Regskennisgewings **Legal Notices**

REZONING NOTICE DUNAMIS CONSULTING TOWN, REGIO-NAL PLANNERS AND DEVE-LOPERS on behalf of the owners of Erven 1031, 1032, 1033 and 1040 Tsumeb Extension 6 intend to apply to the Tsumeb Municipality for the following:
- Consolidation of Erven 1031

(1338m²), 1032(1335m²), 1033 (1209m²) and 1040 (1209m²) 17th and 18th Roads Tsumeb Extension 6 into Erf X (5091m²), Rezoning of Erf X 17th and 18th Roads Tsumeb Extension 6 from 'Residential 1' with a density of 1:750 to 'General Residential 2' with density of 1:150 for blocks of flats.

Erven 1031, 1032, 1033 and 1040 are located in Tsumeb Extension 6. They are all currently zoned 'Residential 1' (Single Residential) with a density of 1:700 and measuring 1338m², 1335m², 1209m² and 1209m² in extent respectively. With the current zoning and density, these Erven cannot be utilized for high-density purposes. It is thus the intention of the owners to consolidate Erven 1031, 1032, 1033 and 1040 Tsumeb Extension 6 into one Erf and rezone it from Residential 1 with a density of1:750 to General Resi-dential 2 with a density of 1:150 for 33 Blocks of Flats that will be in compliance with the Tsumeb Zoning Scheme.

On-site parking as required in terms of the Tsumeb Zoning Scheme and proposed activities will be provided.

Further take note that the lo-cality plans of these Erven lie for inspection at the Engineering Department at the Munici-pal Head Office, Erf 264, Moses Garoeb Street

Further take note that any person objecting to the proposed land use as set out above may lodge such objection together with the grounds thereof at the Tsumeb Municipal Head Office or with the applicant in writing within 14 days of the last publication of this notice (final date for objections is 04 November 2021).

DUNAMIS CONSULTING Cell: +264 855 512 173

Email: ndimuhona@dunamis-

TOWN AND REGIONAL PLAN-NERS

DM0202100392536

REZONING NOTICE DUNAMIS CONSULTING TOWN, REGIONAL PLANNERS AND DEVELOPERS on behalf of the owner of Erven 108. 110 to 122 Thorn Valley intends to apply to the Windhoek Municipal Council for the following:

Rezoning of Erven 108, 110 to 122 Thorn Valley from Residential with a density of 1:300 to General Residential with a density of 1:300,

- Consent to commence with the proposed development while the rezoning process is being completed,

Amendment of Condition 13.3 of Council Resolution No. 246/06/2009.

Erven 108, 110 to 122 Thorn Valley are located in the Eastern Area of Nubuamis Hills. The properties are currently zoned 'Residential' with a density of 1:300 and measure 3025m², 4345m², 4157m², 4620m²,4159m²,6768m²,2617m², 2289m², 2019m², 2525m², 2525m², 2525m², 2637m² and 3494m²in extent respectively. The new zoning of "General Residential" with a density of 1:300 as a primary use would allow the owner to construct between Seven to Twenty-two dwellings on each of Erven stipulated above in proportion to their various sizes. On-site parking as required in terms of the Windhoek Zoning Scheme will be provided per Erf respectively.

Further, take note that the locality plan of the Erf can be inspected at the Windhoek Town Council Customer Care Centre Town Planning Notice Board, 80Independence Avenue, Windhoek.

Further take note that any person

objecting to the proposed land use as set out above may lodge such objection together with the grounds thereof in Writing at the Windhoek Urban Planning Offices Room 518, 5th Floor, Town House Main Building within 14 days of the last publication of this notice (final date for objections is 04 November 2021). Cell: +264 855 512 173

Email: ndimuhona@dunamisplan.

DUNAMIS CONSULTING

TOWN AND REGIONAL PLAN-NERS DM0202100392539 035

Sun

Regskennisgewings **Legal Notices**

AZ Allgemeine Zeitung

REZONING NOTICE DUNAMIS CONSULTING TOWN, REGIONAL PLANNERS AND DEVE-LOPERS on behalf of the owner of Erf 10617 Sabbat Street, Katutura is applying to the Windhoek Municipal Council for the

- Rezoning of Erf 10617 Katutura from Institutional to General Residential with a density of 1:100, Consent to develop the Erf for

high-density purposes while the rezoning process is being finalized.

Erf 10617 Katutura is located in of Sabbat Street. The property is currently zoned 'Institutional' and it measures 976m2. The new zoning of 'General Residential' with a density of 1:100 will allow the owner to erect 9 residential units (flats) on the Erf. On-site parking as required in terms of the Windhoek Zoning Scheme for the proposed development will be provided.

Further, take note that the lo cality plan of the Erf can be inspected at the Windhoek Town Council Customer Care Centre Town Planning Notice Board, 80Independence Avenue,

Further take note that any person objecting to the proposed land use as set out above may lodge such objection together with the grounds thereof in Writing at the Windhoek Urban Planning Offices Room 518, 5th Floor, Town House Main Building within 14 days of the last publication of this notice (final date for objections is 04 November 2021)

Cell: +264 855 512 173 Email: ndimuhona@dunamis-

DUNAMIS CONSULTING TOWN AND REGIONAL PLAN-

DM0202100392537

REZONING NOTICE DUNAMIS CONSULTING TOWN, REGIO-NAL PLANNERS AND DEVELO-PERS on behalf of the owners of Erf 39 Bacon Street No. 38 Academia intends to apply to the Windhoek Municipal Council for the following:

- Rezoning of Erf 39 Bacon Street No. 38 Academia from Residential with a density of 1:900 to Residential with a density of 1:700.

· Subdivision of Erf 39 Bacon Street No. 38 Academia into Portion A (768m²) and Remainder (702m²).

Erf 39 Academia is located in Bacon Street No. 38. The property is currently zoned Residential with a density of 1:900. Academia measures 1470m². The proposed rezoning to Residential with a density of 1:700 and Subdivision into Portion A and Remainder will allow the owner to create two (2) free standing residential Erven. Enough on-site parking as required in terms of the Windhoek Zoning Scheme will pe provided.

Further, take note that the locality plan of the Erf can be inspected at the Windhoek Town Council Customer Care Centre Town Planning Notice Board, 80Independence Windhoek.

