



CAREERS IN THE MINING INDUSTRY



Namibian
Uranium
Association





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The Namibian Uranium Association would like to extend a heartfelt thank you to our partners for making this event a success. Together we plant the seed of change through education:

In partnership with



Our members:



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FOREWORD

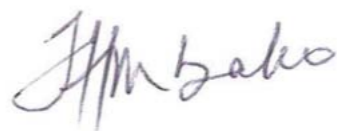
“Education is the most powerful weapon which you can use to change the world.”
Nelson Mandela

“Life may not be easy, but you cannot sit back and wait for opportunities to fall into your lap. Each one of you has different talents and capabilities. There is support for you from all of us to build on these strengths, but the will and determination must come from you.”
Sam Shafiishuna Nujoma



We have chosen these powerful quotes from two of our iconic leaders to set the tone for this booklet. Education can change everything, no matter where you come from. Education can change the destiny of an individual, it can change the road of poverty to that of prosperity for entire nations, and indeed it can change the world. Namibia’s Vision 2030 stipulates that we want to live in a knowledge-based society by 2030, and utilise this knowledge to develop our country Namibia. In order to acquire knowledge, you must study hard and educate yourself - there is no other way of gathering knowledge. But once knowledge is obtained, it is a powerful tool, and it is something nobody can take away from you.

Taking a decision on what career to follow can be a difficult choice. After all, no matter how determined you might be, if you study a subject that does not appeal to you, you will sooner or later have difficulties. Moreover, at a fairly young age you must take a decision on what you want to do for the rest of your life, and this can be quite scary. It is therefore imperative that you take your decision based on the best information available. It is for that reason that the Erongo Regional Council in cooperation with the Namibian Uranium Association, the Swakopmund Municipality, and the Namibian Chamber of Commerce (Swakopmund Branch) has arranged a Career Exhibition to make information accessible for you. May this booklet compiled by the Namibian Uranium Association and providing details about the career choices in the uranium mining and exploration industry be helpful in guiding you in taking one of the most important decisions in your life: Your future profession!



Hilifa Mbako
Chairperson
Namibian Uranium Association

URANIUM MINING IN NAMIBIA



Uranium minerals were first recognized in the vicinity of today’s Rössing Mine in 1928. But it was not until Rio Tinto acquired exploration rights in the 1960s, that a number of low-grade ore bodies were discovered along the north side of the rugged Khan valley. After extensive test work, the Rössing Mine was opened in 1976 and proudly celebrated its 40th birthday in 2016. Following the establishment of the Rössing Mine and a global increase in the demand for uranium for nuclear energy production during the 1960s and 1970s, several other companies started uranium exploration in the central Namib. More uranium deposits were identified, but the uranium price slowly declined and hence no other mines opened up for a long time. This changed early in the new millennium, when increasing uranium prices allowed the development of the Langer Heinrich Uranium Mine, which started full production in 2007. It was also around that time that uranium prices reached an all-time high, and extensive exploration was undertaken once again in the western Erongo Region. Assisted by high-resolution airborne geophysical data provided by the Geological Survey

of Namibia, this exploration led to the discovery of the Husab ore body, a world-class uranium deposit, currently being turned into one of the world’s largest uranium mines. In addition, a number of other projects such as the Trekkopje Mine, and the ventures of Bannerman Resources, Marenica, Reptile Mineral Resources, Valencia, and Zhonge are in advanced stages of exploration and test work for uranium extraction from the ore. However, uranium prices are once again depressed, and the full development of these projects awaits an increase in the price of the commodity.

The uranium deposits of the central Namib belong to two main types, namely primary uranium mineralization in light-coloured granite, so-called alaskite (Rössing, Husab), and secondary uranium mineralization in calcrete (Langer Heinrich Uranium). Secondary mineralization is the result of weathering of rocks with primary mineralization. Uranium-bearing alaskites have intruded the metamorphosed sediments of the Khan and Rössing Formations some 450 million years ago. The predominant



uranium mineral in alaskite is uraninite [UO₂], but betafite [U(Nb,Ti)2O6(OH)] can be a major mineral phase in some places. Secondary uranium deposits are found in calcrete which formed in palaeo-valleys of ancient rivers that flowed westwards from the Great Escarpment some 88 to 25 million years ago. The main uranium mineral in calcrete is carnotite [K₂(UO₂)₂(VO₄)₂ x 3H₂O]. It occurs as a thin film in cracks and as a coating on sediment grains in the calcretized fluvial channels. Both mineralisation types are amenable to open cast mining methods.

Uranium mining is an important economic factor in Namibia and in the Erongo Region in particular, where it has created substantial employment opportunities not only in the mining industry, but also in the supply and service industry. With more new nuclear power plants under construction worldwide than at any other time in the last 25 years, linked to the urgent need for electricity generation with low CO₂ emissions, uranium prices are expected to improve with time. This will enable the uranium mining industry to prosper and grow, and continue to play its important role in the socio-economic development of the Erongo Region and Namibia as a whole.

Corporate Social Responsibility – Making a Difference

The Namibian uranium industry has undertaken corporate social responsibility (CSR) projects for more than 3 decades. There has always been an emphasis on education, as education is the best tool to empower people and thereby eradicate poverty. Today, the industry fully supports the Harambee Prosperity Plan initiative, and works with Government in this important venture to eliminate the inequalities sadly still prevailing in Namibian society. As a consequence, currently more than half of the ongoing CSR projects support education, training, SME development and youth enterprise training.

The Erongo Development Foundation (EDF) is an important partner for the Namibian uranium industry in realizing the effective selection of projects. Active participation on the board of the EDF ensures that industry is keeping abreast with issues and needs of the communities in order to support them in the best way possible.

Rio Tinto

Rössing Uranium

Working for Namibia

Who we are?

Rössing Uranium Limited is proud to be a Namibian equal opportunity employer. As part of the Rio Tinto Group, we are dedicated to leading edge environmental, health, safety, community and competitive employment standards. We are focused on advancing our mining and metallurgical technology and being an innovative supplier of a clean, environmentally friendly energy source to approved nuclear electricity generators worldwide.

Situated 70km inland from the coastal town of Swakopmund in the Namib Desert, we are one of the largest open pit uranium mines in the world and have been in operation for more than 40 years. The mine site encompasses a mining licence and accessory works areas of about 180km², of which 25km² is used for mining, waste disposal and processing. Mining is

done by blasting, loading and hauling from the open pit, before the uranium-bearing rock is processed to produce uranium oxide. The open pit currently measures 3km by 1.5km, and is 390m deep.

Uranium oxide (U₃O₈) is used for the generation of electricity at nuclear power stations throughout the world. The mine has a nameplate capacity of 4,500 tonnes of uranium oxide per year and, by the end of 2016, had supplied around 130 000 tonnes of uranium oxide to the global nuclear power industry. The mine operates according to the international standards as required by the International Atomic Energy Agency (IAEA).

The Rössing operation is not only large, but complex too, employing state of the art technology. The planning, maintenance, operations and project management of the mine demand high levels of professional



skills and extensive experience. The job market in Namibia does unfortunately not always provide an adequate pool of suitably qualified human resources in the disciplines required by Rössing and the mining industry in general.

To address the critical shortage of required professional skills, Rössing has:

- Engaged in a bursary programme to encourage young Namibian learners to pursue these critical skills at universities and technical schools.

To harmonise this, we are committed to:

- Provide scholars and graduates with information and guidance to encourage them to make informed decisions about their future.
- Provide graduates with the necessary context and content with regard to employable skills in the industry.
- Establish close links with scholars and graduates to help them overcome the challenges when entering the corporate world.

Rössing bursaries

1. Rössing Bursary Scheme

In order to study at an institution such as the University of Namibia or the Namibia University of Science and Technology, you need to have a Grade 12 certificate with a minimum of 25 points for five subjects. The better your results are, the better your chances will be of being accepted, as you will be competing with thousands of other applicants.

Faculty admission requirements are prescribed by each faculty. Prospective students must familiarise themselves with the faculty admission requirements as stipulated. These may be changed subject to faculty decision.

If you wish to study at a university in South Africa, you need to have most of your Grade 12 subjects on HIGSCE/NSSC higher level in order to qualify for full matriculation exemption.

To address the shortage of professional skills in Namibia, Rössing has a bursary scheme in place to encourage young Namibian learners to pursue studies at Universities and Technikons in Namibia and South Africa.

Although the company's needs may change from year to year, we are interested in Namibian students wishing to study in, or who are presently studying in the following career fields:
Chemistry; Chemical Engineering; Electrical Engi-

neering Geology / Geo-technical / Engineering Geology; Mechanical Engineering; Metallurgical Engineering; Mine Engineering; Mine Surveying

In order to apply for a bursary, you need to meet the following requirements:

- Namibian citizen
- Meet university entry requirements
- Have a merit average of:
 - at least 65% in your major subjects if you are already at a tertiary institute
 - at least 70% in the major subjects if you are in Grade 12.

What does the bursary cover?

Registration and tuition fees; Meals and accommodation; Book allowance; Pocket money; Once off computer allowance; Travel costs; Study permits

How to apply for a bursary:

The bursary scheme is advertised annually during the third quarter of the year (July to September) in national newspapers and on our website at www.rossing.com. To apply, you need to write a cover letter and attach the following documentation:

- CV
- Latest exam results
- Proof of provisional acceptance

Send your application to the address as indicated in the bursary advertisement.

2. Rössing Bursary Apprentice Scheme

Rössing has a bursary scheme in place whereby young Namibian learners are encouraged to pursue studies in the Trade disciplines at the Namibian Institute of Mining and Technology (NIMT). Below are some of these career disciplines:

Electronics	Instrumentation
Auto Mechanic	Electrical
Fitting & Turning	Diesel Mechanic
Boilermaking	Rigging

How to apply for a bursary:

- 2.1 The Technical Training section analyses the results and compiles a shortlist.
- 2.2 The assessment results are analysed and the minimum criterion is a pass mark of 50% for the theoretical subjects with a minimum average of 60% for all four core subjects. The top candidates are then short-listed.

What does the bursary cover?

Tuition fees; Trade test preparation; Trade test expenses; Travel expenses; Safety clothing; Book allowance; Pocket money



Who we are

Langer Heinrich Uranium (Pty) Ltd. (LHU) operates a conventional open pit uranium mine located within the Namib Naukluft National Park, 90km east of the port of Walvis Bay in the Erongo Region of Namibia and 240km west of Windhoek, the capital of the country.

We are a member of the Paladin Energy Ltd group of companies of Australia, which currently holds 75% ownership of LHU and is a public company listed on the Australian Securities Exchange and the Toronto Stock Exchange. CNNC Overseas Uranium Holding Limited, a wholly owned subsidiary of China Nuclear Corporation, holds the remaining 25% ownership shares of the mine.

The official opening of the Operation was done on 14 March 2007. The first commercial product shipment occurred in the same month. We are currently operating a mineral resource of 149Mlb (million pounds) @ 514ppm (parts per million) at a capacity of 5.2Mlb per annum. Our mining license area is 40km², of which less than 10% is currently disturbed, making our overall operational footprint less than 4km². We have a proposed overall Life-of-Mine until 2039.

Our strategic focus is to ensure a sustainable operation through the efficient, safe and cost effective extraction and processing of uranium. Our commitment to safety and sustainable development is at the core of our operations. Through our Health, Safety, Radiation, Environment and Community Relations Policies, we affirm that our business exists to create shareholder value by becoming a major uranium supplier through: working safely; working with due regard to the welfare of our employees and that of the environment; respecting the attitudes and expectations of host communities; acting with integrity, honesty and cultural sensitivity; and contributing to the growth and prosperity Namibia through responsible community development.

Developing Namibian Talent for the Future

Education, training (including on-the-job training) and skills development, acknowledged as the single most important aspects of human development and critical success factors for economic progression and increased equality, are basic enablers

for socio-economic development, without which sustained development cannot take place. As part of its corporate social investment objectives towards contributing to the socio-economic development of Namibia, Langer Heinrich Uranium (LHU) provides the following education and skills development opportunities to Namibians:

- A Graduate Development Programme
- An Apprenticeship Programme
- A 12-month Artisan Internship Programme
- A Bursary Scheme

1. The Graduate Development Programme (implemented since 2013)

This Programme focuses on attracting high performing and high potential graduates with no post-graduate experience towards developing a pool of future skilled professionals and potential leaders. Graduates in the following fields get 12 months' on the job training at LHU:

Commerce Fields:

Accounting & Finance
Business Administration
Corporate Relations
Industrial Psychology
Supply Chain Management

Engineering Fields:

Chemical Engineering
Electrical Engineering
Mechanical Engineering
Metallurgical Engineering
Mining Engineering

Science Fields:

Environmental Management
Radiation Management
Geology

Requirements: Namibian citizens who have completed their studies. All should have graduated with a degree or be due to graduate soon. No work experience is required.

Intake into this Programme is based on current company needs and budgetary allowances.

2. The Apprenticeship Programme (implemented since 2009)

LHU provides opportunities to students from the Namibian Institute of Mining & Technology (NIMT) with opportunities to acquire hands-on training in

six different vocational professions, namely: Control & Instrumentation, Fitter & Turner, Electrician, Diesel Mechanic, Refrigeration/Air Conditioning Mechanic, and Boiler making & Welding.

This Programme runs for a duration of 6 to 12 months.

Intake into this Programme is done in March and September of every year.

3. The Artisan Internship Programme (implemented since 2015)

This Programme offers trade qualified Artisans with no post-trade experience with one year internship contracts. The following professions are considered:

- Boiler makers
- Control & Instrumentation
- Electricians
- Fitters & Turners
- Diesel Mechanics

Intake for this Programme is done in July each year.

4. The Bursary Scheme

LHU provides financial support to students to pursue formal qualifications in specific fields identified as scarce within Namibia and which are of direct importance to LHU's operations. Bursaries are offered in the following disciplines:

- Mining Engineering
- Metallurgy
- Geology
- Mechanical Engineering
- Electrical/ Power Engineering

These disciplines are not predefined, but are the fields in which we have offered bursaries in the past. Required disciplines are driven by Company needs at the time of intake.

