



Namibian Ports Authority



CAREERS AT NAMPORT

VISION

To be the best performing seaports in Africa

MISSION

To provide excellent port services to all seaborne trade, creating sustainable value for all our stakeholders.

VALUES

Committed



Connected



Caring



Collaborative



Creative



The vision of NAMPORT is 'to be the best performing seaports in Africa'. To execute this vision, a competent and engaged workforce committed for the execution of the organisational strategy is required. Talent development, therefore, remains a strategic organisational priority to ensure Namport's workforce is adequately equipped and engaged for the demands posed by increasing business complexities and the ever-changing world of work.

Maritime Career opportunities at Namport

The global maritime industry, which is highly competitive, is the backbone of international trade and the global economy. The industry offers rewarding careers for highly committed people. Some of the maritime career opportunities at Namport are:

Marine Pilot

Marine Pilots are tasked to ensure the safe navigation of ships in harbour. Pilots board ships entering or exiting the port or harbour, and navigate them safely in and out, avoiding submerged rocks and other hazards. The work is physically demanding.

Marine Engineer

A marine engineer is a professional who is responsible for the operation, maintenance and repair of all major mechanical and engineered equipment on board a ship.

Port Control Officer

A Port Control Officer is responsible for the coordination of ships within the port or harbour. They ensure to avoid collisions or incidents by managing movements from a port control centre. To help them meet this goal, Vessel Traffic Controllers/ Operators are well versed in the use of computerised Vessel Traffic Management systems.

Tug Master

A tug master operates a vessel known as a "Tug Boat", which is used to assist with ship movement within port limits. Tug Masters are required to operate and command tugs, harbour craft, and ensure safety and efficiency of operation.

Berthing Master

Berthing masters are responsible for the mooring of vessels, supervision and control of mooring gangs and mooring ships to pilot instructions. They communicate mooring information to pilot and wrap vessels to new position.

Learning and development schemes

SCHEME

DESCRIPTION

Cadetship

Under this scheme, Namport sponsors young Namibian to be trained in order to be qualified as Navigators/Deck Officers or Marine Engineering Officers and obtain Class 1 Certificate of Competency (COC). The requirements include: (a) 25 years or younger in the year in which he/she commence with the programme, (b) Pass Mathematics and Physical Science (HIGCSE 4, IGCSE B, HG E, SG D) or Mathematics N4 (60%) and Engineering Science N4 (60%), (c) Medically fitness, (D) Good eyesight (Deck cadets only), (d) Proficient in English (both spoken and written) - English first or second Language 4 (HG E, SG D), (e) Valid passport.

Interested? Here are some of the key characteristics of our current and future employees:

- **People who resonate with our core values:** Committed, Connected, Caring, Collaborative and Creative (CCCCC);
- **People who are prepared to** always go that extra mile for stakeholders;
- **People who are passionate** and show huge pride in being part of a team that is high-performance oriented;
- **People who work for excellence,** challenge traditional thinking and are solution oriented.