Further take note that any person objecting to the proposed land use as set out above may lodge such objection together with the grounds thereof in Writing at the Windhoek Urban Planning Offices Room 518, 5th Floor, Town House Main Building within 14 days of the last publication of this notice (final date for objections is 04 No-

vember 2021). Cell: +264 855 512 173 ndimuhona@dunamis-Email:

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DM0202100392538

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Market Watch

Regskennisgewings 035 **Legal Notices**

REZONING NOTICE DUNAMIS CONSULTING TOWN, REGIONAL PLANNERS AND DEVE-LOPERS on behalf of the owner Remainder Erf 712 Teinert Street No.6 Windhoek intends to apply to the Windhoek Municipal Council for the following:

- Consent Use for an Institution on Remainder Erf 712 Teinert Street No. 6 Windhoek zoned 'Office" with a bulk of 0.4. Remainder Erf 712 Windhoek is

located in Teinert Street No.6 The property is currently zoned 'Office' with a bulk of 0.4. Remainder Erf 712Windhoek measures 1641m². The proposed consent use for an Institution will allow the owner to utilise the Erf for school purposes. Enough on-site parking as required in terms of the Windhoek Zoning Scheme will be provided.

Further, take note that the locality plan of the Erf can be inspected at the Windhoek Town Council Customer Care Centre Town Planning Notice Board, 80 Independence Avenue, Wind-

Further take note that any person objecting to the proposed land use as set out above may lodge such objection together with the grounds thereof in Writing at the Windhoek Urban Planning Offices Room 518, 5th Floor, Town House Main Building within 14 days of the last publication of this notice (final date for objections is 04 November 2021).

Cell: +264 855 512 173 Email: ndimuhona@dunamis-CONSULTING DUNAMIS

TOWN AND REGIONAL PLANNERS DM0202100392540

LIVE WEBCAST AUCTION ucorNamibia

Nexus Asset Disposal Auction 2 - 5 November 2021

Website: www.aucor.auction

Duly instructed by the Nexus, Aucor Namibia (Pty) Ltd, will be selling the following Items by Live Webcast Auction

AUTOMOTIVE # AUTOMOTIVE ARTH MOVING EQUIPMENT: 015 LIUGONG CLGB230 BULLDOZER

2013 LIUGONG CLGB230 BOLLDOZE 2 X 2014 BELL B25C WATER TRUCK 2 X 2014 LIUGONG CLG425 GRADER 2014 LIUGONG CLG614H COMPACTOR 2013 LIUGONG CLG614 COMPACTOR 2013 JCB VM115D COMPACTOR 2008 CAT 938 LOADER 2007 LIUGONG CLG614 COMPACTOR 2005 CAT D7H BULL DOZER 2004 CAT 938 LOADER 2000 BELL B20C WATER TRUCK NEW HOLLAND B90B TLB CAT 920 LOADER

<mark>'EHICLES:</mark> : X 2017 NISSAN NP300 HARDBODY S/C 2016 NISSAN NP300 2.0 S/C 2014 FORD RANGER 2014 TOYOTA HILUX 2.0 2X4 S/C 2013 NISSAN NP300 2.0 S/C 2013 TOYOTA HILUX 2.5 D4D /a TOYOTA HILUX 2.5 D4D

2007 KEARNEY SIDE TIPPER TRAILER 1982 2 AXLE 20M2 TRAILER 2 X DRAWBEHND TIPPER

4 X 2010 P/STAR 2628 TIP TRUCK 2010 P/STAR CONCRET TRUCK 2010 P/STAR TRUCK 2008 SCANIA P380 TRUCK 2008 P/STAR WATER TRUCK 2007 P/STAR WATER TRUCK 2007 P/STAR 2628 TRUCK 2 X 2004 SCANIA P114 TRUCK 2003 M/BENZ WATER TRUCK 2000 MAN FEUL TRUCK 2 X 2000 MAN 18.35 BUS 1998 DROPSIDE TRUCK 1995 M/BENZ FEUL TRUCK 1995 M/BENZ WATER TRUCK 1995 M/BENZ WATER TRUCK 1991 MAN 442HP TRUCK 1991 MAN 442HP TRUCK 1987 M/BENZ WATER TRUCK 1982 M/BENZ WATER TRUCK 250 KVA PETBOW3 FASE GENERATOR VARIOUS MIXERS VARIOUS GENERATORS VARIOUS SCAFFOLDING, JACK SHUTTERS, GURDENS & PANELS



Registration & Bidding on www.aucor.auction Pre-Bidding Starts: Tuesday 2 November 2021 @ 10:00 ive Webcast Auction: Friday 5 November 2021 @ 10:00. Viewing: 3 & 4 November 2021 from 09:00 - 15:00
The current Ministry of Health COVID protocol will apply.T & C apply Buyer's premium will be charged. Details subject to change without prior notice.

Windhoek: +264 61 257 945/6 Email: info@aucornamibia.com
Swakopmund: +264 64 463374 www.aucornamibia.com
Ondangwa: +264 65 240189

NOTICE OF ENVIRONMENTAL IMPACT ASSESSMENT (EIA) STUDY FOR THE COMMUNITY LED TOTAL SANITATION PROGRAMME ROLL OUT IN WINDHOEK'S INFORMAL SETTLEMENTS, KHOMAS REGION

The United Nations Children's Fund (UNICEF), in collaboration with the Windhoek Municipal Council (WMC), intend to roll out a Community-Led Total Sanitation (CLTS) Programme in Windhoek's informal settlements of the Samora Machel, Tobias Hainyeko, Moses Garoeb, Khomasdal and Windhoek Rural Constituencies. The objective of the CLTS Programme is to eliminate open defecation and enhance dignity and quality of life of the residents of Windhoek's informal settlements. Under the Environmental Management Act. (No. 7 of 2007) and its 2012 EIA Regulations, the proposed activities of the CLTS Programme require an Environmental Impact Assessment (EIA) study to identify and address potential environmental and social impacts associated with the project. This will aid in the decision-making leading to the approval of an Environmental Clearance Certificate (ECC) by the Environmental Commissioner at the Ministry Environment, Forestry and Tourism, For this purpose, UNICEF and WMC have appointed Mr. Nerson Tielos (Consultant), with support from Excel Dynamic Solutions Pty Ltd to undertake the required EIA Process and apply for the ECC on their

PUBLIC CONSULTATION

The Consultant, on behalf of UNICEF and WMC, is inviting and encouraging Interested and Affected Parties (IAPs) to register and provide input or comments as well as aid in the identification of potential environmental and social impacts related to the planned construction and operation of sanitation units through the CLTS Programme. Input from the IAPs is vital to ensure that their concerns and aspirations are addressed in the EIA study and incorporated into the Programme prior to implementation

REGISTRATION AND SUBMISSION

Tel: +264 61 259 530 / +264 81 152 4420

Request for Background Information Document (BID), registration as an IAP, and submission of input, concerns and comments can be made electronically via email to the Consultant: ntjelos@edsnamibia.com or by hard copy

Mr Nerson Tjelos, Office 122 Robert Mugabe Avenue, Windhoek or P.O. Box 997154, Maerua Mall, Windhoek

Details concerning public meetings will be communicated to targeted stakeholders and community representatives in due course.