For applications, the following are required:

- Namibian citizenship
- A comprehensive CV
- Certified copies of grade 12 results and academic records
- Certified copy of Birth Certificate or Identity Document
- Admission or provisional acceptance at a recognised accredited SADC tertiary institute
- Institutional reference letters for enrolled students

Intake into this Programme is done in July every year.



Laying the Foundation for Successful Careers

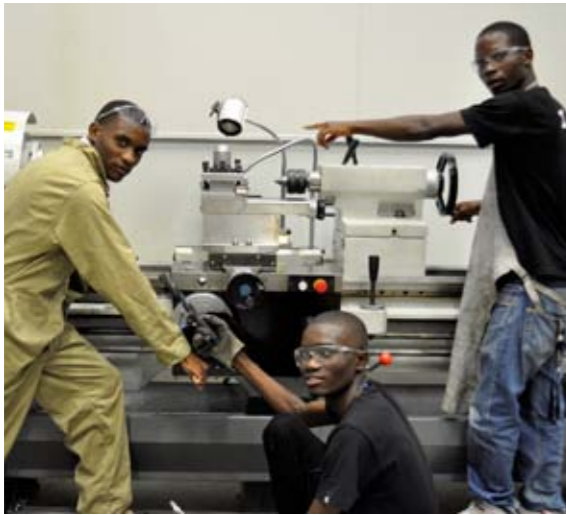
In the spirit and support of Harambee Prosperity Plan, Vision 2030 and NDP5, Swakop Uranium (Pty) Ltd. is moving towards creating a positive legacy in terms of creating opportunities for young professionals to gain world-class working experience and build future careers within the mining industry. Our broader focus is to assist with the alleviation of unemployment, thus creating internships, graduate opportunities and employment for recently qualified graduates. School leavers have the opportunity to be granted an SU bursary towards an undergraduate degree. The company has collaborated with reputable tertiary institutions including UNAM, NUST as well as NIMT by signing Memorandums of Understanding which benefits most students.

Graduate Trainee Programme

The program, which runs under the auspices of the Organisation Development section of the Human Resources Department, aims to create a pool of young qualified professionals and recruits gradu-

ates directly from university. The graduates undergo intensive training working alongside highly experienced experts in their fields of study. The program also aims to develop the graduates as future Supervisors and Managers by affording them the opportunity to get first-hand experience. As a means to assess the effectiveness, quarterly progress performance reviews are in place where the Graduate will share his/her experiences and Mentors/Supervisors provide them with constructive feedback on their performance and areas of improvement.

Intakes for Graduates are done from the Swakop Uranium's bursary pool mainly, but it is extended to non - Swakop Uranium Bursars. Our graduate programmes run for a duration of 24-36 months. Our focus is on Graduates in the Mining, Electrical, Mechanical, Chemical Engineering, Chemistry, Geology and Surveying fields.



Internship Programmes

Our internship programmes focus on job attachments for vocational technical students and internships for tertiary students. The job attachments spread over a period of 6 – 12 months. Intakes are done twice a year in March and September. Students are given hands-on experience in the engineering disciplines of their particular trades.

Internship training for tertiary/university students spreads over a period of 6-8 and 12 weeks subjected to approval by the Company. These students are given an opportunity to learn from professionals in the field and apply their theoretical knowledge to the work environment. Intakes are done during June - July, October - December.

BURSARY SCHEME

Under-Graduate Bursaries 2018

Get a head-start into the world of work by participating in our Bursary Scheme. The scheme aims to attract outstanding, self-motivated and innovative Grade 12 achievers, 2nd year, 3rd year and 4th year students at universities of Namibia and South Africa into our pipeline of growing Talent for the future.

The bursaries are offered in the following fields of study:

- BSc Extraction Metallurgy
- BSc Chemistry/Analytical Chemistry
- BSc Surveying (Mining)
- BSc Mining Engineering
- BTech Mine Surveying
- BEng Electrical Power Engineering (HV)
- BEng Mechanical Engineering



To qualify you must meet the following minimum requirements:

- Grade 12 at HIGSE level with Mathematics, Physical Science and English or proof of academic records;
- Must be a Namibian citizen;
- Must comply with the minimum entry requirements of the University, and
- Have provisional acceptance from a University in Namibia or South Africa.

The bursary includes:

- Full payment of tuition fees;
- Assistance with accommodation and meals;
- Stationary/textbooks allowance;
- Assistance with travel costs (limited to travel to South Africa)
- Personal computer/laptop

Documents you have to submit

- Application letter stating the field of study for the bursary
- CV and copies of your academic records
- Certified copy of identity document or passport
- Provisional acceptance from University in Namibia or South Africa

Applications must be submitted online to the following address: Training2@cgnpc.com.cn

Preference will be given to previously disadvantaged Namibians. Only shortlisted candidates will be contacted within two weeks of the closing date of the advertisement and no documents will be returned.

Advertisements will be place in the national newspapers



AREVA's presence on five continents ensures a long-term supply of uranium world-wide for the purpose of electricity production. The group has a diverse portfolio of mining activities, such as exploration programs in Canada, Mongolia, Gabon, and Kazakhstan; and mining projects such as Imouraren in Niger and Trekkopje Mine in Namibia, which is under Care and Maintenance since July 2013. In Namibia, AREVA has secured access to water via the Erongo desalination plant to mines and communities. Technical and administrative processes are ongoing to develop a mining project in Mongolia. AREVA has operating mines in Niger (Somair and Cominak), Canada (McArthur River and Cigar Lake operated by Cameco), McClean Lake processing mill and Kazakhstan (Katco). Lastly, there are remediated sites in Gabon, France, Canada and USA.

AREVA's mining activities fully support the group's ambition of achieving profitable, socially responsible, environment-friendly growth with the focus on process development and optimisation, on safety, occupational health and protection of the environment.

The Trekkopje Mine is situated 70 km northeast of Swakopmund in the Erongo Region. Since 2005, the calcrete-hosted deposit has been developed in three phases, as it presents a technical challenge due to its low uranium content and the use of alkaline heap leaching. On 3 October 2016, a new safety milestone of four years without lost-time injury (LTI) was achieved for AREVA Namibia.

The Care and Maintenance (C&M) team at Trekkopje Mine will continue protecting the mine's infrastructure so that it can be commissioned when the economic conditions become more favourable. The C&M phase is an opportunity to thoroughly research the alkaline heap leach process and make improvements to the uranium recovery methods. The third phase of metallurgical test work will explore some new options to further reduce the cost of production and enhance the economic viability of Trekkopje mine. Preliminary bench testing carried out during 2015 at the Process Development Laboratory in France delivered promising results. Test work in pelletized heap and tank heap leaching and flotation was done at the end of 2016.



AREVA Namibia has engaged with stakeholders at local, regional and national levels in the areas of economic development, education, culture and sport and complies with the Namibian Government's HARAMBEE Prosperity Plan.

Thanks to the Erongo desalination plant, owned by AREVA, NamWater has been able to meet the water demand of the other uranium mines when pumping from the Omaruru Delta (Omdel) aquifer had to be reduced.

AREVA supplies high added-value products and services to support the operation of the global nuclear fleet. The company is present throughout the entire nuclear cycle, from uranium mining to spent fuel recycling, including nuclear reactor design and operating services. AREVA is recognized by utilities around the world for its expertise, its skills in cutting-edge technologies and its dedication to the highest level of safety. AREVA's 40 000 employees are helping to build tomorrow's energy model: supplying ever safer, cleaner and more economical energy to the greatest number of people.



Although the company is in care and maintenance, AREVA Namibia remains committed to the development of its employees with the future market recovery in mind.

Energy is our future, don't waste it!



Erongo Desalination Plant

AREVA owns the largest reverse osmosis seawater desalination plant ever built in Southern Africa. It is located near Wlotzkasbaken, 30 km north of Swakopmund, and was inaugurated in 2010. AVENG Water operates the plant for AREVA. The company has invested heavily in training and process knowledge, which has paid off as the plant has been operating without major downtime since 2013. It is also OSHAS 18001 certified and its strict safety standards has resulted in seven years worked without a single lost-time injury.

The Erongo Desalination Plant works with NIMT and assists with the training of their Fitting and Turning, Electricians, and Control and Instrumentation apprentices, and supports the skills development of apprentice plant operators through the Namwater Watercare Development Programme.

For more information: HR-Erongo@avenggroup.com



Bannerman Mining Resources Namibia is a subsidiary of Bannerman Resources of Australia. It owns the Etango Uranium Project situated in the Namib Desert, by road some 38 km east of Swakopmund.

Over 300 000 m of drilling was completed during the exploration phase, a Definitive Feasibility Study (DFS) was completed in April 2012, and today Etango is one of the top 10 uranium projects with declared ore reserves. Based on the DFS, production is expected to be 7.2 million pounds U_3O_8 per year over a minimum life of mine of 16 years, with significant expansion potential through the conversion of existing inferred resources, and the fact that the deposit is open at depth and along strike. The project has a net present value of N\$ 5700 million. The deposit has a low strip ratio of 2.8 and is well located for external infrastructure requirements including road, rail, water, electricity and a deep water port.

The construction of a pilot Heap Leach Demonstration Plant was completed in March 2015 and test work started a month later. The results strongly support the DFS with fast leach extraction (92% within 22 days), low acid consumption (13.6 kg/t) and excellent material properties with a clean leach solution with no evidence of build-up of deleterious elements occurring during the recycling of the leach solution. Bannerman Mining Resources Namibia has had no lost time injuries to employees or contractors for 7 years. All drill sites from the exploration phase have been rehabilitated. The company focuses on continued safe operation of the Demonstration Plant, and engagement with interested parties to establish a financing model that will enable fast tracking the

project development once a favourable uranium price environment is available, and therefore continues with project optimisation work.

Bannerman Mining Resources Namibia is committed to Corporate Social Responsibility, and has supported a number of community programmes such as the Erongo Development Foundation (support of 7 underprivileged school leavers for vocational training at NIMT, support SME development in the Erongo Region); Early Learner Assistance Programme (over N\$ 700 000 to assist underprivileged learners over the past 6 years); support to Namushasha Lodge and Mbukushu Traditional Village (Zambezi Region) and conservancies attached to Palmwag Lodge (Kunene Region) to train lodge employees on interpersonal communication and hospitality skills; support to the School Fund of Camp Chobe/Salambala Conservancy (Zambezi Region); assistance for teachers in the Erongo Region to raise the educational standard; support to anti - poaching campaigns (Kunene Region); participation in the Erongo Regional Road Safety Forum and West Coast Safety Initiative; contributions to the Walvisbay & Swakopmund Mayoral Development Funds; bursary for Post Graduate Diploma in Applied Radiation Science to Uranium Institute; support of the Hospitality Association of Namibia to stage its annual awards evening; and support of 'Tourism supporting conservation' and the Namibia Wildlife Society.

Partnering with communities, focusing on education, poverty eradication and tourism, is ongoing and will remain a key aspect of Bannerman Mining Resources Namibia's operations.



Reptile Mineral Resources and Exploration (Pty) Ltd



Reptile Mineral Resources and Exploration (Pty) Ltd (RMR or the Company) is a wholly-owned subsidiary of Deep Yellow Limited (DYL), an advanced stage uranium exploration company with headquarters in Perth, Australia and listed on both the ASX and NSX.

RMR has a cornerstone suite of projects in Namibia and holds four contiguous Exclusive Prospecting Licences (EPLs) in the Namib desert covering approximately 1,730km². The tenements are strategically located amongst the major uranium mines in the Erongo region, approximately 20km south of Husab and Rössing and 40km southwest of Langer Heinrich.



Figure 1 - above: RMR's EPLs showing the project areas
Figure 2 - below: Drilling at Tumas 3 on EPL3497



EPL3496 and EPL3497 (Figure 1) are 100%-owned by RMR where previous exploration has delineated a current resource base of 50.1Mlb U₃O₈ @ 245ppm (palaeo-channel related/ Langer Heinrich-style deposits) and 45.1Mlb U₃O₈ @ 420ppm (alaskite related Rössing/Husab-style deposits).

The objective for the next two to three years is to increase the resources of both deposit types by 80 to 100Mlb U₃O₈ at grade ranges of 300 to 500ppm U₃O₈ aiming to achieve a combined resource of 160 to 200Mlb U₃O₈.

The belief of current management is that these resources can be enhanced significantly and the 2017 exploration program has already achieved a significant discovery called Tumas 3 (Figure 2).

EPL 3669 and EPL3670 (Figure 1) comprise the Nova Joint Venture (JV) Project, which is 65%-owned by RMR. The Nova JV is a greenfield exploration project targeting both alaskite- and calcrete-hosted uranium mineralisation. JOGMEC, the minerals exploration arm of the Japanese government, is currently funding the exploration activities and can earn a 39.5% interest by spending AUD 4.5 million within four years.

RMR has been operating in Namibia since 2006 over which time the Company has trained and mentored a number of young Namibian professionals. Furthermore, the Company engages with the community through its various CSR projects, the latest being the upgrade of the Topnaars' child care centre at Utuseb.

DYL has recently completed a very successful capital raising which provides the basis for RMR's exploration growth plan going forward. With the continuous growth of the Company, RMR is committed to continue its support in training and developing skills in Namibia.

Marenica Minerals is 75% owned by Australian company Marenica Energy Limited. The remaining shareholding belongs to Xanthos Mining (Pty) Ltd, owning 20%, and Millenium Minerals (Pty) Ltd, who owns 5%. The Marenica project covers 527 square kilometers in the vicinity of the Spitzkoppe southwest of Usakos, and has identified secondary uranium sources as well as high potential for additional secondary uranium deposits hosted in calcrete.

The Marenica uranium deposit has a current JORC resource in excess of 57 million pounds of uranium, established during a detailed exploration programme including geophysics, drilling and sampling. In spite of this significant size, the project is currently sub-economic due to the low grade and the suppressed price of uranium. However, in 2012 the company embarked on a research and development programme to develop a uranium concentration process that is unique and ground-breaking, and has lowered the extraction cost of uranium at the Marenica deposit. The research was done in cooperation with scientists from the Australian Commonwealth Scientific and Industrial Research Organisation (CSIRO), which is regarded as one of the pre-eminent research organisations worldwide, and at a cost of more than N\$ 40 million.

