



# VACANCY

As a leading strategic and dynamic institution, unique in our trade and very committed to our contribution to national development, NAMPORT, invites suitably qualified persons to apply for the following position(s):

**POSITION:** MARINE PILOT (UNRESTRICTED) × 4  
**DEPARTMENT:** PORT OPERATIONS  
**DIVISION:** NAVIGATION  
**LOCATION:** PORT OF WALVIS BAY & PORT OF LÜDERITZ

## PURPOSE OF THE JOB:

To provide expert pilotage services for vessels entering and navigating the Port of Walvis Bay and Port of Luderitz, ensuring safe and efficient operations in compliance with both national and international regulations. The Marine Pilot will uphold NAMPORT's operational integrity, maintain safety standards, protect the organization's reputation, and contribute to the development of future maritime professionals.

## KEY PERFORMANCE AREAS:

Reporting to the Port Captain, the Marine Pilot will assume full responsibility for piloting vessels within the port limits at the Port of Walvis Bay/ Port of Luderitz, with key responsibilities including:

- **Vessel Piloting:** Carry out all vessel piloting duties within port limits safely and competently, ensuring compliance with the Namibian Ports Authority Act, 1994, and relevant Port Regulations and completing all associated administrative duties.
- **Operational Excellence:** Execute navigational duties with the highest degree of professionalism and in alignment with Namport's operational standards and best practices.
- **Stakeholder Engagement:** Promote Namport's business and services to stakeholders fostering strong and positive relationships with port users and industry partners.
- **Safety & Reputation Management:** Safeguard the assets, property, and reputation of Namport, as well as all vessels under compulsory pilotage.
- **Training & Development:** Lead and mentor Namibian Trainee Pilots, ensuring their effective progression to fully qualified pilots.
- **Port Operations:** Support the Port Captain in the broader management of marine operations and contribute to strategic initiatives to ensure operational efficiency.

## QUALIFICATIONS, EXPERIENCE AND SKILLS:

- Valid Class 1 Master Marine Foreign Going Certificate of Competency issued under STCW 1978 (as amended).
- A minimum of 2 years of Marine Pilots experience with an Open Pilot license.
- Valid Ancillary Courses as required by the Manila Amendments to the STCW Code 2010.
- Strong working knowledge of international maritime conventions, including SOLAS, MARPOL, and ISPS Code.
- Proficiency in safety and environmental management standards, including ISO 14001, ISO 19001.
- Strong leadership skills, with the ability to coordinate and command respect from Ship Masters and other maritime professionals
- Exceptional communication, decision-making, and supervisory skills, with the ability to work collaboratively in diverse teams.
- Demonstrated ability to work independently, maintain flexibility, and thrive under pressure in high-stakes situations.
- Proven ability to develop, inspire, and mentor others, fostering a culture of professional growth.

## ADDITIONAL REQUIREMENTS:

- **Citizenship:** Namibian citizen or permanent resident.
- **Expatriate Applicants:** A police clearance certificate from the country of origin is required for expatriate applicants.

**WINDOW OF OPPORTUNITY: 26 SEPTEMBER 2025**

Namport is an equal opportunity employer and is committed to providing world-class port services to all local, regional and international seaborne traders, through excellent customer service, sustainable growth, development and social responsibility. **Women are encouraged to apply.**

Interested candidates are encouraged to apply by submitting their applications electronically via [www.namport.com/careers/](http://www.namport.com/careers/) or access the Namibia Integrated Employment Information System (NIEIS) through the following link: <https://nieis.namibiaatwork.gov.na/>.

**All foreign qualifications should be STCW 10 compliant and to be endorsed by the Department of Maritime Affairs.**

All enquiries and applications with full details regarding qualifications, experience, and career achievements should be addressed to the undermentioned:-  
**Human Capital Business Partner | Namibian Ports Authority | P O Box 361 | Walvis Bay, Namibia | Tel: 064 – 208 2277**

*Only shortlisted candidates will be contacted. No hand delivered, emailed or faxed applications will be considered.*

**AFRICA'S ULTIMATE PORTS EXPERIENCE**

 [www.namport.com](http://www.namport.com)