TE KOOP

SKOON ROLLE WIT **KOERANTPAPIER V** VELE GEBRUIKE

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 NYWERHEDE
 RESTAURANTE SKOLE -VERPAKKINGSMATERIAAL

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Prys op aanvraag

SKAKEL AGNES: 330 500 OF CHANTEL: 330 502 2 - 4 EIDERSTRAAT, LAFRENZ INDUSTRIEEL



OMEYA OMEYA PROPERTY AUCTION VARIOUS RESIDENTIAL PLOTS 19 November 2021 @ 10:00

Duly instructed by the NEW Management, Aucor Namibia Properties Ltd, will be selling the following by Public Auction.



Unit 27 - 1 Bed EnSuite Bath
RIVERSIDE UNITS:
(TYPE B - 92 M²)
Unit 10 - 1 Bed EnSuite Bath
Unit 19 - 1 Bed EnSuite Bath
Unit 20 - 1 Bed EnSuite Bath
Unit 20 - 1 Bed EnSuite Bath Bidding & Information on www.aucor.auction

hase hase hase hase

Online Pre-Bidding Starts: Wednesday 17 November 2021 @ 10:00 Live Webcast Auction: Friday 19 November 2021 @ 10:00 enue: 19th Hole Omeva ewing: By Appointment Only The current Ministry of Health COVID protocol will apply.T & C apply Buyer's

premium will be charged. Details subject to change without prior notice. Property will be sold subject to confirmation. Finance must be approved prior to bidding. Details subject to change without prior notice. Pre-auctions are the subject to change without prior notice.

Contact Us At: Windhoek: +264 61 257 945/6

Swakopmund: +264 64 463374

Ondangwa: +264 65 240189 Email: neil@aucornamibia.com www.aucornamibia.com

LIVE WEBCAST AUCTION ucor**N**amibia ONDANGWA REPO & SALVAGE **AUCTION 25 - 27 October 2021**

Website: www.aucor.auction

Duly instructed by the bank, in terms of credit Agreement Act, Aucor
Namibia (Pty) Ltd, will be selling the following Bank Repossessed
Vehicles by Online Auction

🤰 🗫 # AUTOMOTIVE 🚧 🗫 # AUTOMOTIVE VARIOUS SALVAGE VEHICLE ie.: IVECO, TOYOTA, NISSAN 2013 BMW 316I F30 2012 TOYOTA LEXUS GS 450H

2007 SCANIA R380 TRUCK OTHER: 011 TRAILSTAR SEMI TRAILER 011 HIAB 132B-1 CRANE 010 TOYOTA FORKLIFT 72-SAS 010 TOYOTA FORKLIFT 72-SAS 010 TOYOTA FORKLIFT 1DZ

ISUZU.HYUNDAI, PEUGEOT MAHINDRA, AUDI, BMW, GWM, VOLKSWAGEN, JEEP, FORD, VOLVO, FIAT, CHEVROLET, HONDA & MANY MORE!!

Registration & Bidding on www.aucor.auction
Online Bidding Starts: Monday 25 October 2021 @ 10:00
Webcast Auction: Wednesday 27 October 2021 @ 10:00 Viewing: Ondangwa 25 - 26 October 2021 @ 09:00 - 16:00 The current Ministry of Health COVID protocol will apply. T & C apply Buyer's premium will be charged. Details subject to change

WINDHOEK REPO AUCTION 1 - 4 November 2021

Website: www.aucor.auction Duly instructed by the Bank, in Terms of Credit Agreement Act, Aucor Namibia (Pty) Ltd, will be selling the following Bank Repossessed

Vehicles by Online & Webcast Auction

AUTOMOTIVE AUTOMOTIVE 4X4'S, SUV'S: SEDANS: 2019 FORD FIGO 1.5 2018 M/BENZ C63 S AMG COUPE 2016 TOYOTA COROLLA 1.6 2014 BMW 420D 2019 FORD RANGER 2.2 4X4

2019 FORD RANGER 2.2 D/C 2018 FORD RANGER 2.2 D/C 2016 FORD RANGER 2.2 4X4 D/C 2014 VW POLO MAX 1.6 2016 HONDA MOBILIO COMFORT 2014 HONDA BRIO 1.2
2016 HONDA MOBILIO COMFORT 2014 TOYOTA COROLLA

2014 JEEP CHEROKEE V6 3.2 2012 TOYOTA HILUX 3.0 D4D 4X4 2010 TOYOTA HILUX 3.0 D4D

AND SO MUCH MORE! Registration & Bidding on www.aucor.auction

Online Bidding Starts: Monday 1 November 2021 @ 10:00 Vebcast Auction: Thursday 4 November 2021 @ 10:00 Viewing: Windhoek 1 - 3 November 2021 @ 09:00 - 16:00

The current Ministry of Health COVID protocol will apply T & C apply Buyer's premium will be charged. Details subject to change

Contact Us At:

Windhoek: +264 61 257 945/6 Ondangwa: +264 65 240189 Swakopmund: +264 64 463374

Email: info@aucornamibia.com

www.aucor.auction

Some airlines risk failure due to emissions

Shareholder activism

Several companies have already announced plans to quickly cut business travel emissions by as much as 70%.

JAMIE FREED

ome airlines risk failure if they do not cut carbon emissions quicker in the next three to five years due to a mismatch between short-term corporate travel targets and the airline industry's 2050 net zero target, an industry report said.