The test work resulted in a new uranium concentration process that is capable of concentrating uranium by a factor of up to 50 times, thereby reducing the feed to a leaching circuit dramatically. By using this new process a reduction in operating costs of 50-70% and capital costs of 35-50% is achievable. Marenica has patented the process, which is now known as *U-pgrade*TM. The process has widespread applicability to many uranium deposits and can also assist other Namibian uranium assets in their development. It has already been successfully applied in bench scale testwork to ores from other Namibian deposits.

*U-pgrade*TM is a beneficiation process that includes well established and understood unit processes that are configured in an unconventional manner. These processes include scrubbing, size separation by

screening elutriation and cyclones, and standard carbonate removal. Some ores may require crushing and/or milling. *U-pgrade*TM basically targets the removal of selected minerals that impact on the separation, handling and leach efficiency from the ore. The metallurgical test work also demonstrated that the quality of the water used in the process has a minimal effect on the process performance. This means that sea water or saline groundwater, unfit for human or animal consumption, can be used for the bulk of the *U-pgrade*TM process, thereby minimizing the use of fresh water, which is so scarce in Namibia. The high value concentrate produced in the process can be leached on site with highly reduced amounts of chemicals, be or transported to an existing leach facility, thereby further reducing the environmental footprint.

*U-pgrade*TM is an invaluable tool at any time and in particular in the current low uranium price environment. It provides the potential to transform lower-grade Namibian uranium ores from sub-economic to economic, and thereby create new employment opportunities, generate additional income for the Namibian Government and contribute positively to the socio-economic development of the country.





The Norasa Uranium Project is operated by Valencia Uranium, a subsidiary of the Canadian Forsys Metals Corporation, listed on the Toronto and Namibian Stock Exchanges. Norasa is located on the eastern edge of the Khan River valley approximately 80km from Swakopmund in the Erongo Region. It is a consolidation of two adjacent uranium projects, the Valencia Uranium Mining Licence and the Namib-plaas exploration project.

Exploration of the project by Valencia commenced in 2005 and the company has drilled more than 260 000 m in over 1 200 exploration holes, including diamond, reverse circulation and percussion holes, in order to understand the geology and develop resource models for mine design work. The preferred mining method is a low cost, traditional open pit operation employing excavators, off road haul trucks and bench drills.

In 2015, the company completed a feasibility study on the Norasa Project. The estimated Measured and Indicated Mineral Resources are 265 Mt at a grade

of 197 ppm U_3O_8 , which equates to 115 Mlbs of U_3O_8 . The estimated Inferred Mineral Resource is 26 Mt at a grade of 200 ppm U_3O_8 for 11 Mlbs of U_3O_8 . The Proven and Probable Norasa Mineral Reserve is 206 Mt at a grade of 200 ppm, which equates to 90.7 Mlbs of U_3O_8 . The ore processing rate is planned at 11.2 million tonnes of ore annually. This will require an average waste stripping of 3.2 tonnes for every tonne of ore. The expected mine life is in excess of 15 years producing up to 5.2 million lbs of U_3O_8 annually. Norasa will eventually consist of 2 large open pits and a number of smaller, satellite pits. The largest pit will be on Valencia and is currently planned to be 1 660 m long, 980 m wide and over 400 m deep.

During the environmental impact assessment for Valencia, specialists identified the presence of substantial numbers of elephant's foot plants (*Adenia pechuelii*), which is semi-endemic to Namibia. Although not a threatened species, the plant is not well understood. As many plants would be affected by construction and mining operations, Valencia sponsored an experimental transplant project, which could play a part in the mine's rehabilitation program. Sixty plants were transplanted to a nearby area, and all plants survived one year after transplanting and showed signs of vitality. Four years after transplanting, 80% of plants are alive.

Valencia has operated for 5 years without any lost time injury from its own employees or any contractor. The company continues to be committed to SME development in the town of Usakos and has provided support to community initiatives and functions through the Regional Governor's office. To date, Valencia has sponsored five students with bursaries to study geology, mining engineering and accounting. In addition, the company supported a number of its own staff to continue formal studies, including one Master's degree.



Zhonghe Resources (Namibia) is a company owned jointly by China Uranium Corporation Limited (58 %), Springbok Investment (Pty) Ltd (21%), and Namibia-China Mineral Resources Investment Development (Pty) Ltd (21%). The Zhonghe Uranium project is situated in the vicinity of the Rössing and Husab Mines east of Swakopmund in the Erongo Region, and covers almost 13 000 hectares. The company currently holds two Exclusive Prospecting Licenses and in 2012 was also awarded a mining licence by the Minister of Mines and Energy.

Since 2010, the uranium-bearing alaskite at Zhonghe's licenses has been investigated by means of almost 700 km² ground geophysical surveys, 50 km² of geochemical surveys involving the analysis of more than 1700 geochemical sediment samples, 7650 m of reverse circulation percussion drilling in 51 holes, and 18 600 m of diamond core drilling. In addition, some 130 hard rock samples were analysed.

Geological research by means of trenching and geophysical surveying is ongoing.

The average uranium grade was found to be 230 ppm U_3O_8 , and the establishing of reserves awaits further geological and geophysical evaluation. The deposit is amenable to conventional open-pit mining. An ore leaching test was recently designed and conducted in China on a 100 kg sample and confirmed that the ore to be extracted can be heap-leached. An assessment of the industrial utilization of the leaching process applied is under way.

Through its team of two Namibian employees and three expatriate employees, as well as contractors, Zhonghe Resources is conducting the work described above. Labour relations are stable. Rehabilitation activities were carried out on an ongoing basis, once trenching, geological research and geophysical surveying are completed.



CAREERS IN THE MINING INDUSTRY

The Namibian Uranium Industry is moving towards creating a positive legacy in terms of creating opportunities for young Namibians to gain world-class working experience and build future careers within the mining industry. At this moment in time, our core focus is fostering awareness and creating platforms for young Namibians to better understand what our Industry has to offer.

We feel very privileged that we could contribute in a small way to make a difference in the lives of young Namibians; scholars, graduates and young professionals alike, with the information we have put together in this career booklet. We know, choosing the right career can be difficult, but it is worth the effort to spend time and energy to make sure you choose the right career, as it has a huge impact on your life.

The possible careers provided in the tables to follow, are by no means exhaustive, but present some of the possible career options available in the mining sector and may vary from operation to operation.

MINING

Overview

The Mining Department is there to provide geological, mining and surveying services for the effective control and direction of mining operations.

The section ensures that all drilling, blasting, loading and hauling activities are performed correctly in a timely, safe and efficient manner; that monthly, quarterly and yearly production targets are achieved; that Mining Cost are maintained below or on target; and to optimise and design the pit for ore extraction; and to carry out short, medium and long term planning.



Possible Careers:	
Mining:	<ul style="list-style-type: none"> • Survey Assistant • Mine Surveyor • Mining Engineer • Mining Foreman
Geology:	<ul style="list-style-type: none"> • Geotechnical Operator • Geologist • Geological Data Controller
Mining Manager	
Qualifications:	
Survey Assistant:	<ul style="list-style-type: none"> • Grade 12 • Elementary Survey Certificate • Diploma (Surveying) / NQF 6 Equivalent • Degree (Surveying) / NQF 7 Equivalent
Mine Surveyor:	<ul style="list-style-type: none"> • Elementary – Advanced Mine Survey Certificate • Diploma (Surveying) / NQF 6 Equivalent • Degree (Surveying) / NQF 7 Equivalent
Mining Engineer:	<ul style="list-style-type: none"> • Diploma (Mining Engineering) / NQF 6 Equivalent • BSc / BTech (Mining Engineering) / NQF 7 Equivalent • BSc / BTech Honours (Mining Engineering) / NQF 8 Equivalent • MSc. (Mining Engineering) / NQF 9 Equivalent

Mine Foreman:	<ul style="list-style-type: none"> Grade 12 / NQF 4 Equivalent Diploma (Mining Engineering) / NQF 6 Equivalent BSc / BTech (Mining Engineering) / NQF 7 Equivalent
Departmental Planning Assistant:	<ul style="list-style-type: none"> Grade 12 / NQF 4 Equivalent Diploma (Office Administration) / NQF 6 Equivalent
Geological Data Controller:	<ul style="list-style-type: none"> Grade 12 / NQF 4 Equivalent Diploma (Geology) / NQF 6 Equivalent Degree (Geology) / NQF 7 Equivalent
Geotechnical Operator, Team Leader & Supervisor:	<ul style="list-style-type: none"> Grade 12 / NQF 4 Equivalent Diploma (Geology) / NQF 6 Equivalent Degree (Geology) / NQF 7 Equivalent
Geologist:	<ul style="list-style-type: none"> BSc. (Geology) / NQF 7 Equivalent BSc. Honours (Geology) / NQF 8 Equivalent BSc Masters (Geology) / NQF 9 Equivalent

Personality types associated with these roles:

- Survey Assistant: Realistic Type
- Mine Surveyor: Realistic Type
- Mining Engineer: Realistic Type
- Mining Foreman: Realistic Type
- Geotechnical Operator: Realistic Type
- Geologist: Investigative Type
- Departmental Planning Assistant: Conventional Type
- Geological Data Controller: Conventional Type



ENGINEERING



Overview

Maintenance and Engineering is the discipline and profession of applying engineering concepts to the optimization of equipment, procedures, and departmental budgets to achieve better maintainability, reliability, and availability of equipment. The Maintenance and Engineering department ensures production targets are achieved safely by ensuring equipment up-time and minimizing equipment downtime through maintenance and constant solution implementation.

Possible Careers:

- Engineer (Mechanical / Electrical / Civil / Projects)
- Artisans (Electricians / Instrumentation / Fitter & Turner / Millwright / Boilermaker / Welders / Diesel Mech / Power, Water & Boiler Operators)
- Condition Monitoring Specialist
- Mobile Crane Operator
- Forklift Operator
- Planning Assistant (Maintenance)
- Maintenance Planner
- Document Controller
- Systems Integrator
- Maintenance & Engineering Manager
- Maintenance Technician and Foreman

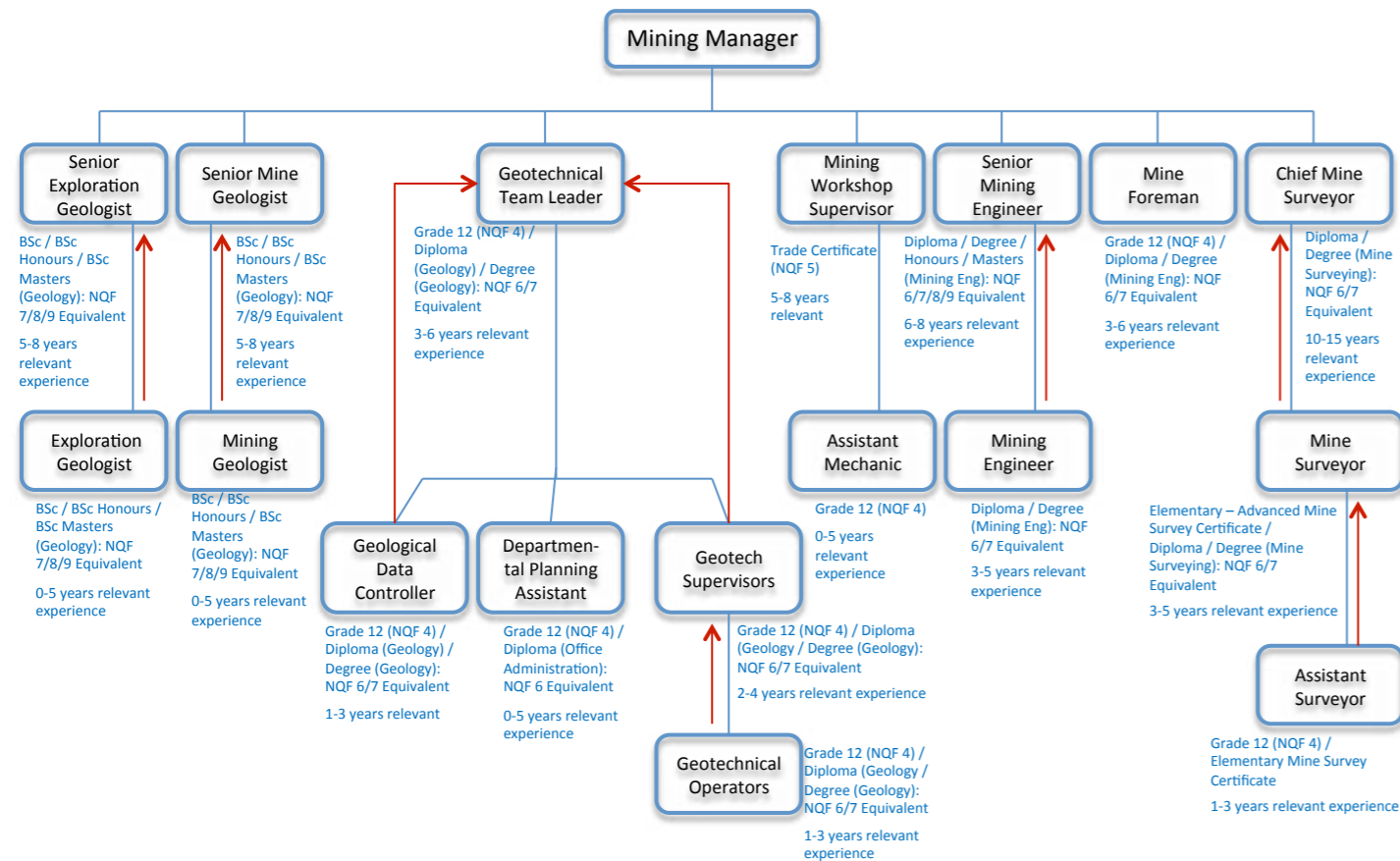
Qualifications:

