLS

Post Designation	:	Principal Grade 5
2x Posts	:	Mbeyo Primary School Olavi Sivhute Combined School
Salary Scale	:	N\$ 454,232 – N\$543,055
Transport allowance	:	N\$10,512 per annum
Housing allowance	:	N\$17,424 per annum

Minimum Requirement: A recognized 3-year tertiary teaching qualification on an NQF Level 6 (or equivalent) plus seven (7) years teaching experience.

OR

An appropriate recognized 3 – year tertiary non-teaching qualification (or equivalent) on NQF Level 6 in relation to the school subject to be taught plus 1-year teaching qualification plus 7 years teaching experience.

Post Designation	:	Head of Department Grade 6
9 x Posts	:	Kulisuka Primary School: Social Sciences Grade 4-7 (Socials Studies and Life Skills). Siurungu Primary School: Rukwangali Pre-Primary to Grade 3. Nkurenkuru Combined School: Mathematics and Natural Sciences (Chemistry/ Physics/ Biology) Grade 8-11. Ncamagoro Combined School: Rukwangali Pre-Primary to Grade 3. Matava Junior Primary School: Rukwangali Pre-Primary to Grade 3. Sharukwe Combined School: Social Sciences (History and Geography) Grade 10-11 Pandureni Combined School: Mathematics and Sciences (Physics/ Chemistry/ Physical Science/ Biology) Grade 10-11. Katjinakatji Combined School: Sciences (Physics and Chemistry/ Agriculture/ Biology) Grade 8-12. Kaguni Central Combined School: History and Geography Grade 8-9.
Salary Scale	:	N\$ 372,627- N\$445,325
Transport allowance	:	N\$ 10,512 per annum
Housing allowance	:	N\$ 17,424 per annum

Minimum Requirement: A recognized three (3) year tertiary teaching qualification on NQF Level plus six (6) years teaching experience

OR

An appropriate recognized 3-year non-teaching qualification (or equivalent) on NQF level 6 in relation to the school subject to be taught plus a one (1)- year teaching qualification plus six (6) years teaching experience.

Enquiries: Human Resource Office, Mr. Rufinus Mukosho: Tel 066-274 2000

Applications must be addressed to:

The Regional Director

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Directorate of Education, Innovation, Youth, Sport, Arts and Culture
Subdivision Human Resource
Private Bag 6193
Nkurenkuru

OR

Hand Delivery: Kavango West Regional Education Office
Nkurenkuru (The light Complex behind Woermannbrock)
HR Office

OHANGWENA REGIONAL COUNCIL

DIRECTORATE: FINANCE AND ADMINISTRATION

DIVISION: ADMINISTRATION

SUBDIVISION: CONSTITUENCY SUPPORT

Post Designation	:	Control Administrative Officer Grade 6
1x Post	:	Eenhana
Salary Scale	:	N\$372,627-N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$ 9,000 per annum

Minimum requirement: National Diploma or equivalent qualification (NQF Level 6) plus six (6) years appropriate experience.

Supplementary requirements: Applicant must be on the level of Chief Administrative Officer Grade 8 or equivalent with extensive experience in Administration and Community Development and a valid code B driver's license.

DIVISION: HUMAN RESOURCES MANAGEMENT

SUBDIVISION: OCCUPATIONAL SAFETY, HEALTH AND EMPLOYEE WELLNESS

Post Designation	:	Senior Health Programme Officer Grade 7
1x Post	:	Eenhana
Salary Scale	:	N\$305,684 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: An appropriate Bachelor Degree or equivalent qualification on NQF Level 7 plus three (3) year experience in Occupational Health Services/Social Welfare Services/Nursing Services/Employee Wellness/Industrial Psychology. Registered with the Health Professions Council of Namibia in terms of the Health Professions Act, 2024 (Act No. 16 of 2024) and a valid code B driver's license.

DIVISION: ADMINISTRATION

SUBDIVISION: SETTLEMENT ADMINISTRATION

Post Designation	:	Accountant Grade 8
1x Post	:	Ongenga Settlement
Salary Scale	:	N\$250,767-N\$299,691
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$9,000 per annum

Minimum requirement: An Appropriate National Diploma or equivalent qualification on NQF Level 6.

Supplementary requirements: Applicant must have a Pastel Accounting Qualification or Training experience or have a Billing System knowledge or knowledge in Collection Revenue and proof should be attached. Preference will be given to candidates in the field of Accounting.

