



POSITIONING YOURSELF FOR A CAREER IN THE OIL & GAS INDUSTRY AND AN OVERVIEW OF NAMCOR'S CAPACITY BUILDING INTERVENTION

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ACTING EXECUTIVE HUMAN CAPITAL
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www.namcor.com.na



PRESENTATION OUTLINE

1. NATIONAL UPSTREAM PETROLEUM DRAFT LOCAL CONTENT POLICY
2. NATIONAL CAPACITY BUILDING INTERVENTIONS
3. CAPACITY BUILDING IN NAMCOR
4. CAREERS IN THE OIL & GAS INDUSTRY
5. HOW TO POSITION YOURSELF



PREPARING FOR THE RAIN



**NAMIBIANS
NEED TO LEARN
THE
NECESSARY
SKILLS**



I. WHAT IS LOCAL CONTENT POLICY



Traditionally, upstream petroleum sector high risk, capital intensive, technologically driven, high import content for specialist goods & services low national employment.



Local content policies (LCP) are adopted to increase benefits for economy & nationals from the development of finite petroleum resources



5 OBJECTIVES



1. Identification of specific sectors for the development of local capacity



2. Maximising employment and development of Namibians



3. Maximising the participation of local suppliers along the value chain



4. Encouraging the transfer of technology, knowledge and skills



5. Promoting Namibian ownership and financing at all levels of the sector



Maximise Employment for Namibian

To ensure that Namibians are adequately trained in various sectors to supply the upstream oil sector.

How:

A comprehensive review of the current and expected manpower demand will be undertaken which will inform focused development of particular expertise including vocational skills.



Maximise Participation of Namibians in the Oil & Gas Sector

To actively support the development of local suppliers of goods and services.

How:

There will be deliberate efforts at the creation of partnerships with experienced service companies to maximise knowledge and skills transfer to local firms.





Encouraging the transfer of technology, knowledge and skills

To foster the transfer of knowledge to Namibian workers and businesses.

How:

Government will require foreign oil companies to develop technology and research facilities in the country to promote and accelerate the development of Namibian citizens and local companies.



Promoting Namibian ownership and financing at all levels of the sector

How:

Make significant effort to encourage and support local investors to actively participate in the sector's development along the supply chain.

By undertaking collaborative analysis to ensure that targeted clusters are identified and supported under existing channels.



EFFECTIVENESS OF LCP FRAMEWORK



For the effectiveness of the LCP Framework, it must be complimented by clarity on responsibilities for execution and appropriate resources for implementation and monitoring.

MME



National Planning Commission

PETROFUND



The Ministry of Environment, Forestry and Tourism



Academic & Research Institutions



NCRST
NATIONAL COMMISSION
ON RESEARCH SCIENCE & TECHNOLOGY



**NAMIBIA
UNIVERSITY
OF SCIENCE AND
TECHNOLOGY**



NAMCOR



Private Sector Community



Media



2. NATIONAL CAPACITY BUILDING INTERVENTIONS



PETROFUND



The Government of the Republic of Namibia established the Petroleum Training and Education Fund (PETROFUND) in 1993 in recognition of the scarcity of skilled personnel in the petroleum exploration and production industry in Namibia.

The Government of the Republic of Namibia through the Petroleum (Exploration and Productions) Act of 1991 empowered the Minister of Mines and Energy to conclude agreements with individual oil exploration companies who are granted oil exploration rights in Namibia to contribute an agreed amount of money to PETROFUND.





Continued.....

PETROFUND sponsors studies for both Technical & Vocational Educational Training & Universities

- High School scholarships for the underprivileged
- Undergraduate Scholarships
- Postgraduate Scholarships (Locally or Overseas)
- Internship placement for graduates

<https://www.petrofund.org/>



TRAINING FUND



License holders are expected to have an annual local content plan and are required to contribute a certain percentage towards building capacity for Namibians