Airlines are also at a rising risk of shareholder activism at a time when major fund managers such as BlackRock Inc, Vanguard Group Inc and State Street Corp have publicly expressed concerns about climate change, the report from CAPA Centre for Aviation and Envest Global released on Wednesday said.

"The pressure from customers and governments and investors is going to probably demand an acceleration of the journey to net zero, which is clearly going to put pressure on airlines," said David Wills, advisory executive director at Australian carbon reduction strategy firm Envest.

"The conditions are right for airlines who get it wrong to find themselves in a potential failure situation," he added.

Several companies, such as HSBC Holdings plc, Zurich Insurance Group Ltd, Bain & Company and S&P Global Inc, have already announced plans to quickly cut business travel emissions by as much

Qantas Airways Chief Executive Alan Joyce said last week that his airline was developing a 2030 emissions target.

"Our view is that smart airlines will pivot to reinforcing not only 2050 but enhancing their definitive views on 2030, because they will be looking to engage with their corporate customers more," said Brett Mitsch, Envest's executive director of investment.

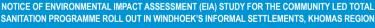
The CAPA/Envest report found the top quartile of 52 global airlines examined emitted an average of 30% less per passenger kilometre flown in 2019 than those in the bottom quartile.

Low-cost carriers like Wizz Air, Ryanair and AirAsia with newer fleets and higher load factors were among the best performers, while the worst included Turkish Airlines, Japan Airlines Co Ltd and British Airways.

The report said JAL was able to break even with a carbon price of more than US\$160 per tonne based on 2019 earnings, whereas many airlines with lower profit margins would have reported a loss at a carbon price of US\$30 per tonne.

- Nampa/Reuters

Turkish Airlines, Japan Airlines Co Ltd and British Airways were among the worst performer. PHOTO NAMPA/REUTERS



The United Nations Children's Fund (UNICEF), in collaboration with the Windhoek Municipal Council (WMC), intend to roll out a Community-Led Total Sanitation (CLTS) Programme in Windhoek's informal settlements of the Samora Machel, Tobias Hainyeko, Moses Garoeb, Khomasdal and Windhoek Rural Constituencies. The objective of the CLTS Programme is to eliminate open defecation and enhance dignity and quality of life of the residents of Windhoek's informal settlements. Under the Environmental Management Act. (No. 7 of 2007) and its 2012 EIA Regulations, the proposed activities of the CLTS Programme require an Environmental Impact Assessment (EIA) study to identify and address potential environmental and social impacts associated with the project. This will aid in the decision-making leading to the approval of an Environmental Clearance Certificate (ECC) by the Environmental Commissioner at the Ministry Environment, Forestry and Tourism. For this purpose, UNICEF and WMC have appointed Mr. Nerson Tjelos (Consultant), with support from Excel Dynamic Solutions Pty Ltd to undertake the required EIA Process and apply for the ECC on their

PUBLIC CONSULTATION

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REGISTRATION AND SUBMISSION

Request for Background Information Document (BID), registration as an IAP, and submission of input, concerns and comments can be made electronically via email to the Consultant: ntjelos@edsnamibia.com or by hard copy addressed to:

Mr Nerson Tjelos, Office 122 Robert Mugabe Avenue, Windhoek or P.O. Box 997154, Maerua Mall, Windhoek

Tel: +264 61 259 530 / +264 81 152 4420

Details concerning public meetings will be communicated to targeted stakeholders and community representatives in due course







Jacob Zuma's application dismissed

A South African judge on Tuesday dismissed an application by former president Jacob Zuma to have the prosecutor in his arms deal corrupcorruption, money laundering tion trial and racketeering in the longremoved. Zuma,

Market Watch

ousted by the governing African National Congress in 2018, had argued that the prosecutor was biased against him and submitted a "special plea" to the Pietermaritzburg High Court to have him replaced. The former president, 79, pleaded not guilty to charges of

running case over the 1990s deal for military equipment. "The special plea is dismissed," Judge Piet Koen said. "It is obviously in the interests of all the parties the accused, the state represent-

> **Former South African** President Jacob Zuma. PHOTO NAMPA/REUTERS

ing the general public that this matter be resolved as soon as is reasonably possible. It has been hanging around too long." Zuma was briefly jailed earlier this year for contempt of court for refusing to appear at a separate corruption inquiry, but he was granted medical parole after being hospitalised for an undisclosed condition. Zuma, whose decade in power was marred by scandals, was at the Pietermaritzburg court to

hear whether his application would be granted. Dressed in a dark suit and red tie, he was silent as Koen read out his judgment. Lawyers for the accused and the state retired to discuss when the case could proceed to - Nampa/Reuters

High inflation expectations in UK

The British public's expectations for inflation over the next year jumped to the highest since 2008 this month, bank Citi said on Tuesday, something the Bank of England will note as it meets to decide whether to raise interest rates next week.

Expectations for inflation over the next 12 months rose to 4.4% in October from 4.1% in September, Citi said, based on its monthly survey with pollsters YouGov, conducted on Oct. 21 and Oct. 22.

But expectations for inflation in five to 10 years' time dipped to 3.7% from 3.8% in September. Inflation in many countries is on the rise as



People shop inside a clothing store in London, Britain.

PHOTO NAMPA/REUTERS

the global economy reopens from its coronavirus shutdowns.

The BoE's chief economist, Huw Pill, said last week he thought consumer price inflation in Britain could go above 5%, more than double the BoE's 2% target, before falling back. Economists at Citi said the BoE looked at a broad range of indicators

when assessing inflation expectation

risks and Tuesday's survey reading on its own was unlikely to increase the pressure for a near-term rate "However, it is also unlikely to

trigger a major dovish re-assessment either, especially with financial market measures continuing to increase," they said. Investors are pricing in a rate hike

by the BoE on Nov. 4 which would take Bank Rate to 0.25% from its current all-time low of 0.1%. Most economists polled by Reuters think the BoE will wait until early 2022 before moving.





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Synergi is therefore seeking a Marketing Manager who will help to develop and execute marketing campaigns that will generate significant sales, revenue and profit for our clients and the Synergi group. Maximize brand awareness by planning and executing strategies to generate brand presence in an advertising environment to explode revenue growth for all Synergi affiliated advertising platforms, publications and commercial operations. Manage and guide a team to achieve set income targets.