**DIRECTORATE: PLANNING AND DEVELOPMENT SERVICES
DIVISION: DEVELOPMENT AND PLANNING
SUBDIVISION: DEVELOPMENT PLANNING**

Post Designation	:	Development Planner Grade 8
1x Post	:	Eenhana
Salary Scale	:	N\$250,767-N\$299,691
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirement: An Appropriate Bachelor Degree or equivalent qualification on NQF Level 7.

Supplementary requirements: A valid driving license.

**DIRECTORATE COMMUNITY HEALTH
SECTION: HIV AND AIDS**

Post Designation	:	Community Liaison Officer Grade 9
1x Post	:	Eenhana
Salary Scale	:	N\$204, 977 – N\$245, 851
Transport Allowance	:	N\$13 944 per annum
Housing Allowance	:	N\$10,512 per annum

Minimum Requirement: An appropriate National Diploma or equivalent qualification on NQF Level 6 in HIV/AIDS Management or Community Development or Adult Education or Sociology or Psychology or Counseling or Public Health.

**DIRECTORATE: FINANCE AND ADMINISTRATION
DIVISION: ADMINISTRATION
SUBDIVISION: CONSTITUENCY SUPPORT**

Post Designation	:	Senior Administrative Officer Grade 10
4x Posts	:	1x Epembe
	:	1x Oshikunde
	:	1x Ongenga
	:	1x Ohangwena (Onhuno)
Salary Scale	:	N\$167,481-N\$200,878
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	Epembe & Ongenga: N\$9,000 per annum
	:	Oshikunde: N\$21,000 per annum

Minimum requirement: An appropriate National Diploma or equivalent qualification on NQF Level 6 plus 1-year appropriate experience in Administration.

OR

Senior Secondary Certificate or equivalent qualification on NQF Level 3 plus three (3) years appropriate experience in Administration.

Enquiries: Ms. Anna Katri Mwandingi or Ms. Olivia N. Kamhulu, Tel. No.: 065 264300

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Applications must be addressed to:

**The Chief Regional Officer
Ohangwena Regional Council
Private Bag 88011
EENHANA**

Or

**Hand delivery to:
Human Resources Division
Ohangwena Regional Council
108 Church Street
EENHANA**

OMAHEKE REGIONAL COUNCIL

DIRECTORATE OF HEALTH AND SOCIAL SERVICES DIVISION: GENERAL SUPPORT SERVICES

Post Designation	:	Control Administrative Officer Grade 6
1 x Post	:	Gobabis
Salary Scale	:	N\$372,627 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: An appropriate National Diploma or equivalent qualification in Business Administration or Public Management or Management or Procurement Management or Logistics and Supply Chain on NQF Level 6, plus 6 years' experience in General Service Administration (testimonial must be attached)

Supplementary requirements: Candidates must be at a level of Chief Administrative Officer Grade 8 or equivalent with three (3) years' experience at that level and a valid Driver's License.

SUBDIVISION: LOGISTICS AND FACILITY MANAGEMENT

Post Designation	:	Senior Administrative Officer Grade 10
1x Post	:	Gobabis
Salary Scale	:	N\$167,481 – N\$200,878
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A National Diploma or equivalent qualification in Business Administration or Public Administration or Procurement Management or Management on NQF Level 6 plus one (1) year experience in Procurement or Logistics or Stores.

OR

A Senior Secondary Certificate or equivalent qualification on NQF Level 3 plus three (3) years' experience in Procurement or Logistics or Stores (testimonial must be attached).

Supplementary requirements: Candidates must be at a level of an Administrative Officer Grade 12 or equivalent with three (3) years' experience at that level and a valid Driver's License.

DIVISION: DISTRICT HEALTH AND SOCIAL WELFARE SUBDIVISION: DISTRICT HOSPITAL GOBABIS SECTION: NURSING SERVICES

Post Designation	:	Senior Registered Nurse Grade 7
1 x Post	:	Gobabis
Salary Scale	:	N\$305,684 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: Registration as a Registered Nurse and Midwife/Accoucheur with Health Professions Council of Namibia and proof of Health Professions Council of Namibia maintenance card for 2026-2027, plus three (3) years appropriate experience (testimonial must be attached).

Additional requirements: Confirmation of probation as Registered Nurse Grade 8.