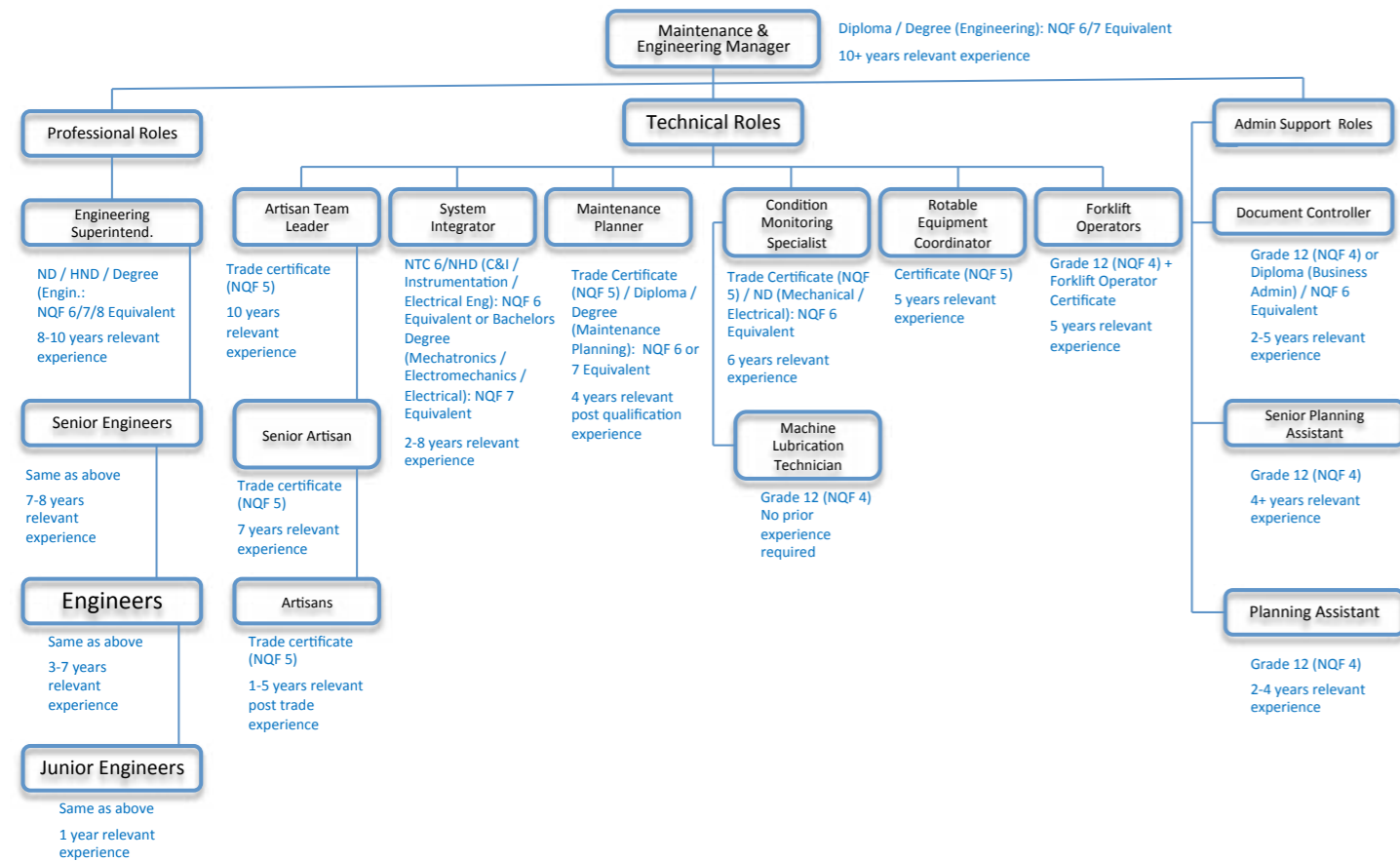
Mobile Crane Operator:	<ul style="list-style-type: none"> Grade 12 / NQF 4 Equivalent + Crane Operator Certificate
Forklift Operator:	<ul style="list-style-type: none"> Grade 12 + Forklift Operator Certificate
Machine Lubrication Technician	<ul style="list-style-type: none"> Grade 12 / NQF 4 Equivalent
Planning Assistant:	<ul style="list-style-type: none"> Grade 12 / NQF 4 Equivalent
Maintenance Planner:	<ul style="list-style-type: none"> Trade Certificate / NQF 5 Equivalent Diploma (Maintenance Planning) / NQF 6 Equivalent Degree (Asset Management) / NQF 7 Equivalent

PWB Operators:	<ul style="list-style-type: none"> Class 5 Marine Ticket
Document Controller:	<ul style="list-style-type: none"> Grade 12 (NQF 4) Diploma (Administration) / NQF 6 Equivalent
Artisans, Condition Monitoring Specialist:	<ul style="list-style-type: none"> Trade Certificate / NQF 5 Equivalent NTC 4 NTC 5 NTC 6 ND (Mechanical/ Electrical) / NTC 6 Equivalent Mechanic (Automotive, Diesel, Heavy Vehicle)
Rotable Equipment Coordinator	<ul style="list-style-type: none"> Trade Certificate / NQF 5 Equivalent
Systems Integrator:	<ul style="list-style-type: none"> NTC 6/NHD (C&I / Instrumentation / Electrical Engineering) / NQF 6 Equivalent BTech (Mechatronics / Electromechanics / Electrical) / NQF 7 Equivalent BEng / BTech Honours (Mechatronics / Electromechanics / Electrical) / NQF 8 Equivalent
Engineer:	<ul style="list-style-type: none"> National Diploma (Engineering) Higher National Diploma (Engineering) BSc/BEng/BTech (Engineering) / NQF 7 Equivalent

Personality types associated with these roles:

- Engineer: Realistic Type
- Artisans: Realistic Type
- Condition Monitoring Specialist: Realistic Type
- Mobile Crane Operator: Realistic Type
- Forklift Operator: Realistic Type
- Planning Assistant (Maintenance): Conventional Type
- Maintenance Planner: Realistic Type
- Document Controller: Conventional Type
- Systems Integrator: Realistic Type
- Maintenance & Engineering Manager: Realistic Type





PROCESSING

Overview

The Processing Department is responsible for the extracting of Uranium from the ore supplied, into the final product. The process is as follows:

- Beneficiation
- Alkaline leach
- Solid-liquid separation
- Tails storage
- Ion exchange
- Precipitation
- Drying & Packaging

Possible Careers:

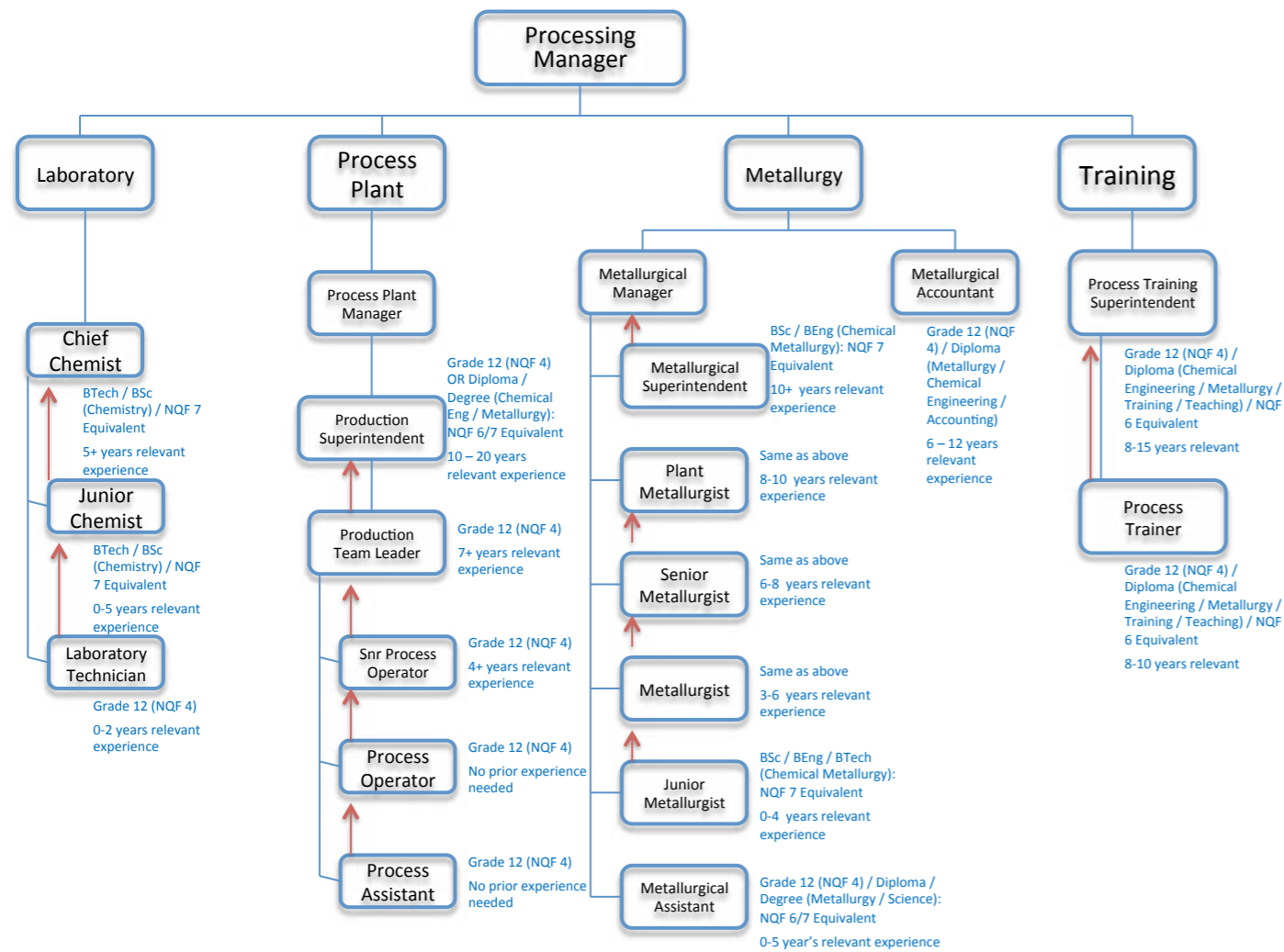
Process Plant:	<ul style="list-style-type: none"> • Process Assistant • Process Operator • Production Team Leader • Production Superintendent • Plant or Production Foreman • Shift Supervisor
Laboratory:	<ul style="list-style-type: none"> • Laboratory Technician • Chemist
Metallurgy:	<ul style="list-style-type: none"> • Trainer • Training Superintendent • Metallurgical Assistant • Metal Accountant • Metallurgist / Process Engineer • Metallurgical Superintendent • Metallurgical Manager
Processing Manager	
Qualifications:	
Process Assistant:	<ul style="list-style-type: none"> • Grade 12 • Elementary Survey Certificate • Diploma (Surveying) / NQF 6 Equivalent • Degree (Surveying) / NQF 7 Equivalent
Process Operator:	<ul style="list-style-type: none"> • Elementary – Advanced Mine Survey Certificate • Diploma (Surveying) / NQF 6 Equivalent • Degree (Surveying) / NQF 7 Equivalent
Production Team Leader:	<ul style="list-style-type: none"> • Diploma (Mining Engineering) / NQF 6 Equivalent • BSc / BTech (Mining Engineering) / NQF 7 Equivalent • BSc / BTech Honours (Mining Engineering) / NQF 8 Equivalent • MSc. (Mining Engineering) / NQF 9 Equivalent

Production Superintendent:	<ul style="list-style-type: none"> • Grade 12 / NQF 4 Equivalent • Diploma (Chemical Engineering/Metallurgy) / NQF 6 Equivalent • Degree (Chemical Engineering or Metallurgy) / NQF 7 Equivalent
Laboratory Technician:	<ul style="list-style-type: none"> • Grade 12 (NQF 4) • Diploma (Chemistry) / NQF 6 Equivalent • BSc Degree (Chemistry) / NQF 7 Equivalent
Chemist:	<ul style="list-style-type: none"> • National Diploma (Analytical Chemistry) / NQF 6 Equivalent • BTech / BSc (Chemistry) / NQF 7 Equivalent • BSc Honours (Chemistry) / NQF 8 Equivalent
Process Trainer:	<ul style="list-style-type: none"> • Grade 12 / NQF 4 Equivalent • Diploma (Chemical Engineering / Metallurgy / Training / Teaching) / NQF 6 Equivalent
Training Superintendent:	<ul style="list-style-type: none"> • Grade 12 / NQF 4 Equivalent • Diploma (Chemical Engineering / Metallurgy / Training / Teaching) / NQF 6 Equivalent • BSc / BEng (Chemical Engineering / Metallurgy) or a Training / Teaching Degree / NQF 7 Equivalent • BSc / BEng Honours (Chemical Engineering / Metallurgy) or a Training / Teaching Degree / NQF 8 Equivalent
Metallurgical Assistant:	<ul style="list-style-type: none"> • Grade 12 / NQF 4 Equivalent • Diploma (Metallurgy) / NQF 6 Equivalent • Degree (Metallurgy) / NQF 7 Equivalent
Metal Accountant:	<ul style="list-style-type: none"> • Grade 12 / NQF 4 Equivalent • BSc / BEng / BTech (Chemical Engineering / Metallurgy) / NQF 7 Equivalent
Metallurgist / Process Engineer:	<ul style="list-style-type: none"> • BSc / BEng / BTech (Chemical Engineering / Metallurgy) / NQF 7 Equivalent • BSc / BEng / BTech Honours (Chemical Engineering / Metallurgy) / NQF 8 Equivalent • BSc / BEng Masters (Chemical Engineering / Metallurgy) / NQF 9 Equivalent
Metallurgical Superintendent:	<ul style="list-style-type: none"> • BSc / BEng / BTech (Chemical Engineering / Metallurgy) / NQF 7 Equivalent • BSc / BEng / BTech Honours (Chemical Engineering / Metallurgy) / NQF 8 Equivalent • BSc / BEng Masters (Chemical Engineering / Metallurgy) / NQF 9 Equivalent



Personality types associated with these roles:

- Process Assistant: Realistic Type
- Process Operator: Realistic Type
- Production Team Leader: Realistic Type
- Production Superintendent: Realistic Type
- Laboratory Technician: Investigative Type
- Chemist: Investigative Type
- Trainer: Social Type
- Training Superintendent: Social Type
- Metallurgical Assistant: Investigative Type
- Metal Accountant: Conventional Type
- Metallurgist / Process Engineer: Investigative Type
- Metallurgical Superintendent: Investigative Type
- Metallurgical Manager: Investigative Type



SAFETY, HEALTH, RADIATION & SECURITY

Overview

The Safety, Health, Radiation and Security Department aims to ensure zero harm to all persons by providing a safe and healthy work environment, ensure compliance with national and international regulations and corporate policies and procedures, ensure that all employees are trained to identify workplace risks and that they understand how to control these risks, to regularly monitor employees' health and wellbeing and monitor employees exposure to dust, noise, vibration and radiation.