Key Responsibilities

- Carrying out market research in order to keep up to date with customer trends, as well as trying to predict future trends
- · Develop strategies and managing marketing campaigns across broadcast, online, social media, radio, outdoor and print media platforms to ensure that product services meet customers' expectations and to build the credibility of brands
- · Managing and setting up of annual revenue budgets on executive level

Minimum Qualifications, Education & Experience

- Minimum of 5 years' experience in marketing and sales on a managerial or senior level
- Minimum of 5 years' experience in a digital, social and print medium and or in an advertising agency environment
- Excellent in executing tasks in Word, PowerPoint and Excel

Skills and Competencies

- · Creativity and ability to produce innovative and original ideas
- The ability to manage and allocate budgets
- Excellent writing skills for proposal and report purposes to execute presentations

Interested candidates who qualify for the above position can forward their CV with certified copies of qualifications and relevant documentation to: The Human Resources Department E-mail: vacancies@nmh.com.na. Please write "SYNERGI MARKETING MANAGER" in the subject line. For further details on job requirements and competencies visit www.nmh.com.na/vacancies

Only short listed candidates will be contacted. No documents will be returned. COVID -19 vaccination required. Appointments will be granted to suitable vaccinated candidates.

Closing date: 08 November 2021 Interviews: 11-12 November 2021





22 January 2022

COMMUNITY LEADERS' CONSULTATION MEETING MINUTES OF THE:

ENVIRONMENTAL IMPACT ASSESSMENT (EIA) STUDY: FOR THE IMPLEMENTATION OF THE COMMUNITY-LED TOTAL SANITATION (CLTS) PROGRAMME IN WINDHOEK'S INFORMAL

SETTLEMENTS OF THE KHOMAS REGION, NAMIBIA - KHOMASDAL CONSTITUENCY

Project Proponent: United Nations Children's Fund (UNICEF) & Windhoek Municipal Council (WMC)

Date: Saturday, 22 January 2022

Time: 14h00 for 15h00

Venue: Khomasdal Constituency Office Conference Hall, Windhoek.

1. MEETING ATTENDANCE

The meeting was attended by the appointed Environmental Consultants, Khomasdal Constituency Councillor, and some of the Community leaders (Community Development Committee (CDC) members) from the different areas/locations in the Constituency.

The meeting was attended by nineteen (19) people including two Environmental Consultants. The attendance register was circulated for all attendees to complete and sign - please refer to the scanned copy of the signed attendance register accompanying the Meeting Minutes:

2. COVID-19 REGULATIONS ADHERENCE

To ensure that the meeting, as a form of gathering complies with the COVID-19 Regulations, the seats were set up in a way that social distancing between the people is observed and every attendee had a face mask on.

3. INTRODUCTION AND WELCOMING REMARKS

Hon. Samuel Angolo (the Khomasdal Constituency Councillor) welcomed everyone to the meeting. He expressed gratitude to everyone in attendance for making time to attend the meeting.

1

The meeting attendance register was then circulated for the attendees to write down their names, contact details and sign so that they could be added to the list of Stakeholders and interested and affected parties (I&APs) and receive further information on the Environmental Impact Assessment (EIA) process.

4. MEETING AGENDA AND PRESENTATION

The CLTS Meeting was incorporated into the Khomasdal Constituency CDC Meeting that was scheduled on the same day. Therefore, the Environmental Consultants was afforded the opportunity to present the CLTS EIA Study first so that this part of the main agenda is sorted before the CDC meeting could continue without the Environmental Consultants. This is done this way because the other agenda points are not part of the CLTS project but continuation of the usual CDC meetings of the Constituency.

The EIA Study meeting contents were as follows:

4.1 Brief Description of the Project

The background of the proposed project was provided by Mr. Nerson Tjelos who further presented the proposed project activities with regards to the project.

The main points of the project description were the proposed toilet categories (options) donated for implementation and these are as follows.

- **Pit latrine systems:** Ventilated Improved Pit (VIP) latrines, Double vault pit latrines (with two pits), Wet pit latrines, and pour flush pit latrines.
- **Urine Diversion Dry Toilet (UDDT) systems**: Alternative to pit latrines and flush toilets that function on a waterless operation, UDDT toilet bowls (e.g., Otji Toilet), UDDT through evaporation (e.g., Enviroloo), Double vaults or bucket based (e.g., Ecosan)
- Water borne sewage (flush toilets / pour flush toilets): Private or communal flush toilets linked to sewerage reticulation system, conservancy tank or septic tank
- **Eco-toilets:** both waterborne and dry ventilated improved pit (e.g., Amalooloo), and does not require water to function but water recommend it for health hygiene reasons.

Mr. Tjelos also provided information on the toilet systems based on some toilets that have been set up as part of the pilot programme in some locations of the Constituency.

Mr. Tjelos also emphasized on the approved designs, standards and materials for the project implementation and even for private toilet set up afterwards. The following design, standards and materials are approved by Council (WMC) Standard Pits Design and Material for the CLTS programme (as provided by the Engineering Services of the Council). Therefore, the toilet systems will need to meet these requirements/standards and parameters:

- Structures: Designed and built with appropriate local materials,
- Ventilation: Well ventilated, at least a 100 m wide plastic or metal ventilation pipe painted black with a fly screen on top (for dry pit latrines,
- Pit parameters: should be 1.9 m deep and 1 m to 1.5 m round or square. This may differ depending on the topographic and other groundwater/environmental conditions,
- Hand washing: all toilet facilities should have hand-washing facilities with soap, with a soak away
 pit outside the latrine structure, and the toilet pot must have a cover, kept closed always and child
 proof (the connection from the pot to the pit must be no more than 25 cm in diameter)

4.2 Explanation of what an EIA is, its Process and the Public Role in the Process

Mr. Tjelos explained to the attendees what the meeting was all about and why they were invited (with reference to the Environmental Management Act (EMA) No. 7 of 2007 and its 2012 Environmental Impact Assessment (EIA) Regulations on Public Consultation). He further explained what an EIA is and that the proposed activities associated with the CLTS project are one of the listed activities in the 2012 EIA Regulations of the EMA that cannot be undertaken without an ECC from the Environmental Commissioner.

4.3 Presentation of Potential Project Impacts

To ensure transparency and that the attendees understand both sides of the proposed project activities, Mr. Tjelos also presented the potential pre-identified potential positive & negative environmental and social impacts stemming from the proposed project activities.