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE:
06 NOVEMBER 2026

DIVISION: DISTRICT HEALTH AND SOCIAL WELFARE
SUBDIVISION: DISTRICT HOSPITAL GOBABIS
SECTION: NURSING SERVICES
SUB-SECTION: INFECTION CONTROL AND DISEASE SURVEILLANCE

Post Designation	:	Senior Registered Nurse Grade 7
1 x Post	:	Gobabis
Salary Scale	:	N\$305,684 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: Registration as a Registered Nurse and Midwife/Accoucheur with Health Professions Council of Namibia and proof of Health Professions Council of Namibia maintenance card for 2026-2027, plus three (3) years appropriate experience (testimonial must be attached).

Supplementary Requirements: Postgraduate Diploma in Infection Prevention and Control or Certificate in Infection Prevention and Control (six (6) months or more).

DIVISION: DISTRICT HEALTH AND SOCIAL WELFARE SERVICES
SUBDIVISION: DISTRICT HOSPITAL GOBABIS
SECTION: PROFESSIONAL SERVICES
SUBSECTION: PARAMEDICAL CLINICAL SUPPORT SERVICES
UNIT: OCCUPATIONAL THERAPY SERVICES

Post Designation	:	Occupational Therapist Grade 7
1 x Post	:	Gobabis
Salary Scale	:	N\$305,684 – N\$365,322
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: Registration as an Occupational Therapist with the Health Professions Council of Namibia, and proof of maintenance of registration with the Health Professions Council of Namibia for 2026-2027.

DIVISION: DISTRICT HEALTH AND SOCIAL WELFARE SERVICES: GOBABIS
SUBDIVISION: DISTRICT HOSPITAL GOBABIS & PRIMARY HEALTH CARE

Post Designation	:	Registered Nurse Grade 8
5x Posts	:	District Hospital Gobabis
1x Post	:	Clinic Otjimanangombe
Salary Scale	:	N\$250,767 – N\$299,691
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$13,800 per annum (Otjimanangombe)

Minimum requirements: Registration with Health Professions Council of Namibia as a Registered Nurse, and proof of Health Professions Council of Namibia maintenance card for 2026-2027.

DIVISION: DISTRICT HEALTH AND SOCIAL WELFARE SERVICES: GOBABIS
SUBDIVISION: SUBDIVISION HEALTH INFORMATION AND RESEARCH
SECTION RESEARCH, MONITORING AND EVALUATION

Post Designation	:	Health Programme Officer Grade 8
1 x Post	:	Gobabis
Salary Scale	:	N\$250,767 – N\$299,691
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: An appropriate Bachelor Degree or equivalent qualification on NQF L7.

Supplementary requirements: Preference will be given to applicants with a Bachelor Degree in Nursing Science or Health Information System or Public Health.

DIVISION: DISTRICT HEALTH AND SOCIAL WELFARE SERVICES: GOBABIS
SUBDIVISION: PRIMARY HEALTH CARE

Post Designation	:	Health Assistant Grade 13 (community based)
1 x Post	:	Tjaka Ben-Hur
Salary Scale	:	N\$90,171 – N\$109,428
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: Junior Secondary Certificate or equivalent certificate on NQF L2 plus Certificate of completion of a six (6) months Ministerial training.

Supplementary requirements: Able to speak and understand local language(s) in the area of deployment. Preference will be given to Health Assistant trained by Directorate of Health Omaheke region.

Enquiries: Ms. Edla Maiseuanaani/Ms. Lydia Ndjago, Tel: 062-577000

All applications must be addressed to:

**The Regional Director
Omaheke Regional Council
Directorate of Health and Social Services
Human Resource Office
Private Bag 2099
Gobabis**

Or

**Hand delivered to:
Human Resource Office
Old Hospital Building
Cuito Cuanalle street**

OMUSATI REGIONAL COUNCIL

DIRECTORATE: EDUCATION, ARTS AND CULTURE

CIRCUIT: ETAYI

Post Designation	:	Principal Grade 5 (Phase: Pre-Grade 11)
1x post	:	Oikokola Combined School
Salary Scale	:	N\$454,232-N\$543,055
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A recognized 3-years tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 7 years teaching experience

OR

An appropriate recognized 3-years tertiary non-teaching qualification (or equivalent) on NQF Level 6 in relation to the school subject to be taught plus a 1-year teaching qualification plus 7 years teaching experience.