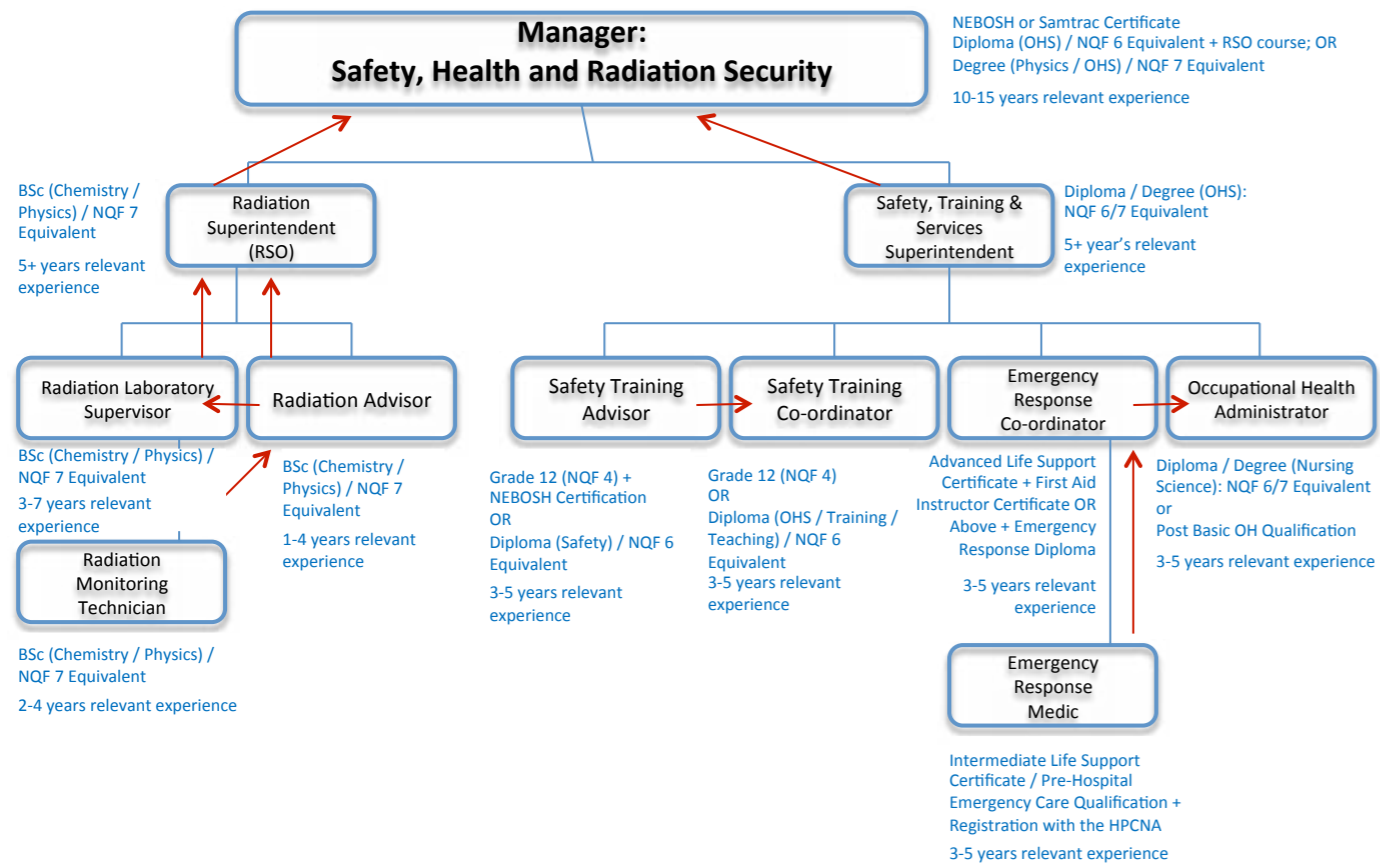
Possible Careers:	
Safety & Health	<ul style="list-style-type: none"> • Emergency Response Medic • Occupational Health Administrator • Safety Advisor • Emergency Response Coordinator • Safety Training Coordinator • Safety & Security Superintendent
Radiation:	<ul style="list-style-type: none"> • Radiation Technician • Radiation Advisor • Radiation Laboratory Supervisor • Radiation Superintendent
SHRS Manager	

Safety Training Coordinator:	<ul style="list-style-type: none"> • Grade 12 (NQF 4) with relevant experience • Diploma (OHS / Training / Teaching) / NQF 6 Equivalent
Safety & Security Superintendent:	<ul style="list-style-type: none"> • Diploma (OHS) / NQF 6 Equivalent • Degree (OHS) / NQF 7 Equivalent
For all radiation positions:	<ul style="list-style-type: none"> • BSc (Chemistry / Physics) / NQF 7 Equivalent + Post-graduate diploma (Nuclear Science)
SHRS Manager:	<ul style="list-style-type: none"> • NEBOSH or Samtrac Certificate / NQF 5 Equivalent • Diploma (OHS) / NQF 6 Equivalent • Degree (OHS / Physics) / NQF 7 Equivalent • RSO Course

Qualifications:	
Emergency Response Medic:	<ul style="list-style-type: none"> • Intermediate Life Support Certificate / Pre-hospital Emergency Care qualification
Occupational Health Administrator:	<ul style="list-style-type: none"> • Diploma (Nursing Science) / NQF 6 Equivalent • Degree (Nursing Science) / NQF 7 Equivalent • Post Basic Occupational Health Qualification / NQF 5 Equivalent
Safety Advisor:	<ul style="list-style-type: none"> • Grade 12 (NQF 4) with relevant experience • Diploma (Safety) / NQF 6 Equivalent
Emergency Response Coordinator:	<ul style="list-style-type: none"> • Advanced Life Support Certificate + F/Aid Instructor Certificate • Above + Emergency Response Diploma / NQF 6 Equivalent

Personality types associated with these roles:

- Emergency Response Medic: Realistic Type
- Occupational Health Admin.: Social / Conventional Type
- Safety Advisor: Social / Conventional Type
- Emergency Response Coordinator: Realistic / Social Type
- Safety Training Coordinator: Social / Conventional Type
- Safety & Security Superintendent: Realistic / Conventional
- Radiation Technician: Investigative/Conventional Type
- Radiation Advisor: Social / Conventional Type
- Radiation Laboratory Supervisor: Investigative / Conventional Type
- Radiation Superintendent: Investigative / Conventional Type



Environmental Advisor:	<ul style="list-style-type: none"> B Degree (Zoology, Botany, Stats, Science) / NQF 7 Equivalent in a Science related field Post-graduate degree (Zoology, Botany, Stats, Science)
EMS Compliance Officer:	<ul style="list-style-type: none"> B Degree (Zoology, Botany, Stats, Science) / NQF 7 Equivalent in a Science related field Above plus post-graduate diploma in sustainability management Above plus ISO 140001 Auditor Certificate Post-graduate degree (Zoology, Botany, Stats, Science)
Environmental Superintendent:	<ul style="list-style-type: none"> BSc Degree / NQF 7 Equivalent in a Science related field BSc Post-graduate degree in a science related field
Rehabilitation Specialist:	<ul style="list-style-type: none"> B Degree (Environmental Management Sciences, Botany, Zoology or a closely related field in natural resource management) / NQF 7 Equivalent Post-graduate degree (Environmental Management Sciences, Botany, Zoology or a closely related field in natural resource management)

Personality types associated with these roles

- Environmental Field Assistant – Realistic Type
- Environmental Advisor – Social / Conventional Type
- EMS Compliance Officer – Social / Conventional Type
- Environmental Superintendent – Conventional Type
- Rehabilitation Specialist – Realistic / Conventional Type
- Environmental Manager – Conventional Type

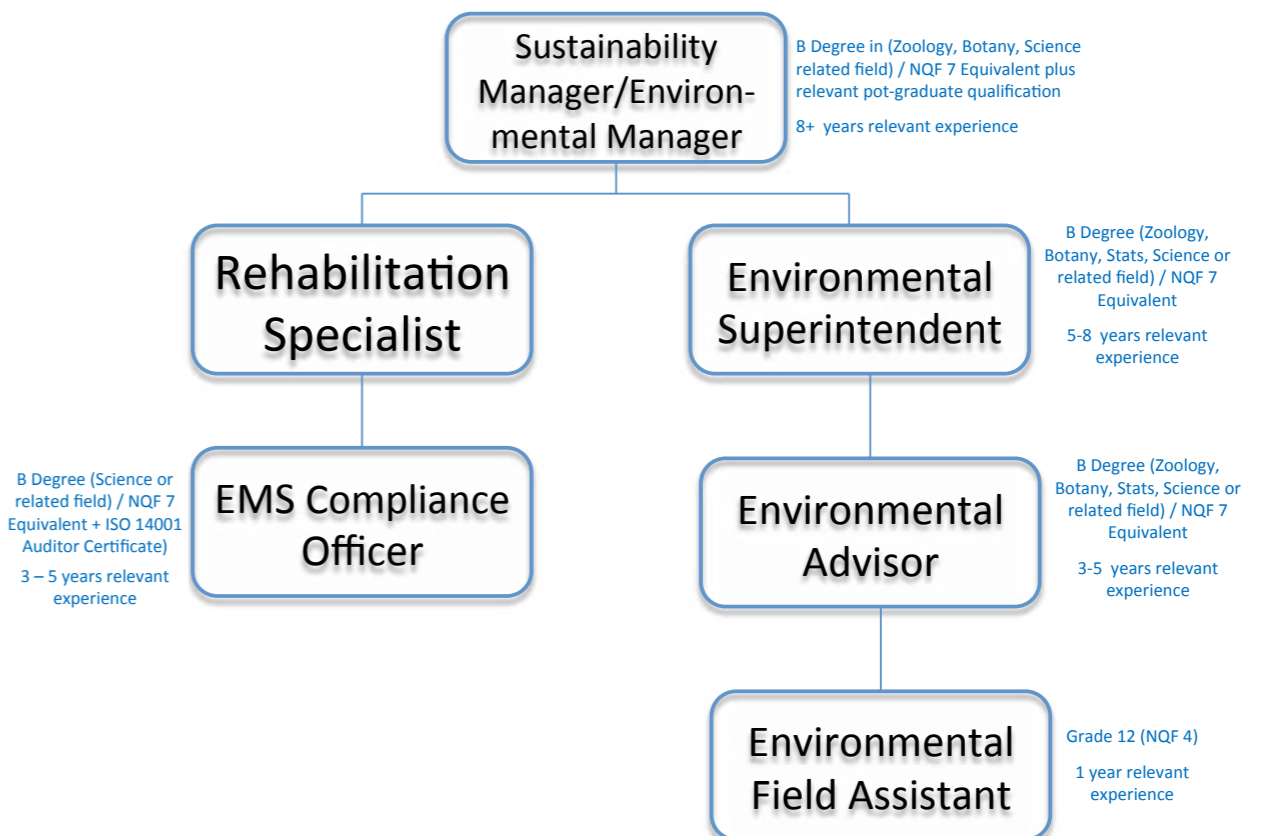


ENVIRONMENT

Overview

The Environmental Department ensures that the company complies with all legal and relevant environmental requirements, that a reliable, effective and efficient Environmental Management System (EMS) is in place, that the company maintains its ISO 14001 requirements and that the EMS is integrated and embedded across the business.

Possible Careers:	
	<ul style="list-style-type: none"> • Environmental Field Assistant • Environmental Advisor • EMS Compliance Officer • Environmental Superintendent • Rehabilitation Specialist • Environmental Manager • Field Worker
Qualifications:	
Environmental Field Assistant:	<ul style="list-style-type: none"> • Grade 12 / NQF 4 Equivalent with Maths & Science



FINANCE

Overview

The Finance Department is responsible for all the financial matters of the company. The department strives to deliver excellent support services to the other departments and outside parties, thereby ensuring that the company achieves its corporate objectives.