4.4 Public Open Discussion (Interactive Session)

The meeting attendees were afforded an opportunity for an open discussion to ask questions, make comments, and added inputs to be considered in the EIA Report and Environmental Management Plan (EMP). These were recorded and presented in **Table 1**

Table 1: Discussion -Comments and Questions recorded during the Consultation on 22 January 2022

Comment/	Commentor name and Comment/Input	Response				
issue No.						
1.	Ms. Fazilla: (a) What is the connection between UNICEF, WMC and Donors? (b) When will the WMC or government give proper housing with proper sanitation to the people?	CLTS EIA Study, WMC will implement (roll out) the CLTS project once it is				
2.	Ms. Siena: For the dry toilets, who was supposed to provide chemicals to treat the waste? (b) will the labourers come form the WMC or the local communities? If they will be from the local community, can this be communicated to the councillor's office for the CDC to recommend?	feedback which will include in the EIA Report. (b) Usually, labourers for construction works are from the construction contractors and they would need to give preference to the local community.				
3.	Ms. C. Schimming: What are the negative environmental impacts of these toilets? (b) What does it mean that the toilets are dry?	Mr. Nerson Tjelos: (a) The potential negative impacts have been provided in the BID distributed to you, however, these ones were pre-identified, and they are likely to be more in the EIA Report when we get more issues from these meetings and public comments on the Study. (b) the toilet systems are referred to as dry in a sense that they do not have to rely on water to function like flushing toilets. This is also because someone				

Comment/	Commentor name and Comment/Input	Response				
issue No.						
		will need to come and collect the sewage tanks for disposal elsewhere (at the main sewage collection/management facility).				
4.	Ms. Frieda Mbai: (a) From experience where I grew up (in Usakos), the dry pit latrine toilets are not healthy, especially to children. The WMC should come up with proper toilet types. social elements such as how can the community work together when using one toilet for instance? (b) Ministry of Health & Social Services, Ministry of Environment, Forestry & Tourism and CEO of the WMC should come together to discuss these issues.	Mr. Nerson Tjelos: (a) Noted for incorporation and consideration the EIA documents. On the question of how the community can work together, this will need to be addressed to the people by the WMC after the roll out. This will also help them both in sustaining the utilization of toilets in the communities. (b) On the issue of arranging a meeting between you and these officials is unfortunately out of scope of our Study. However, the CDC as a body can make it is own arrangements to make this happen, if it is necessary.				

FINAL REMARKS AND CONCLUDING THE MEETING

Mr. Tjelos thanked the attendees for their crucial input through comments and raising their concerns. He indicated to the attendees that all their comments, concerns and inputs had been noted down for consideration and addressing in the EIA Report as well as incorporating their recommendations into the draft EMP.

Furthermore, the attendees were informed that there is still an opportunity after the meeting to submit further questions/ comments for incorporation into the Report. He also informed them that the draft EIA Report together with the meeting minutes, and EMP will be shared with them for review and further comments through the office of the Honorable Councilor and emails provided on the attendance register.

Once the review of the draft EIA Report and EMP is done, the documents will be finalized and submitted to the Environmental Commissioner at the Department of Environmental Affairs and Forestry (DEAF) for evaluation and consideration of the project ECC.

Mr Tjelos, thanked all the attendees for their time as well as cooperation and input.

Hon. Angolo closed the meeting with a prayer and adjourned the meeting at 16:20.

Public Meeting Attendance Register

PROJECT: Environmental Impact Assessment (EIA) for the Implementation of the Community-Led Total Sanitation (CLTS) Programme in Windhoek's Informal Settlements of the Khomas Region, Namibia

Venue: Councillors Office,

Khomasdal Constituency

Date: Saturday, 22 January 2022

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Time: 14H00

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15 January 2022

COMMUNITY LEADERS' CONSULTATION MEETING MINUTES OF THE:

ENVIRONMENTAL IMPACT ASSESSMENT (EIA) STUDY: FOR THE IMPLEMENTATION OF THE COMMUNITY-LED TOTAL SANITATION (CLTS) PROGRAMME IN WINDHOEK'S INFORMAL

SETTLEMENTS OF THE KHOMAS REGION, NAMIBIA – TOBIAS HAINYEKO CONSTITUENCY

Project Proponent: United Nations Children's Fund (UNICEF) & Windhoek Municipal Council (WMC)

Date: Saturday, 15 January 2022

Time: 09h00 (in the morning)

Venue: Maxuilili Community Center Hall, Tobias Hainyeko Constituency, Windhoek.

1. MEETING ATTENDANCE

The meeting was attended by the appointed Environmental Consultants, Tobias Hainyeko Constituency Councillor, and some of the Community leaders (Community Development Committee (CDC) members) from the different locations (areas) in the Tobias Hainyeko Constituency.

The meeting was attended by twenty (20) people including two Environmental Consultants. The attendance register was circulated for all attendees to complete and sign - please refer to the scanned copy of the signed attendance register accompanying the Meeting Minutes:

2. COVID-19 REGULATIONS ADHERENCE

To ensure that the meeting, as a form of gathering complies with the COVID-19 Regulations, the seats were set up in a way that social distancing between the people is observed and every attendee had a face mask on.

3. INTRODUCTION AND WELCOMING REMARKS

Hon. Christopher Likuwa (the Tobias Hainyeko Constituency Councillor) welcomed everyone to the meeting. He expressed gratitude to everyone in attendance for making time to attend the meeting.

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The meeting attendance register was then circulated for the attendees to write down their names, contact details and sign so that they could be added to the list of Stakeholders and interested and affected parties (I&APs) and receive further information on the Environmental Impact Assessment (EIA) process.

Due language limitations for some CDC members who mainly speak Oshiwambo only, Ms. Fredrika Shagama, an Environmental Consultant provided translation from English to Oshiwambo and vice versa throughout the meeting. This was to ensure that the comments and information are captured for reporting and understood by everyone, respectively.

4. MEETING AGENDA AND PRESENTATION

The agenda of the meeting included the following main points:

4.1 Brief Description of the Project

The background of the proposed project was provided by Mr. Nerson Tjelos who further presented the proposed project activities with regards to the project.

The main points of the project description were the proposed toilet categories (options) donated for implementation and these are as follows.