Post Designation	:	Head of Department Grade 6 (Mathematics and Science Grade 10-11)
1 x post	:	Ashipala Secondary School
Salary Scale	:	N\$372,627-N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A recognized 3-years tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-years tertiary non-teaching qualification (or equivalent) on NQF Level 6 in relation to the school subject to be taught plus a 1-year teaching qualification plus 6 years teaching experience.

Supplementary requirements: Preference will be given to candidates who are qualified to teach Mathematics and Physics/Chemistry/Biology/Agricultural Science Grade 10-11.

CIRCUIT: ONESI

		(Re-advertisement)
Post Designation	:	Head of Department Grade 6 (Languages: English and Oshindonga Grade 4-12)
1 x post	:	Ontoko Combined School
Salary Scale	:	N\$372,627-N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A recognized 3-years tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

An appropriate recognized 3-years tertiary non-teaching qualification (or equivalent) on NQF Level 6 in relation to the school subject to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Supplementary requirements: Preference will be given to applicants who are qualified to teach English and Oshindonga Grade 8-12.

CIRCUIT: OKALONGO

(Re-advertisement)

Post Designation	:	Head of Department Grade 6 (Mathematics and Natural Science Grade 4-9)
1 x post	:	Epoko Combined School
Salary Scale	:	N\$372,627-N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A recognized 3-years Tertiary Teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-years tertiary non-teaching qualification (or equivalent) on NQF Level 6 in relation to the school subject to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Supplementary requirements: Preference will be given to applicants who are qualified to teach Mathematics and Physical Science Grade 8-9.

CIRCUIT: TSANDI

(Re-advertisement)

Post Designation	:	Head of Department Grade 6 (Social Sciences Grade 8-11)
1x post	:	Mwaala High School
Salary Scale	:	N\$372,627-N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A recognized 3-years tertiary teaching qualification on an NQF Level 6 (or equivalent) plus 6 years teaching experience

OR

An appropriate recognized 3-years tertiary non-teaching qualification (or equivalent) on NQF Level 6 in relation to the school subject to be taught plus a 1-year teaching qualification plus 6 years teaching experience

Supplementary requirements: Preference will be given to applicants who are qualified to teach Geography and History Grade 8-11.

CIRCUIT: TSANDI

(Re-advertisement)

Post Designation	:	Head of Department Grade 6 (Languages: English and Oshindonga Grade 4-11)
1 x post	:	Oshipeto Combined School
Salary Scale	:	N\$372,627-N\$445,325

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Housing Allowance : N\$17,424 per annum
Transport Allowance : N\$10,512 per annum

Minimum requirements: A recognized 3 years tertiary teaching qualification on an NQF Level 6 or equivalent plus 6 years teaching experience

OR

An appropriate recognized three (3) years tertiary non-teaching qualification (or equivalent) on NQF Level 6 in relation to the school subject to be taught plus a one (1) year teaching qualification plus 6 years teaching experience

Supplementary requirements: Preference will be given to applicants who are qualified to teach English and Oshindonga Grade 8-11

Enquiries: Ms. Anna Andumba /Mr. Oiva Toivo Namwele, Tel: 065-251700

Applications must be addressed to:

Omusati Regional Council
Directorate of Education, Arts and Culture
Private Bag 529
OUTAPI
OR

Hand Delivery
Omusati Regional Office Reception
Directorate of Education, Arts and Culture

DIRECTORATE GENERAL SERVICES
DIVISION ADMINISTRATION
SUBDIVISION CONSTITUENCY SUPPORT

Post Designation	:	Control Administrative Officer Grade 6	:
4x Posts	:	Ruacana Constituency Office	:
	:	Etayi Constituency Office	:
	:	Okahao Constituency Office	:
	:	Oshikuku Constituency Office	:
Salary Scale	:	N\$372,627 – N\$445,325	:
Housing Allowance	:	N\$17,424 per annum	:
Transport Allowance	:	N\$10,512 per annum	:
Remoteness Allowance	:	N\$9000.00 (Etayi only)	:

Minimum Requirements: A National Diploma or equivalent qualification at NQF Level 6.

Supplementary requirements: Candidate must have six (6) years appropriate experience of which three (3) years should be served at supervisory level of Chief Administrative Officer Grade 8 or equivalent supervisory level. Preference will be given to candidates with a National Diploma in Public Management or Administration or Logistic and Supply Chain Management or Public Sector Procurement Management or related fields. Proven knowledge and experience in Public Procurement will serve as an added advantage.