The main focus in the department is:

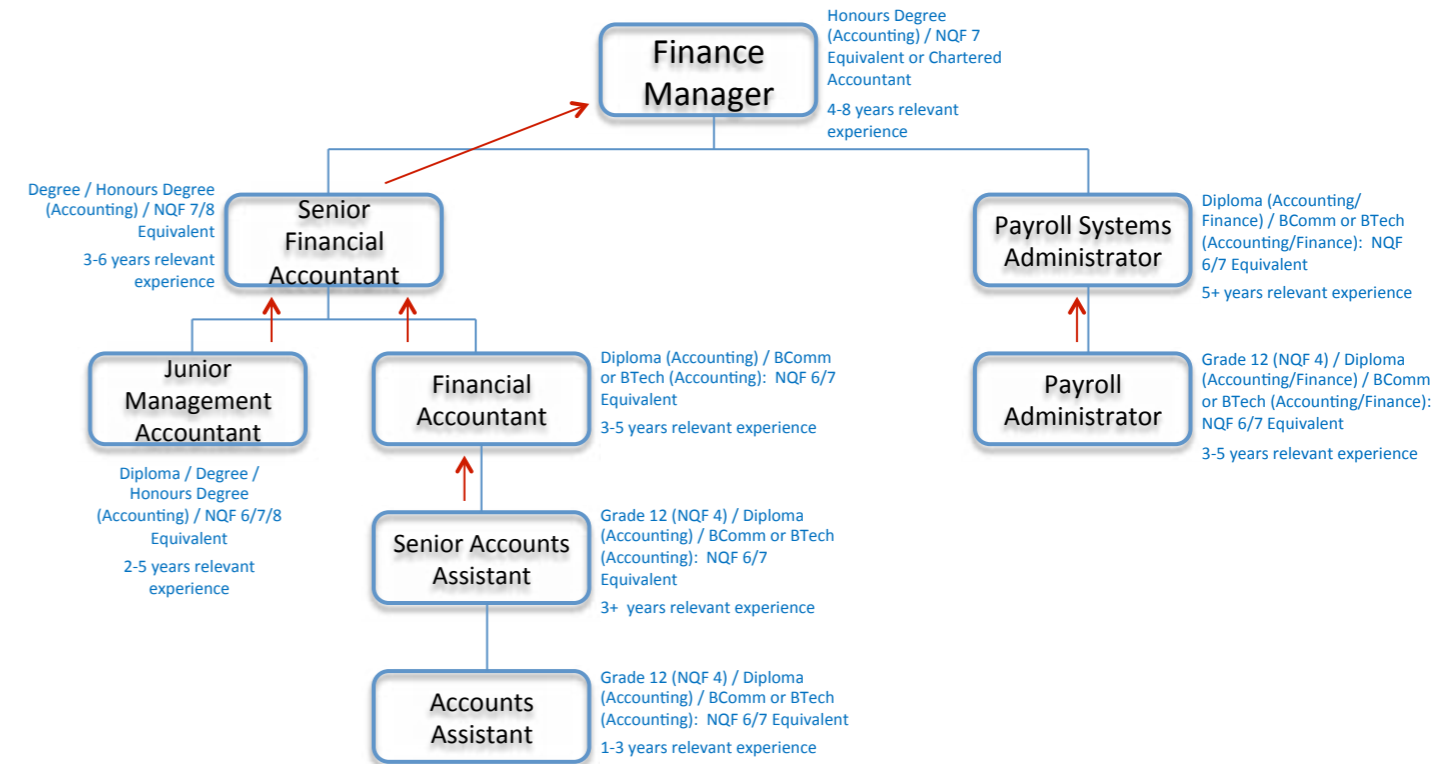
- Accounts payable management
- Payments and cash flow management
- General ledger accounts management
- Asset management
- Payroll
- Month end, Quarter end and Year end reporting
- Budgeting and forecasting



Payroll Systems Administrator:	<ul style="list-style-type: none"> • Diploma (Accounting) / NQF 6 Equivalent • BComm / BTech (Accounting) / NQF 7 Equivalent
Financial Accountant:	<ul style="list-style-type: none"> • Diploma (Accounting) / NQF 6 Equivalent • BComm / BTech (Accounting) / NQF 7 Equivalent
Management Accountant:	<ul style="list-style-type: none"> • Diploma (Accounting) / NQF 6 Equivalent • BComm / BTech Accounting / NQF 7 Equivalent with CIMA • BComm Accounting Honours / NQF 8 Equivalent
Senior Financial Accountant:	<ul style="list-style-type: none"> • BComm / BTech (Accounting) / NQF 7 Equivalent • BComm Honours (Accounting) / NQF 8 Equivalent • CTA + Articles • Chartered Accountant
Finance Manager:	<ul style="list-style-type: none"> • B Degree Honours (Accounting) • Chartered Accountant

Personality types associated with these roles:

- Accounts Assistant (Creditors Clerk): Conventional Type
- Senior Accounts Assistant (Senior Creditors Clerk): Conventional Type
- Payroll Technician: Conventional Type
- Payroll Systems Administrator: Conventional Type
- Financial Accountant: Conventional Type
- Management Accountant: Conventional Type
- Senior Financial Accountant: Conventional Type
- Financial Manager: Conventional Type
- Chief Financial Officer: Conventional Type



INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT)

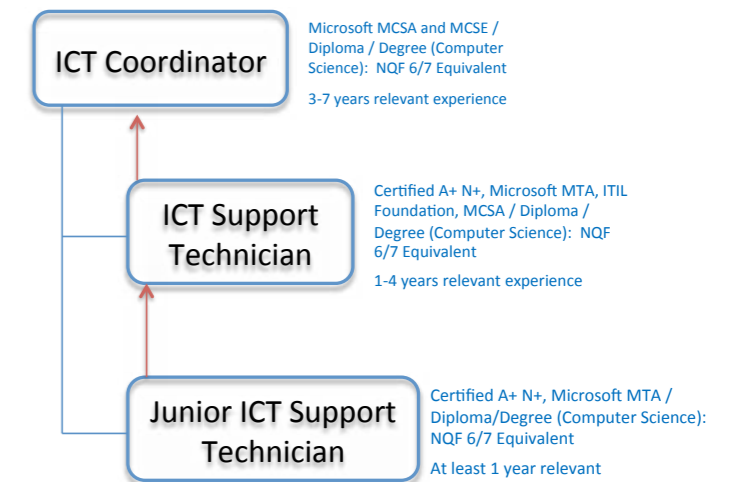
Overview

The ICT section provides site-wide IT support and ensures that the IT environment is highly secure and that technology and IT support is both cost-effective and fit-for-purpose.

Personality types associated with these roles:

- Helpdesk Support Technician: Realistic Type
- IT Coordinator: Realistic Type

Possible Careers:	
<ul style="list-style-type: none"> • Helpdesk Support Technician • IT Coordinator • Network Administrator • System Integrator 	
Qualifications:	
Helpdesk Support Technician:	<ul style="list-style-type: none"> • Certified A+ N+, Microsoft MTA, ITIL Foundation, MCSA • Diploma (Computer Science) / NQF 6 Equivalent • Degree (Computer Science) / NQF 7 Equivalent
IT Coordinator:	<ul style="list-style-type: none"> • Microsoft MCSA and MCSE • Degree (Computer Science) / NQF 7 Equivalent



CORPORATE RELATIONS

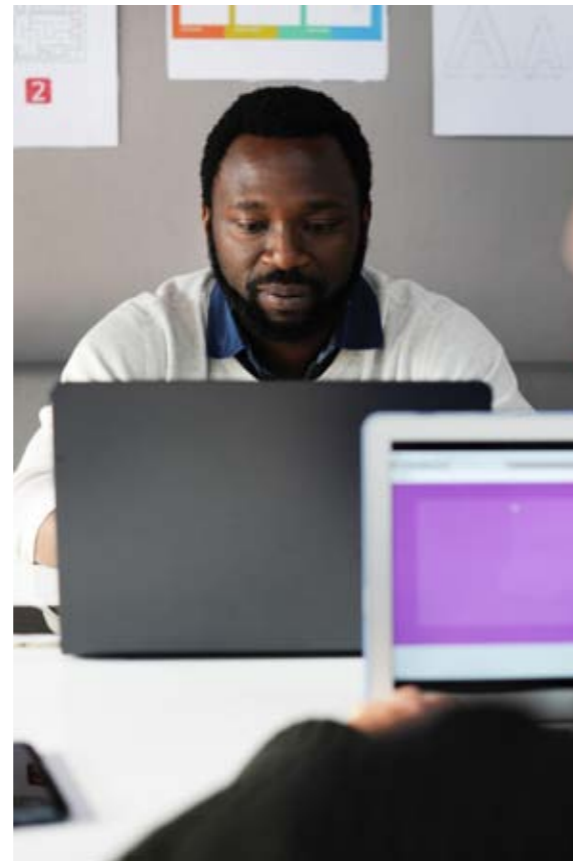
Overview

The Corporate Relations Department's mission is to improve the Company's corporate profile, social and investment opportunities. They play a major role in how stakeholders perceive the respective company. They develop, implement and monitor strategies to support the Company's vision of creating a high performance and caring uranium business.

Possible Careers:	
<ul style="list-style-type: none"> Corporate Receptionist Corporate Relations Officer Corporate Relations Superintendent Public Relations Officer Marketing Officer 	
Qualifications:	
Corporate Receptionist:	<ul style="list-style-type: none"> Grade 12 / NQF 4 Equivalent
Corporate Relations Officer:	<ul style="list-style-type: none"> Grade 12 / NQF 4 Equivalent Diploma (Communication) / NQF 6 Equivalent
Corporate Relations Superintendent:	<ul style="list-style-type: none"> Diploma (Community Relations / Political Science / Sociology / Communication / Marketing) BA / BTech (Community Relations / Political Science / Sociology / Communication / Marketing) / NQF 7 Equivalent Honours or Master's Degree (Community Relations / Political Science / Sociology / Communication / Marketing) / NQF 8 Equivalent

Personality types associated with these roles:

- Corporate Receptionist: Social / Conventional / Enterprising
- Corporate Relations Officer: Social / Conventional
- Corporate Relations Superintendent: Social / Enterprising / Conventional



Corporate Relations Superintendent

Diploma / Degree / Honours Degree (Community Relations / Political Science / Sociology / Communication / Marketing): NQF 6/7/8/9 Equivalent

8-10 years relevant experience

Corporate Relations Officer

Grade 12 (NQF 4) / Diploma (Business Administration / Communication) / NQF 6 Equivalent

2-5 years relevant experience

Corporate Receptionist

Grade 12 (NQF 4)

3 years relevant experience

HUMAN RESOURCES

Overview

The Human Resources Department is tasked with ensuring that all people-related support is being provided from the recruitment and employment of staff, to ensure appropriate pay and benefit levels for employees and for facilitating systems that research has shown will result in employee happiness and productivity. Apart from this, this department is tasked with describing positions, monitoring training, negotiating with trade unions, counselling and welfare of staff and ensuring that fairness prevails at the workplace.

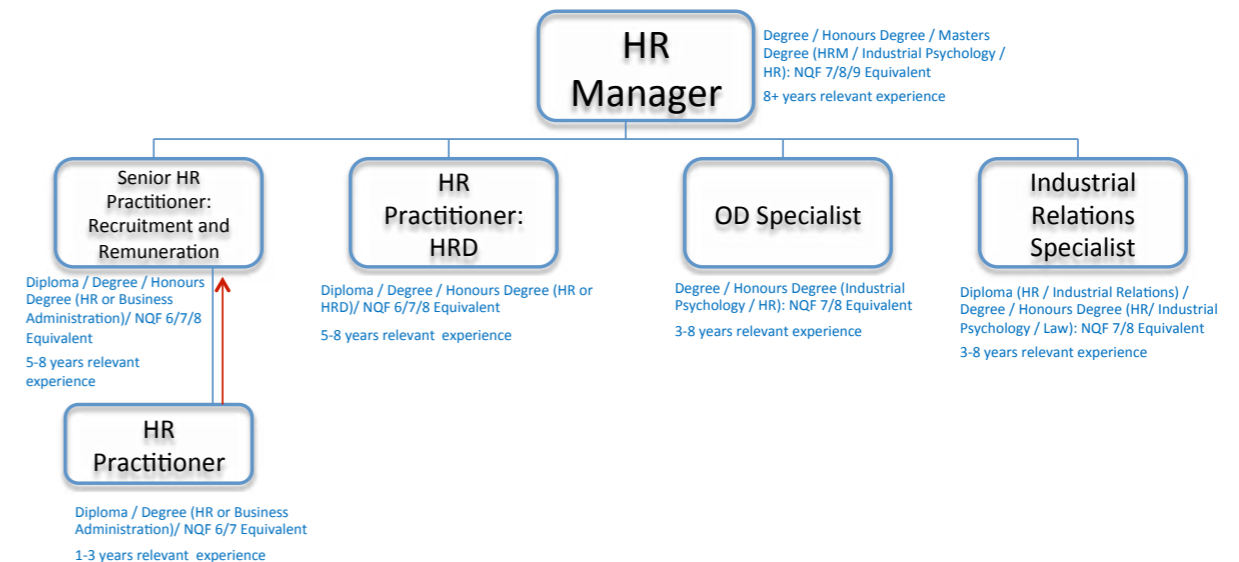
Possible Careers:	
<ul style="list-style-type: none"> HR Practitioner Industrial Relations Specialist Organisational Development Specialist Training & Development Specialist HR Manager Recruitment Practitioner 	

Qualifications:	
HR Practitioner:	<ul style="list-style-type: none"> Diploma (HR or Business Administration) / NQF 6 Equivalent B Degree (HR or Business Administration) / NQF 7 Equivalent B Degree Honours (HR or Business Administration) / NQF 8 Equivalent

Industrial Relations Specialist:	<ul style="list-style-type: none"> Diploma (HR / Industrial Relations) / NQF 6 Equivalent Degree (Industrial Psychology / HR / Law) / NQF 7 Equivalent Honours Degree (Industrial Psychology / HR / Law) / NQF 8 Equivalent
Organisational Development Specialist:	<ul style="list-style-type: none"> B Degree (Industrial Psychology / HR) / NQF 7 Equivalent Honours Degree (Industrial Psychology / HR) / NQF 8 Equivalent
HR Practitioner: HRD	<ul style="list-style-type: none"> Diploma (HR or HRD) / NQF 6 Equivalent B Degree (HR or HRD) / NQF 7 Equivalent Honours Degree (HR or HRD) / NQF 8 Equivalent

Personality types associated with these roles:

- HR Practitioner: Enterprising/Social Type
- Industrial Relations Specialist: Conventional type
- Organisational Development Specialist: Enterprising/Social Type
- Training & Development Specialist: Enterprising/Social Type
- HR-Manager: Enterprising/Social Type



SUPPLY CHAIN

Overview

A supply chain is a system of organizations, people, activities, information, and resources involved in moving a product or service from supplier to the customer. Supply Chain Management involves the planning and management of all activities involved in sourcing and procuring and logistics management activities. The Supply Chain section is responsible for the procurement of goods and services, receipt of goods (stock and non-stock items), management of stock items, fuel farm and the weigh-bridge