- **Pit latrine systems:** Ventilated Improved Pit (VIP) latrines, Double vault pit latrines (with two pits), Wet pit latrines, and pour flush pit latrines.
- **Urine Diversion Dry Toilet (UDDT) systems**: Alternative to pit latrines and flush toilets that function on a waterless operation, UDDT toilet bowls (e.g., Otji Toilet), UDDT through evaporation (e.g., Enviroloo), Double vaults or bucket based (e.g., Ecosan)
- Water borne sewage (flush toilets / pour flush toilets): Private or communal flush toilets linked to sewerage reticulation system, conservancy tank or septic tank
- **Eco-toilets:** both waterborne and dry ventilated improved pit (e.g., Amalooloo), and does not require water to function but water recommend it for health hygiene reasons.

Mr. Tjelos also provided information on the toilet systems based on some toilets that have been set up as part of the pilot programme in some locations of the Tobias Hainyeko Constituency.

Mr. Tjelos also emphasized on the approved designs, standards and materials for the project implementation and even for private toilet set up afterwards. The following design, standards and materials are approved by Council (WMC) Standard Pits Design and Material for the CLTS programme (as provided by the Engineering Services of the Council). Therefore, the toilet systems will need to meet these requirements/standards and parameters:

Structures: Designed and built with appropriate local materials,

- Ventilation: Well ventilated, at least a 100 m wide plastic or metal ventilation pipe painted black with a fly screen on top (for dry pit latrines,
- Pit parameters: should be 1.9 m deep and 1 m to 1.5 m round or square. This may differ depending on the topographic and other groundwater/environmental conditions,
- Hand washing: all toilet facilities should have hand-washing facilities with soap, with a soak away
 pit outside the latrine structure, and the toilet pot must have a cover, kept closed always and child
 proof (the connection from the pot to the pit must be no more than 25 cm in diameter)

4.2 Explanation of what an EIA is, its Process and the Public Role in the Process

Mr. Tjelos explained to the attendees what the meeting was all about and why they were invited (with reference to the Environmental Management Act (EMA) No. 7 of 2007 and its 2012 Environmental Impact Assessment (EIA) Regulations on Public Consultation). He further explained what an EIA is and that the proposed activities associated with the CLTS project are one of the listed activities in the 2012 EIA Regulations of the EMA that cannot be undertaken without an ECC from the Environmental Commissioner.

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4.4 Public Open Discussion (Interactive Session)

The meeting attendees were afforded an opportunity for an open discussion to ask questions, make comments, and added inputs to be considered in the EIA Report and Environmental Management Plan (EMP). These were recorded and presented in **Table 1**

Table 1: Discussion -Comments and Questions recorded during the Consultation on 15 January 2022

Comment/	Commentor name and Comment/Input	Response
issue No.		
1.	Mr. Daniel Emelan: (a) For the project to materialize maybe	Response by Hon. Christopher Likuwa: (a) and (b) The issues have been
	the Municipality of Windhoek should start to solve things on	indeed submitted to my office. However, since there are procedures to be
	time. We have been having issues about toilets like some	followed before solutions are found, we will then submit these to the
	that are not working since last year. We have not gotten any	Environmental Consultant and the Municipality to incorporate in the EIA
	response yet. There are many issues raised already and	documents to be collectively addressed for long-term solutions.
	submitted to the office of the Honorable Councillor. Will not this take another year to solve?	(c) Mr. Nerson Tjelos: The issue of connecting these type of toilet systems to the main sewer line is not part of this scope, because this would require a
	(b) The issue of broken toilets in ONE NATION Location that are no longer working. Things take long to get solutions and the communities cannot wait that long to get solutions to basic services and needs.(c) Addition: The toilets need to be upgraded to have a main pipeline connecting to the main sewage collection point, because the current system is not working.	whole scope of building a sewer line from all the locations. This would take years to accomplish. Besides, the main purpose with the CLTS programme roll-out is to focus more on dry system or systems that minimally uses water. The reason is that system that heavily rely on water to work also mean building a joint pipeline, which is out of the scope of this CLTS programme. Furthermore, when a water system is heavily used in the locations where there is no direct closed connection to the main sewer line, then there will be a high risk of sewage flowing into the riverbeds and eventually into the city's groundwater resources (pollution). The CLTS Programme is also not a permanent solution to alleviate sewage management but a temporary
		solution as part of the city's long-term planning. What probably will need to be done to the current pilot system, is to present these issues to the Engineering Services to amend the design where necessary.
2.	Ms. Fransina Handunge: We need toilets, but the current ones are not working. The walls are not strong because they	Waste management issue: The issue has been noted for incorporation into the EIA Report

Comment/	Commentor name and Comment/Input	Response
issue No.		
	keep collapsing and the smell is unbearable. The container	
	walls are not strong to hold waste. Now the sewage flows to	
	the riverbed. Maybe we should probably get waste treatment	
	products to treat the waste and reduce the odour (smell) and	
	there should be a pipeline to the main sewer so that the	
	waste does not stay too long on site.	
3.	Ms. Heita Betty: The sewage tank gets full even within 2	Sewage disposal frequency and capacity as well as Design &
3.		
	days that the waste returns through the toilet opening and	Technology issue
	starts to rise upwards. The sewage collection tanks need to	
	be collected for emptying frequently. The design and	
	technology seem to be the problem.	
4.	Mr. Peterstone: Dry toilets are not made up to standard	The issue of the capacity of septic tanks, disposal/emptying frequency
	because some toilets are dug up to 1m, but the pipe is 2m.	as well as design parameters not met. There is also an in issue of lack
	How is this supposed to work?	of information and awareness to the community on utilizing the toilets,
	-Toilets reach full capacity and not emptied which is a	especially the ones pouring laundry water into the toilets.
	hazardous situation especially now that one toilet got full in	
	November 2021, and it is rainy season.	
	November 2021, and it is fairly season.	This has been noted for consideration.
	-The issue of people washing their clothes close to the toilets	
	and add that water into the toilet system which contributes	
	to the overflow of the septic tank. This is a hazard to the	
	community when that sewage starts flowing on the surface	
	and into people's houses.	