Main Duties:

- Provide leadership and supervision to staff members at the Constituency Office
- Implement, monitor and evaluate annual work plan and produce monthly progress reports.
- Provide support services in relation to emergency management activities.

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

- Coordinate development projects at Constituency level and communicate any concern to relevant Offices.
- Submit budget input to the Regional Head Office.
- Ensure minute-taking and submission of CDC minutes to the Regional Council.
- Any other duties may be assigned by the supervisor.

Enquiries: Ms. B. Ishitile/Ms. H. Mungandjela @ 065 251019

DIVISION: ADMINISTRATION

Post designation	:	Senior Administrative Officer Grade 10
1xPost	:	Onesi Settlement Office
Salary Scale	:	N\$167,481 – N\$200,878
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum Requirement: An appropriate National Diploma or equivalent qualification on NQF Level 6 in Public Administration or Management or related field plus one (1) year appropriate experience.

OR

A Senior Secondary Certificate or equivalent qualification on NQF Level 3 plus three (3) years appropriate experience.

Supplementary Requirement: Proven knowledge and experience in Procurement and Stock Taking.

Main Duties:

- Provide budgetary inputs to the Control Administrative Officer.
- Responsible for minute-taking at Settlement Advisory Committee meetings.
- Coordinate community development projects at Settlement and communicate any relevant complaints to the Chief Control Officer/Directorate Planning and Development.
- Communicate customer complaints on basic services to relevant stakeholders.
- Assist the Directorate of Planning and Development on issues relating to OVCs, decentralized build together program, allocation of plots etc.
- Organize community meetings on instruction of the Control Administrative Officer or Settlement Advisory Committee.
- Serve as the Scribe during the Settlement Advisory Committee meetings
- Initiate the procurement of goods, works and services of the Sub-division.
- Carry out any other official duties assigned from time to time.

Enquiries: Ms. H.N Mungandjela 065-251019/Ms. Natalia lipumbu@ 065-258703

**DIVISION: ADMINISTRATION
SUBDIVISION: CONSTITUENCY SUPPORT**

Post Designation	:	Control Administrative Officer Grade 6
1x Post	:	Outapi Constituency Office
Salary Scale	:	N\$372,627 – N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A National Diploma or equivalent qualification on NQF Level 6 in Public Management or Public Administration, plus 6 years appropriate experience.

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Main Duties:

- Provide leadership and supervision to staff members at the Constituency Office
- Implement, monitor, and evaluate annual work plan and produce monthly progress reports.
- Provide support services in relation to emergency management activities.
- Coordinate development projects at Constituency level and communicate any concern to relevant Offices.
- Submit budget input to the Regional Head Office.
- Ensure minute-taking and submission of CDC minutes to the Regional Council.
- Any other duties as may be assigned by the supervisor.

Enquiries: Mr. E. Kamati/Ms. H. Shimuningeni, 065 251019

DIRECTORATE: PLANING AND DEVELOPMENT SERVICES
DIVISION: DEVELOPMENT PLANNING
SECTION: HIV/AIDS

Post Designation	:	Community Liaison Office Grade 9
1x Post	:	Outapi
Salary Scale	:	N\$204,977 – N\$245,851
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: An appropriate National Diploma or equivalent qualification on NQF Level 6 in HIV/AIDS Management or Community Development or Adult Education or Sociology.

Supplementary requirement: At least 1 year old Code B Driver's License.

Main Duties:

- Support projects for Orphan and Vulnerable Children and Persons Living With HIV/AIDS in the region.
- Ordering and distribution of condoms and IEC material.
- Coordinate community awareness/sensitization on HIV/AIDS, TB and STIs and malaria.
- Provide secretariat support to RACOC and preparation of minutes and agenda.
- Conduct support visits to the CACOCs.
- Identify income generating projects and submit to the supervisor for consideration.
- Monitor and evaluate the HIV/AIDS activities in the constituency through SPM.
- Carry out any other official duties assigned from time to time.

Enquiries: Ms. F. Ndinoshiho/Ms. H. Mungandjela, 065 251019

DIVISION: ADMINISTRATION
SECTION: TRANSPORT

1 x Post	:	Senior Administrative Officer Grade 10
Duty Station	:	Outapi
Salary Scale	:	N\$167,481– N\$200,878
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirement: An appropriate National Diploma or equivalent qualification on NQF Level 6 majoring in Public Administration or Management plus one 1 year appropriate experience.