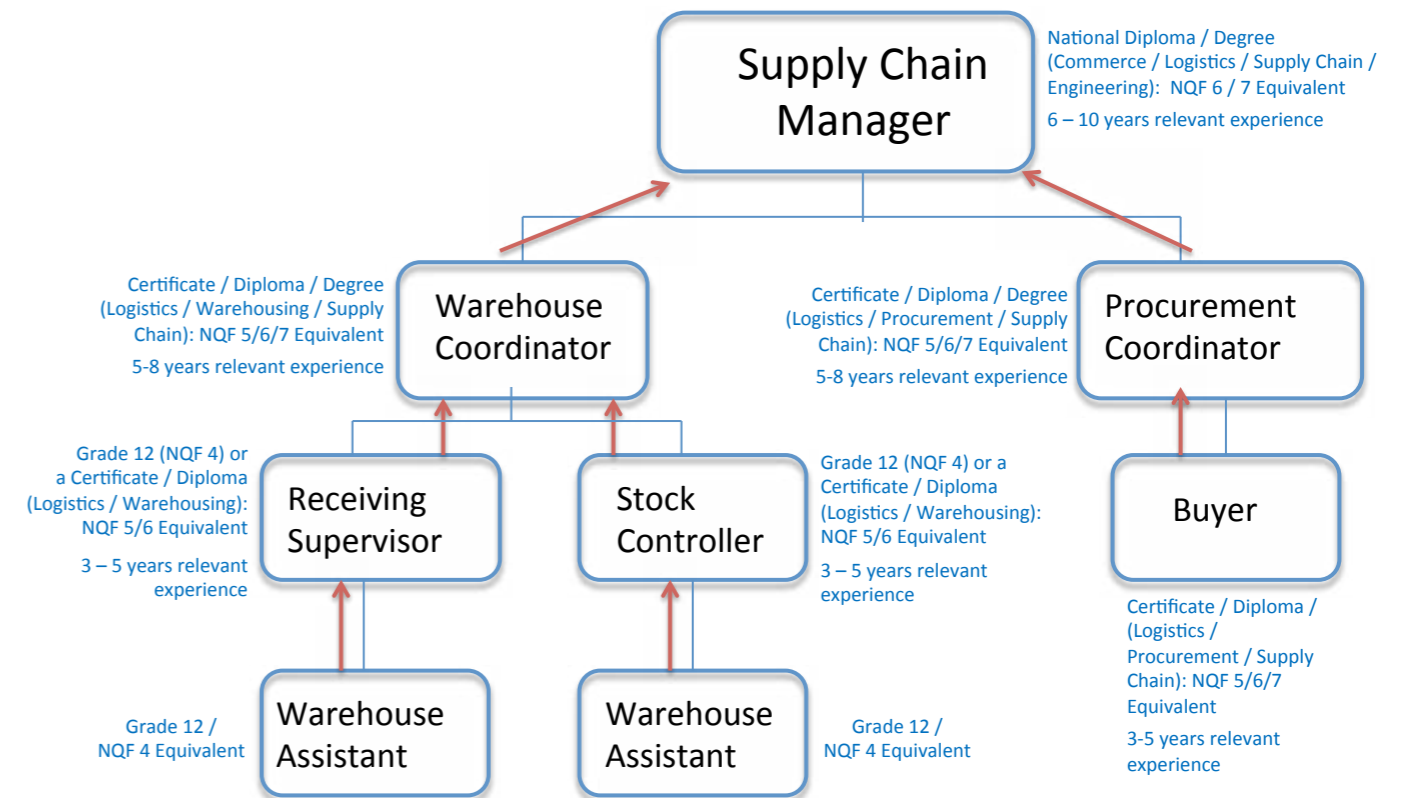
Possible Careers:	
Procurement:	<ul style="list-style-type: none"> • Buyer • Procurement Coordinator
Warehouse:	<ul style="list-style-type: none"> • Warehouse Assistant • Receiving Supervisor • Stock Controller • Warehouse Coordinator • Technical (Engineering) Buyer

Qualifications:	
Warehouse Assistant:	<ul style="list-style-type: none"> • Grade 12 / NQF 4 Equivalent
Buyer:	<ul style="list-style-type: none"> • Certificate (Procurement / Logistics / Supply Chain) / NQF 5 Equivalent • Diploma (Procurement / Logistics / Supply Chain) / NQF 6 Equivalent
Procurement Coordinator:	<ul style="list-style-type: none"> • Certificate (Procurement / Logistics / Supply Chain) / NQF 5 Equivalent • Diploma (Procurement / Logistics / Supply Chain) / NQF 6 Equivalent • Degree (Procurement / Logistics / Supply Chain) / NQF 7 Equivalent
Warehouse Assistant:	<ul style="list-style-type: none"> • Grade 12 / NQF 4 Equivalent
Receiving Supervisor:	<ul style="list-style-type: none"> • Grade 12 (NQF 4) • Certificate (Logistics / Warehousing / Supply Chain) / NQF 5 Equivalent • Diploma (Logistics / Warehousing / Supply Chain) / NQF 6 Equivalent
Stock Controller:	<ul style="list-style-type: none"> • Diploma (Logistics / Warehousing) / NQF 6 Equivalent
Warehouse Coordinator:	<ul style="list-style-type: none"> • Certificate (Logistics / Warehousing / Supply Chain) / NQF 5 Equivalent • Diploma (Logistics / Warehousing / Supply Chain) / NQF 6 Equivalent • Degree (Logistics / Warehousing / Supply Chain) / NQF 7 Equivalent
Supply Chain Manager:	<ul style="list-style-type: none"> • National Diploma (Commerce / Logistics / Supply Chain / Engineering): NQF 6 Equivalent • Degree (Commerce / Logistics / Supply Chain / Engineering): NQF 7 Equivalent



Personality types associated with these roles:

- Buyer – Enterprising Type
- Procurement Coordinator – Enterprising Type
- Warehouse Assistant – Conventional Type
- Receiving Supervisor – Conventional Type
- Stock Controller – Conventional Type
- Warehouse Coordinator – Conventional Type



PERSONALITY TYPES

All careers mentioned have been rated according to the Holland personality types to help see if your personality fits the job. According to John Holland's

theory, most people are one of six personality types, which are explained below:

Type	Personality Description
Overview: Enterprising Type	<ul style="list-style-type: none"> • Likes to lead and persuade people, and to sell things and ideas; generally avoids activities that require careful observation and scientific, analytical thinking; • Is good at leading people and selling things or ideas; • Values success in politics, leadership, or business; and • Sees self as energetic, ambitious, and sociable.
Overview: Conventional Type	<ul style="list-style-type: none"> • Likes to work with numbers, records, or machines in a set, orderly way; generally avoids ambiguous, unstructured activities • Is good at working with written records and numbers in a systematic, orderly way; • Values success in business; and • Sees self as orderly, and good at following a set plan.
Overview: Realistic type	<ul style="list-style-type: none"> • Likes to work with animals, tools, or machines; generally avoids social activities like teaching, healing, and informing others; • Has good skills in working with tools, mechanical or electrical drawings, machines, or plants and animals; • Values practical things you can see, touch, and use like plants and animals, tools, equipment, or machines; and • Sees self as practical, mechanical, and realistic.
Overview: Social Type	<ul style="list-style-type: none"> • Likes to do things to help people -- like, teaching, nursing, or giving first aid, providing information; generally avoids using machines, tools, or animals to achieve a goal; • Is good at teaching, counselling, nursing, or giving information; • Values helping people and solving social problems; and • Sees self as helpful, friendly, and trustworthy.
Overview: Investigative Type	<ul style="list-style-type: none"> • Likes to study and solve math or science problems; generally avoids leading, selling, or persuading people; • Is good at understanding and solving science and math problems; • Values science; and • Sees self as precise, scientific, and intellectual.
Overview: Artistic Type	<ul style="list-style-type: none"> • Likes to do creative activities like art, drama, crafts, dance, music, or creative writing; generally avoids highly ordered or repetitive activities; • Has good artistic abilities -- in creative writing, drama, crafts, music, or art; • Values the creative arts -- like drama, music, art, or the works of creative writers; and • Sees self as expressive, original, and independent.

TRADES AT THE NAMIBIAN INSTITUTE OF MINING AND TECHNOLOGY



All careers mentioned have been rated according to the Holland personality types to help see if your personality fits the job. According to John Holland's theory, most people are one of six personality types, which will be explained below:

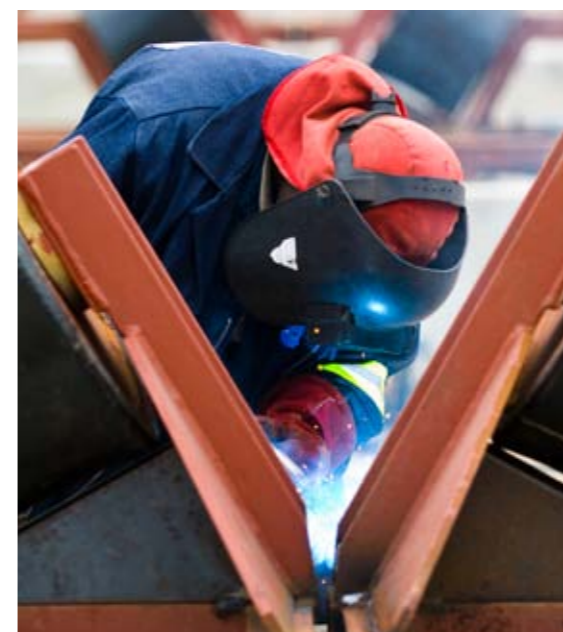
Although advances are being made in developing Namibians into skilled and managerial positions within the mining and other industries, it is true that non-Namibians often still have to fill such positions. However, it is a stated aim of the Government that Namibians should become increasingly able to effectively take up these positions.

Namibia still has a huge demand for artisans, technicians and supervisors in the mining, metallurgy, geology and engineering disciplines. It is here where a gap is perceived in the education facilities within the country, which needs to be bridged for the benefit of the mining, engineering and other industries.

As an independence gift to Namibia, Rössing Uranium Ltd (Rio Tinto) originally proposed to help establish the Institute of Mining and Technology (NIMT) to train Namibians in the technical skills required by the mining, engineering and other industries. The level of training is targeted towards providing people with the theoretical, practical and technical skills necessary to effectively take up positions as artisans, but also to provide for a career-path of life-long learning.

As education and training should be provided for where the majority of the youth are, NIMT also has centres in Tsumeb and Keetmanshoop. These satellite campuses are called the NIMT Northern Campus (NNC) and the NIMT Southern Campus (NSC), but selection, financial and general administrative matters are done by the NIMT's Head Office in Arandis.

Overleaf please find a selection of trades, relevant to the mining industry, which can be obtained at NIMT. Also other trades are being mentioned, not in detail though.



The objective of the Institute is to equip Namibians with the skills and knowledge that will enable them to take up positions as artisans within the mining, engineering, building and civil industries. The Namibian Institute of Mining and Technology provides a holistic method of training that integrates practical hands on training with theoretical knowledge and background shaping individuals into experienced, knowledgeable, well qualified, capable recruits geared to enter the commercial and industrial job market.

Fitting & Turning (including Machining):

Arandis, Tsumeb and Keetmanshoop

Fitter and turners are responsible for the manufacturing of parts on a lathe (a machine for working wood or metal, in which the piece being worked is held and rotated while a cutting tool is applied to it) and a milling machine including fitting of machine parts.

The Fitting & Turning Trade will teach the trainee to competently:

- Examine and test machinery and equipment for faults.
- Understand the basics of hydraulics, pneumatics and pumps.
- Dismantle equipment completely or partly to remove damaged and worn out parts.
- Study drawings and instructions for necessary detail to determine vital functions and measurements.
- Braze and weld joints and fractures, tempering and hardening metal parts, providing the necessary finish to manufactured items.
- Operate lathes, milling machines and assembling gear boxes.



Boilermaking / Plating / Welding:

Arandis, Tsumeb and Keetmanshoop

Boilermakers manufacture, construct and repair structures of steel, plate and piping, ranging from pressure vessels for power stations and petrochemical plants, to mine head gears, bridges and oil-drilling platforms.



The Boilermaking & Welding Trade will teach the trainee to competently:

- Select and prepare all material which goes into the steel construction of a boiler.
- Mark material according to drawings and specifications using the parallel line, radial line and triangulation methods.
- Cut plates and material to the correct dimensions, desired size and shaping, by using power shear and flame-cutting equipment.
- Straighten, bend, roll and shape the material to the required angles and curves, by using a power-press.
- Assemble parts by bolting, riveting or welding.

Diesel- / Petrol Mechanics:

Arandis, Tsumeb and Keetmanshoop

A mechanic performs maintenance work on a vehicle in order to prevent damage from occurring. If damage does occur, the auto mechanic also diagnoses the problem and makes repairs on the vehicle. Auto mechanics are also called upon to perform inspections on vehicles. When performing these inspections, they must oil and test parts while also checking to determine if they are worn out. In order to perform these and all other duties, the auto mechanic has to use power tools, machine tools, welding tools etc.

The Petrol/Diesel Mechanics Trade will teach the trainee to competently:

- Perform basic repairs and services on large and small petrol and diesel engines.

- Understand the basics of power trains, electrical and hydraulics systems.
- Set up new construction equipment.
- Make structural repairs - using welding techniques.
- Use parts and service manuals effectively.
- Operate small hand tools, power tools, and measuring tools.



Electrical:

Arandis, Tsumeb and Keetmanshoop

An electrician is involved in the generation, transmission, distribution and usage of electricity. Electricians install electrically operated equipment such as generators, refrigerators, stoves and heaters. They are also responsible for all maintenance and repair of this equipment. During the building, for example, of a new factory, the electrician must ensure that the electrical cables are installed.

The Electrical Trade will teach the trainee to competently:

- Develop, install, test and repair electrical systems, such as:
 - Motors
 - Generators
 - Geysers
 - Transmission lines
 - Switchgear
 - Transformers



Instrumentation:

Arandis only

Devises, selects, sets up and operates electronic instrumentation and related apparatus used for operational and environmental testing of mechanical, structural, or electrical equipment. Selects, installs, calibrates and checks sensing, and recording instrumentation. Also checks circuitry and develops specifications for nonstandard apparatus according to engineering data, characteristics of equipment under test and capabilities of test apparatus.