Comment/	Commentor name and Comment/Input	Response			
issue No.					
5.	Mr. Ismael: (a) If we are talking about Municipal Engineers putting up toilets, do they not come back to sites to inspect, modify, and maintain infrastructure? (b) some project programs come in from donors, but they get lost in the Municipality.	to the community about post-establishment responsibility to avid confusions and assumptions of negligence. Therefore, we will add this in the EIA			
6.	Ms. Joey: (a) If the toilets/tanks get full, does the community get waste treatment chemicals or timely emptying of tanks (disposal)? (b) Will the project also make provision for specific locations, in terms of allocating toilets where and how many? (c) I think the WMC should be represented in community meetings to take note of the concerns and communicate with us.	Mr. Nerson Tjelos: (a) We are not sure about this, nor can we answer for the m Municipality. However, we have taken note of this and convey it in our report to the Municipality for feedback. (b) we are not yet sure, how the toilets will be allocated in the communities, but I think it will probably depend on factors like the population in a location, distance from toilet facilities, how many vulnerable people live there, etc. (c) As I mentioned under the preceding question, I think the Municipality also needs to start communicating to the community about post-establishment responsibility to avid confusions and assumptions of negligence.			
7.	Mr. Andreas Elias: The toilets (flushing) are good, compared to the dry ones. In the Mukwanangombe B of ONE NATION Location, we do not have the flushing ones, but we have seen from other locations' toilets. Therefore, we need the type that use water, but the design should be amended to meet the users' requirements and needs too. -The septic tanks are not good for the people, health wise. -The sewer pipe should be incorporated into the toilet systems to take away the waste.	Mr. Nerson Tjelos: On the issue of demanding/requesting flushing toilets, this out of the scope of the work and EIA Study because donated toilets are of the dry system, that is the investigated under the EIA Study.			

Comment/	Commentor name and Comment/Input	Response				
issue No.						
	-Donors should also consider the site-specific designs that speak to the community needs.					
8.	Ms. Hilma: There is an issue of some community members who have toilets that they put pipelines to dispose of water in the riverbed, which is not healthy, and this causes conflicts between the community members. Is there any plan on how to mitigate this?	because this would pollute our groundwater resources. One thing that needs to be done to address this issue is awareness whereby the community is educated on how such actions affects not just others in terms who live downstream, but also the bigger impact of sewage on groundwater resources when it is left to flow freely into riverbeds or anywhere in the community.				
		Furthermore, this is also an issue of community cooperation on how to use, manage and sustain common/public properties and services				
9.	Mr. David Kakoko: The Municipality should inspect work done then just appointing and approving things without seeing. Things are poorly done and when the community complains, the one who built that infrastructure (contractor) is already paid and gone. -Infrastructure should at least be left to operate for a year before approving and then settle the last payment of the work done (if the infrastructure is still operating well). -The community should learn how to take ownership of public properties to improve livelihoods and cooperation.	The points have been well noted for incorporation into the EIA Study documents.				
10.	Mr. Tomas: Since the existing toilets are just pilots/trials, and we have heard of issues from the pilot toilets. The Municipality should be notified to come do ground	The point has been well noted for incorporation into the EIA Study documents				

Comment/	Commentor name and Comment/Input	Response
issue No.		
	inspections of these toilets before adding the other ones (full rollout).	
11.	Ms. Olivia Hamukoto: Who is responsible for the clean-up? Is this the responsibility of the Consultant, Municipality, or the Toilet Builder?	Mr. Nerson Tjelos: Our EIA Study is just aimed at informing the full implementation of the CLTS programme following the pilot. However, we will also advise the Municipality through the project's Environmental Management Plan (EMP) that they should sit with the communities and iron out the issues of toilet maintenance and responsibilities (ownership).

Hon. Likuwa requested the community leaders (CDC) to come together and write a letter with all the toilet issues and submit it to his office so that he can summon the Municipality Engineers to come look at the toilets too. He also requested the Environmental Consultant to update him what is next. This will include sharing the Draft and Final EIA Report with his office.

FINAL REMARKS AND CONCLUDING THE MEETING

Mr. Tjelos thanked the attendees for their crucial input through comments and raising their concerns. He indicated to the attendees that all their comments, concerns and inputs had been noted down for consideration and addressing in the EIA Report as well as incorporating their recommendations into the draft EMP.

Furthermore, the attendees were informed that there is still an opportunity after the meeting to submit further questions/ comments for incorporation into the Report. He also informed them that the draft EIA Report together with the meeting minutes, and EMP will be shared with them for review and further comments through the office of the Honorable Councilor and emails provided on the attendance register.

Once the review of the draft EIA Report and EMP is done, the documents will be finalized and submitted to the Environmental Commissioner at the Department of Environmental Affairs and Forestry (DEAF) for evaluation and consideration of the project ECC.

Mr Tjelos, thanked all the attendees for their time as well as cooperation and input.

Hon. Likuwa requested Mr. A. Elias to close the meeting with a prayer and adjourned the meeting at 11:40am.

Public Meeting Attendance Register

PROJECT: Environmental Impact Assessment (EIA) for the Implementation of the Community-Led Total Sanitation (CLTS) Programme in Windhoek's Informal Settlements of the Khomas Region, Namibia

Venue: Maxuilili Community Centre,

Tobias Hainyeko Constituency

Date: Saturday, 15 January 2022
Time: 09H00

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PUBLIC MEETING ATTENDANCE REGISTER

Environmental Impact Assessment (EIA) for the Implementation of the Community-Led Total Sanitation (CLTS) Programme in Windhoek's Informal Settlements in the Khomas Region

Venue: Samora Machel Constituency Office

Date: Sunday, 27 February 2022

Time: 14h00 AM

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MIX SETTLEMENT COMMUNITY MEETING

Day 29 Month FEBRUARY 20 22

Venue: Mix Settlement open area.

Time: 10:30 AM

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MIX SETTLEMENT COMMUNITY MEETING

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Venue: Mix Settlement open area.

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MIX SETTLEMENT COMMUNITY MEETING

Day 09 Month FEBRUARY 20 22

Venue: Mix Settlement open area.

Time: 10:30 AM

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MIX SETTLEMENT COMMUNITY MEETING

Day Of Month FEBRURRY 20 22

Venue: Mix Settlement open area.

Time: 10 130 AM

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MIX SETTLEMENT COMMUNITY MEETING

Day OG Month FEBRUARY 20 22

Venue: Mix Settlement open area.

Time: 10:30 AM

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MIX SETTLEMENT COMMUNITY MEETING

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Venue: Mix Settlement open area.

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