OR

A Senior Secondary Certificate NQF Level 3 plus three (3) years appropriate experience.

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

Supplementary requirement: Experience in fleet Management plus three (3) years old Code 8 Drivers License.

Main Duties:

- Supervise and oversee fleet management.
- Implement and maintain the transport policy.
- Arrange maintenance, services, and repair of vehicles.
- Analyze stannic report and fuel vouchers. (Analyze bank fleet management reports)
- Ensure monthly vehicle reports are compiled and completed.
- Carry out scheduled and unscheduled physical inspection of vehicles.
- Arrange and serve on the Transport Committee (fleet management committee) meetings and other relevant committees.
- Prepare submissions for the disposal of vehicles, tyres, batteries, etc. in accordance with the Treasury Instruction.
- Carry out any other official duties assigned from time to time.

Enquiries: Ms. MK Iita/Ms. H. Mungandjela, 065 251019

DIVISION: ADMINISTRATION
SUBDIVISION: SETTLEMENT ADMINISTRATION

Post Designation	:	Senior Administrative Officer Grade 10
1 x Post	:	Ogongo Settlement Office
Salary Scale	:	N\$167,481– N\$200,878
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum
Remoteness Allowance	:	N\$13 800 per annum

Minimum Requirement: An appropriate National Diploma or equivalent qualification on NQF Level 6 majoring in Public Administration or Management plus one (1) year appropriate experience

OR

A Senior Secondary Certificate on NQF Level 3 plus three (3) years appropriate experience.

Supplementary Requirement: Proven experience in procurement and stock taking experience in implementation of Community Development programs.

Main Duties:

- Provide budgetary input to the Control Administrative Officer.
- Responsible for minute-taking at settlement advisory committee meetings.
- Coordinate community development projects at settlement and communicate any relevant complaints to the Chief control officer/Directorate Planning and Development.
- Communicate customer complaints on basic services to relevant stakeholders.
- Assist the Directorate of Planning and Development on issues relating to OVCs, decentralized build together program, allocation of plots etc.
- Organize community meetings on instruction of the Chief control Officer or Settlement Advisory Committee.
- Serve as the Scribe during the Settlement Advisory Committee meetings.
- Carry out any other official duties assigned from time to time.

Enquiries: Ms. A. Uugwanga, 065 257005/Ms. H. Mungandjela, 065 251019

Applications must be addressed to:

PSM CIRCULAR NO. H OF 2026, VACANCIES IN THE PUBLIC SERVICE, ADVERTISED ON 07 OCTOBER 2026, CLOSING DATE: 06 NOVEMBER 2026

**The Chief Regional Officer
Omusati Regional Council
Private Bag 523
Outapi**

or hand delivered to:

**Erf 1080, Namaungu Street
Omusati Regional Council, Head Office
Human Resources Office, Room D-3
Outapi**

OSHANA REGIONAL COUNCIL

DIRECTORATE OF EDUCATION, ARTS AND CULTURE DIVISION: PROGRAMMES AND QUALITY ASSURANCE

Post designation	:	Principal Grade 5
3x Posts	:	Olulongo Combined School (Eheke Circuit)
	:	Omagano Primary School (Eheke Circuit)
	:	lindangungu Combined School (Onamutai Circuit)
Salary Scale	:	N\$454, 232 – N\$543, 055
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10, 512 per annum

Minimum requirements: A recognized three (3) year tertiary teaching qualification on NQF Level 6 or equivalent plus 7 years' teaching experience.

OR

An appropriate recognized 3-year tertiary non-teaching qualification or equivalent on NQF Level 6 in relation to the school subject to be taught plus a one (1) year teaching qualification.

OR

An appropriate recognized three (3) year tertiary qualification or equivalent on NQF Level 6 plus a recognized trade test plus a one (1) year teaching qualification plus 7 years' teaching experience.

Supplementary Requirements:

- **For Primary Schools:** Preference will be given to applicants who are currently Principal Grade 5 or Head of Department Grade 6 or equivalent post with qualification that enable them to teach up to Senior Primary Phase.
 - **For Combined Schools:** Preference will be given to applicants who are currently Principal Grade 5 or Head of Department Grade 6 or equivalent post with qualification that enable them to teach up to Junior Secondary phase.
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OSHAKATI CIRCUIT

(Re-advertisement)

Post designation	:	Head of Department Grade 6:
1x Post	:	Erundu Primary School School: Languages: English and Oshindonga or Afrikaans Grade 4-7
Salary Scale	:	N\$372,627 – N\$445,325
Housing Allowance	:	N\$17,424 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: A recognized three (3) year tertiary teaching qualification on NQF Level 6 plus 6 years teaching experience.