The Instrumentation Trade will teach the trainee to competently:

- Repair all plant instrumentation systems including sensors, transmitters, recorders, analyzers, controllers and related equipment.
- Do periodic inspections of instrumentation systems and determine the nature and extent of repairs required including work sequences.
- Use electronic test equipment to identify the causes of abnormal operations and to verify correct and accurate operation of instrumentation components.
- Develop and test instruments and measuring devices.
- Provide technical advice when planning new equipment and assisting with the preparation of specifications.

Rigger

Riggers work with cranes and lifting gear i.e. slings, chains and ropes to lift and lower objects and to ensure that the slings are in perfect condition, as many lives depend on the rigger in this regard. The rigger also deals with scaffolding, platforms, tripods, escalators etc.



NIMT Entrance Requirements

Apprenticeship/Vocational Trainee

For the **Electrical Field of Study** this includes:

- Autotronics
- Electrical General
- Instrumentation
- Millwright - Electrical

1. Candidates must have completed the grade 12 certificate or equivalent qualification successfully, with at least 14 points in the 5 best subjects, of which at least 4 credits in Mathematics, Science and English (at first or second language) respectively.
2. Preference will be given to students with higher grades.

3. Must be declared healthy and fit by a medical practitioner.

For the **Mechanical Field of Study** this includes:

- Boilermaker
- Diesel Mechanics
- Fitting & Turning

1. Candidates must have completed the grade 12 certificate or equivalent qualification successfully, with at least 11 points in the 5 best subjects, of which at least 3 credits in Mathematics, Science and English (at first or second language) respectively.
2. Preference will be given to students with higher grades.
3. Must be declared healthy and fit by a medical practitioner.

For the **Building and Civil Field of Study** this includes:

- Air-conditioning
- Refrigeration
- Bricklaying & Plastering
- Carpentry & Joinery
- Clothing Production
- Plumbing & Sheet metal work

1. Candidates must have completed the grade 12 certificate or equivalent qualification successfully, with at least 8 points in the 5 best subjects, of which at least 2 credits in Mathematics, Science and English (at first or second language) respectively.
2. Preference will be given to students with higher grades.
3. Must be declared healthy and fit by a medical practitioner.

Skills Upgrading Requirements:

- Trainee must first do an evaluation test at NIMT to establish trainability/recognition of prior learning.
- Trainee must be literate.
- Must be employed to enable him/her (the trainee) to complete the prescribed tasks before advancing to the next level.
- Minimum of three years practical work/job experience, for which appropriate service documents must be presented on application. (by the employer).
- Must be registered by the employer, who also has to carry all applicable expenses.
- Minimum Grade 6 with passes in Mathematics, Physical Science and English (Official Language).

As the NIMT's training and education programme is fully accredited with our Namibian Qualifications Authority (NQA), trainees will be certified on the completion of the training year on all the modules they have been declared competent in. Trainees are then to seek employment in the industry as an artisan-assistant in the specific trade. After having worked for three to five uninterrupted years in your trade, the company an individual is employed with, may register the employee for the National Trade Test. Upon successful completion of the test, candidates have then obtained artisan-status.

Special Training / Artisan Assistant: (grade 10 and lower)

This is an one year Vocational Modular Training route, which starts at the beginning of a semester and will end after a year:

- No theoretical tuition is attached to this training possibility;
- Early school leavers with Grade 10 or lower will be given preference;

- Only a fixed number of candidates per trade will be enrolled;
- No trade with an electrical background will be considered for this training route;
- Special Trainees will have to follow and abide to all NIMT's rules and regulations;
- NIMT cannot promise any accommodation and/or transport possibilities as NIMT is normally fully utilizing these possibilities for its formal trainees;
- Maintenance etc. will be the trainees' own responsibility;
- This is a self-paced, modular training route conducted in Namibia's official language, English;
- At enrolment the full amount of N\$2,000.00 has to be paid at the Campus where the candidate is enrolling with;
- To obtain a governmental loan, candidates have to apply with the NSFAP;
- Candidates will receive a receipt, which has to be shown at the Central Stores of the Campus, in order to obtain the personal Practical Safety gear etc.



ENTERING THE CORPORATE WORLD

Your journey in the corporate world begins with an application process. This is your first opportunity to demonstrate to your prospective employer that you share the qualities they value. All businesses require specific qualities and skills from their employees. To help you accomplish this, we have put together this booklet to help you identify the qualities and skills required by employers to help you enhance your chances of being employed.



What is a CV?

A CV (Curriculum Vitae) is a summary of all your personal details which would be relevant to an employer. When compiling your CV, you have the freedom to decide how to present the details in the most effective way.

The aim is to provide a comprehensive summary which is concise, easy to read, attractive and appropriate to the organisation and the opportunity.

Why employers ask for a CV:

- It is a much quicker method to use than if a company sends you an application form and then has to wait for you to return it. Some companies might not even have application forms as these can be expensive to print.
- To get a speedy response as all information required should be on the CV.
- Employers want to see evidence of how well you present yourself on paper.

What is a cover letter?

When submitting a CV for a job application, bursary application, experiential or job attachment, you must include a cover letter. The purpose of the letter is:

- To ensure that the CV arrives on the desk of the correct person. As an applicant, take the trouble to phone the company and find out the name of the person who will be dealing with applications or CVs and address your letter and envelope to that person. (In a small company it may be the managing director, while in a medium size company it may be a supervisor or manager. In most large companies applications will be directed to the Human Resources Department).
- To encourage the person to read your CV, it must be relevant to the company, interesting and well presented.
- To clearly state what job you are interested in. If you send a 'speculative' CV hoping that they may have work for you, explain what sort of work you are interested in. Do not say, "I would be interested in working for Widgets Ltd", but rather say "I believe my skills equip me to work in the Product Development department or Accounts office" etc.
- To say why you want that particular job with that particular employer.
- To draw attention to one or two key points in the CV which you feel make you suited to that particular job with that specific employer. Start your letter with a bold heading giving the job title you are interested in. If you saw the job advertised, state where you saw it. The letter should only be on one side of an A4 sheet of paper. It must be polite and easy to read. Also mention when you will be available for an interview.

Writing your CV

Your journey in any company begins with an application and this is your first opportunity to demonstrate to your prospective employer that you possess the qualities they value. Therefore, a good CV will increase your chances of getting the job you are looking for.



Personal details

Include your date of birth, marital status, drivers licence, contact details and ID number.

Education/Qualifications

Only list the most important qualifications. If you are a graduate for example, you do not have to list your Grade 10 results or subjects.

Experience

This should be in reverse chronological (date) order starting with your most recent job and working backwards. You only need to include the year you started and the year you finished each job. You do not need to include the day, e.g. put May 2009 to June 2011 rather than 1.8.2009 to 4.6.2011. If you have had many jobs you may need to group some of the earlier jobs together, e.g. '2009 to 2011 – various engineering positions.'

If your job title does not accurately reflect what you did, or it sounds a bit obscure, consider changing it. For example, if you worked as a Sales Representative and your job title (given to you by your company) was Customer Home Representative, you would be well advised to change your title to that of Sales Representative.

When you are describing your experience for each position you should start with the strongest point in your favour and then cover the other points. If you have a lot of points to put under one specific job, you may want to break this description into two or more sections. You could break up this section into responsibilities and achievements or you could break it up into specific functions, e.g. office work, sales representative – the choice is yours.

If you have held a number of positions at one employer you may not want to include every individual job (in which case leave out the year, designations for all job titles and just include the start and finish years with this employer), or you may be able to combine one or more of the jobs.

Make sure that you stress your responsibilities and achievements under each job which will be useful in your next job, but do not repeat information in your CV as this will bore the reader.

Interests

Keep this part fairly short – you only need to list three or four interests, for example soccer, helping out at child care centres, reading, drama etc.

Achievements

Many students or graduates may not have any achievements to list. Here you could include positions of responsibility that you have held over the last few years, e.g. captain of a local football team, member of the junior town council, library prefect, chairperson of the debating committee, representing Namibia in sport etc.

Referees

You should include three referees, one of which should be an academic reference, for example a teacher or lecturer. The second reference could be from an employer you worked for previously. The third should be a reference on your character or personality and this can come from a family friend or someone from your church. Telephone numbers of the referees should be included with their addresses.



What not to include in your CV

- Exclude photos from your CV. The only people who need to include photos are models, actors, actresses and possibly air cabin crew.
- Any sort of failures, for example examinations, marriage, businesses etc.

- Salary information; this can only be used to reject your application. If an advertisement specifically requests this information you can always include the information in your cover letter.
- Fancy patterns or borders; these distract employers from your presentation.
- Title pages, binders and folders are usually unnecessary and can be off-putting. However, if you are doing a special presentation, enclosing your CV in a binder may look more impressive.
- Do not attach anything to your CV that your prospective employer did not ask for. It is very frustrating for an employer to have to go through pages and pages of unnecessary documentation like copies of parents' IDs, junior school swimming certificates etc!
- Do not send poor quality photocopies of your CV, as this may appear to your prospective employer that you are sending your CV to a lot of companies and that you may not be selective about who you work for. It may also be an indication that you do not take pride in your work.
- Leave out your age; rather indicate your date of birth instead. Also exclude, weight, height or any other personal information that is irrelevant to your application.

Tips for a successful interview

Do:

- Prepare well
- Rehearse/role play if you can before the interview
- Arrive in good time – check out the journey details beforehand
- Sit comfortably and try to look confident
- Listen carefully
- Look directly at the interviewers
- Appear open and approachable

- Wear appropriate but comfortable clothes
- Let the interviewers take the lead
- Use positive phrases such as “I am confident that..” rather than “I think I could..”
- Have a mental list of things you still need to know about the job. If relevant, ask these at the end of the interview, e.g. about job content, training, future prospects

It is okay to:

- Ask for a question to be repeated if you did not hear it, or to be rephrased if you did not understand it.
- Allow yourself thinking time
- Have ‘time-gaining’ phrases up your sleeve such as: “That is a difficult or interesting question”, “That is an interesting point”. However, if you really do not know the answer to a question, say so.

Do not:

- Take out your cell phone - even while in the waiting room! MP3, Facebook and anything else can WAIT, your interview is far more important!
- Sit on the edge of the chair or fidget
- Whisper responses or waffle
- Appear over-confident or be too ‘laid-back’
- Clutch a newspaper, umbrella, briefcase etc.
- Say something you cannot confirm or prove.
- Give one word or very brief answers. Instead, go into detail and support your statements, giving examples of relevant experience
- Under-play your abilities and achievements
- Allow yourself to get flustered or show irritation
- Ask questions about the job if you could have found out the answers before, e.g. conditions of service, hours of work etc.
- Have a long written list of questions to put to the panel

USEFUL WEBSITES

Careers:

<http://www.careeroverview.com/engineering-careers.html>

<http://www.career-descriptions.co.uk/complete-list-of-careers.htm>

Writing a CV

www.savesthestudent.org/student-jobs/write-great-cv-template.html

Preparing for a job interview:

<http://www.schoolnet.na/ICS/careers/preparing-forajobinterview.html>

Training institutions:

<http://www.unam.na/>

<http://www.nust.na/>

<http://www.nimtnamibia.com/Trades.html>

CONTACT

For further information regarding bursaries from Rössing, please contact:

Rössing Uranium Mine

Organisational Resources Department

Private Bag 5005, Swakopmund

Tel: +264 64 520 2737

Fax: +264 64 520 2462

Email: rul.communications@riotinto.com

SMS: 081 143 3627

www.rossing.com

For further information regarding bursaries from Langer Heinrich, please contact:

Langer Heinrich Uranium

Swakopmund

Namibia

PO Box 156

Tel: +264 64 410 6200

Fax: +264 64 410 6299

communications@lhupl.com

contact@lhupl.com

For further information regarding bursaries from Swakop Uranium, please contact:

Swakop Uranium

Swakopmund

Namibia

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Tel: +264 64 410 9000

Fax: +264 64 410 9001

Email: Training2@cgnpc.com.cn

<http://www.swakopuranium.com/>



PAST RECIPIENTS OF BURSARIES IN THE MINING INDUSTRY



Elizabeth Shawelaka studies Mining Engineering at NUST with the help of a Rössing Bursary.

She will graduate in 2018.



Ndapewa Shikage has obtained her Bachelor of Science in Electrical Engineering from the University of Cape Town with the help of a bursary by Swakop Uranium and is also employed by the company.

She will graduate in 2018.



Claudia Paulus studies Mining Engineering at UNAM with the help of a Rössing Bursary.

She will graduate in 2018.



Nestor Hamalwa studies Mechanical Engineering at NUST with the help of a Rössing Bursary.

He will still graduate in 2017.



Awin Brandt studies Civil Engineering at UNAM with the help of a Rössing Bursary.

He will still graduate in 2017.



Immanuel Mathews has obtained his Bachelor of Science in Mining Engineering (with Honors) from UNAM with the help of a bursary by Swakop Uranium and is also employed by the company.



Clemencia Sinorita // Garoes has obtained her B.sc Degree in Metallurgical Engineering at UNAM with the help of a LHU bursary and is employed by the company.



Johannes Kalipi has obtained a B.Eng. Mechanical Engineering graduate from NUST with the help of a LHU bursary and is employed by the company.



Iyaloo Amadhila has obtained her Bachelor of Science in Chemistry and Geology (with Honors) from UNAM with the help of a bursary by Swakop Uranium.



Johannes Shimbashike studies Mechanical Engineering at NUST with the help of a Rössing Bursary.

He will still graduate in 2017.



Sven Baufeldt obtained a B.Sc. Honours degree in Applied Geology at the University of Stellenbosch. He is currently enrolled for a Masters in Science in Economic Geology at the Rhodes University, he will graduate in 2017. All this was with the help of a LHU bursary and Employee Study Assistance Programme.



Kaarina Nkandi has obtained a Postgraduate Diploma in Applied Radiation Science & Technology from NUST with the help of the NUA bursary. She is currently employed by AREVA Namibia as a SHE and Radiation Safety Office.



**Namibian
Uranium
Association**

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Promoting the Namibian Uranium Brand