OR

An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF Level 6 in relation to the school subject to be taught plus a one (1) year teaching qualification.

OR

An appropriate recognized three (3) year tertiary qualification or equivalent on NQF Level 6 plus a recognized trade test plus a one (1) year teaching qualification plus 6 years teaching experience.

Enquiries: Ms. Klaudia T. Shindondola, Tel: 065-229800

Post Designation	:	Archivist Grade 9
1x Post	:	Regional Library (Oshakati)
Salary Scale	:	N\$204,977 – N\$245,851
Housing Allowance	:	N\$13, 944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: An appropriate Bachelor Degree or equivalent qualification on NQF Level 7

Supplementary requirements: A Bachelor Degree in Archives and Record Management at NQF level 7 plus three (3) years appropriate experience as an Assistant Archivist Grade 10, will be considered. Knowledge and experience in archival software will be an added advantage.

Post Designation	:	Senior Cleaner Grade 14
1x Post	:	Gabriel Taapopi Secondary School
Salary Scale	:	N\$71,922 – 88,839
Housing Allowance	:	N\$10 452 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: None

Supplementary Requirements: Preference will be given to applicants currently at Grade 14 or Grade 15 whose probation has been confirmed.

Enquiries: Ms. Klaudia T. Shindondola, Tel: 065-229800

Applications must be addressed to:

**Oshana Regional Council
Directorate of Education, Arts & Culture
Private Bag 5518
Oshakati**

Or Hand Delivery to:

**Human Resource Office
Directorate of Education, Arts & Culture
906 Sam Nuyoma Road
Old Complex (Oshakati Town Council)**

OSHIKOTO REGIONAL COUNCIL

DIRECTORATE: GENERAL SERVICES

DIVISION: ADMINISTRATION

SECTION: TRANSPORT

Post Designation	:	Senior Administrative Officer Grade 10
1x Post	:	Omuthiya
Salary Scale	:	N\$167,481 – N\$200,878
Housing Allowance	:	N\$13,944 per annum
Transport Allowance	:	N\$10,512 per annum

Minimum requirements: An appropriate National Diploma or equivalent qualification on NQF Level 6 plus, one (1) year appropriate experience in Administration

OR

A Senior Secondary Certificate NQF Level 3 plus three (3) years appropriate experience in Administration.

Supplementary requirements: An appropriate Bachelor Degree or equivalent qualification NQF Level 7 plus three (3) years' experience in Administration. Field to be considered are: Transport Management or Logistics or Supply Chain Management. A Valid Driving License Code B (The Driving License should be older than one (1) year).

Enquiries: Mr. Vincent T Shikukwete Tel: (065) 244 809 or HRM, Tel: 065 – 244 850/852/849

Applications must be addressed to:

**The Chief Regional Officer
Oshikoto Regional Council
P. O. Box 19247
OMUTHIYA**

Hand deliver to:

**Oshikoto Regional Council Buildings
Penda YaNdakolo Street
Registry Office (1st Floor, Office No 110) or HR Office
OMUTHIYA**

ZAMBEZI REGIONAL COUNCIL

DIRECTORATE: DEVELOPMENT PLANNING, MONITORING AND EVALUATION

DIVISION: RURAL SERVICES

SUBDIVISION: RURAL DEVELOPMENT CENTRE

Post Designation	:	Community Liaison Officer Grade 8 (1 Year Contract)
1x Post	:	Masokotwani Development Center
Salary Scale	:	N\$250,767 –N\$299,691
Housing Allowance	:	N\$17,424 per Annum
Transport Allowance	:	N\$10,512 per Annum

Minimum Requirements: An appropriate Bachelor's Degree or equivalent on NQF Level 7.

Supplementary requirement: An appropriate Bachelor Degree on NQF Level 7 in Agricultural Management or Rural Development or Community Development or equivalent qualification plus three (3) years appropriate experience in Community Outreach activities or equivalent role plus a valid Code B driving licence.

Enquiries: Ms. Charity Sihope, Tel 066 261700

Applications must be addressed to:

**The Acting Chief Regional Officer
Zambezi Regional Council
Private Bag 5002**

Or

**Hand delivered to:
Human Resource Office**

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