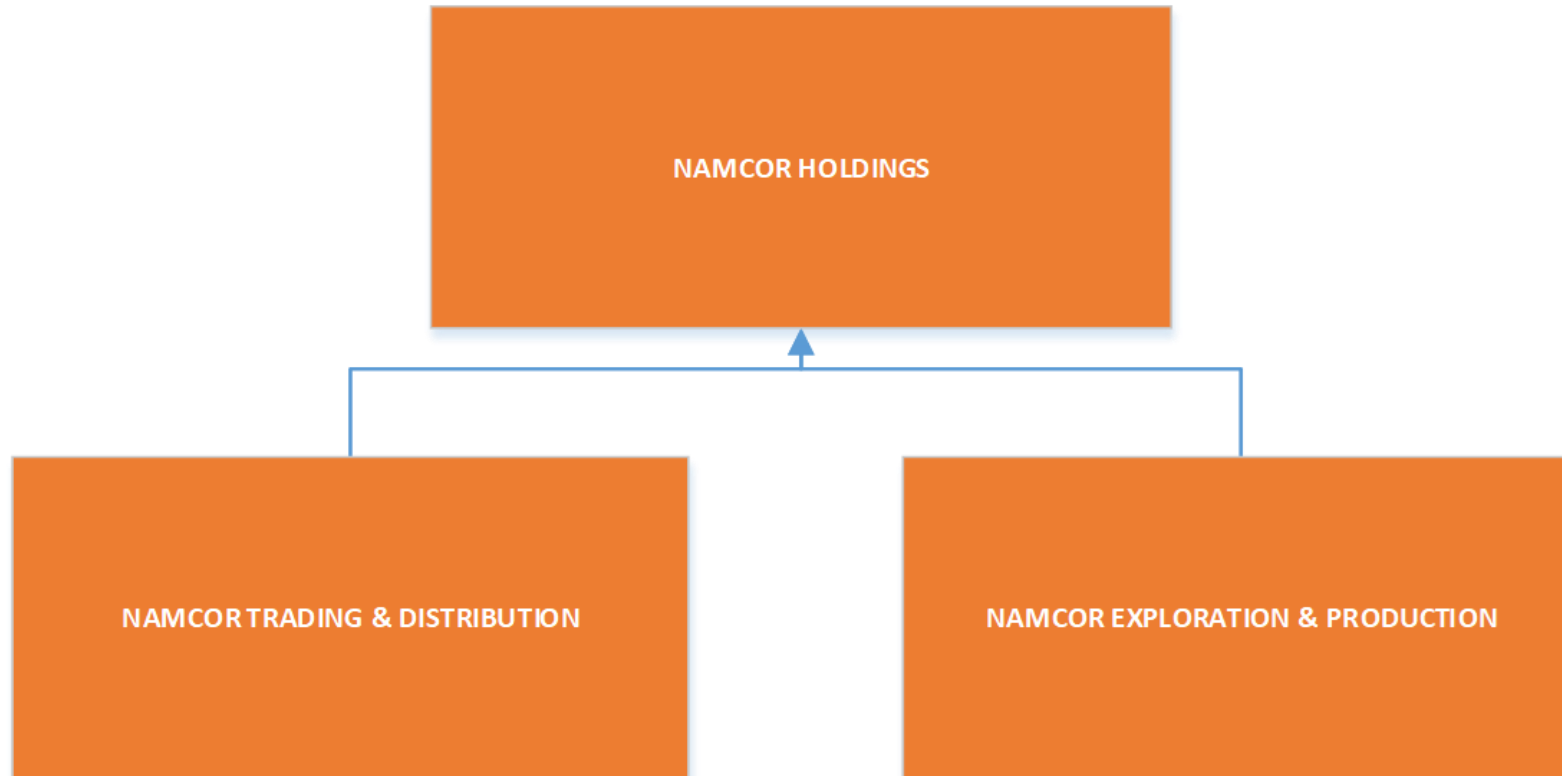
- 70% of the funds are paid to Petrofund
- 30% is for inhouse Training Fund
 - The funds are allocated for the capacity building of Namibians working in the Oil & Gas industry.



3. NAMCOR'S CAPACITY BUILDING INTERVENTION

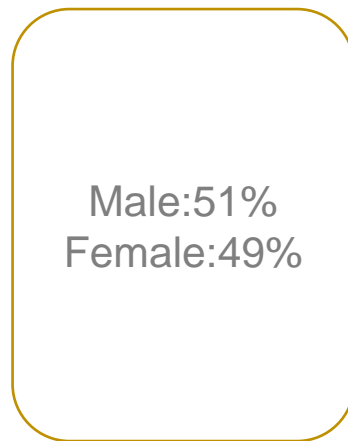
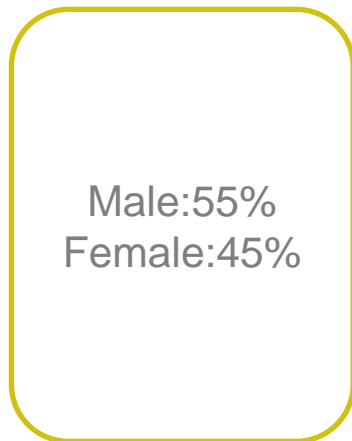
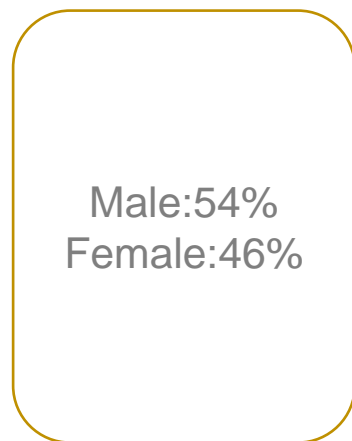
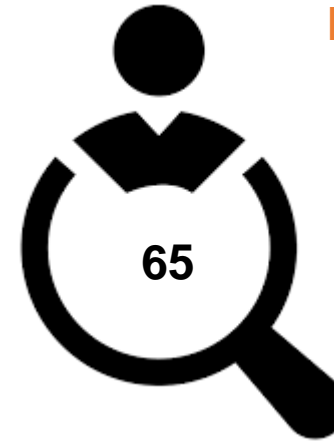


NAMCOR BUSINESS MODEL



STAFF COMPLIMENT

33% Females @
Oil Storage
Facility



DEVELOPMENT STRATEGIES



**SKILLS GAP
ANALYSIS**



**ANNUAL TRAINING
PLAN**



**STUDY ASSISTANCE
SCHEME**



**GRADUATE
DEVELOPMENT
PROGRAM**



**INTERNSHIP
PROGRAM**



4. CAREERS IN THE OIL & GAS INDUSTRY



CAREERS IN THE OIL & GAS INDUSTRY



Oil and gas industry jobs are employment opportunities that involve Exploration, extraction, transportation, processing/refining and distribution of petroleum products.

There are vast opportunities in the industry to attract, retain, and develop lifelong careers for individuals. From Engineers to Welders to Lawyers, Drivers, and Accountants; the Oil & Gas industry jobs include a wide range of both blue- and white-collar jobs at every education level.



CAREER OPPORTUNITIES IN THE HOLDING COMPANY



HUMAN RESOURCES

ICT

CORPORATE
GOVERNANCE
(LEGAL)

FINANCE

PUBLIC RELATIONS

ADMINISTRATION





CAREER OPPORTUNITIES IN THE TRADING COMPANY



RETAIL /
COMMERCIAL
MANAGER

TERRITORY
MANAGERS

SUPPLY & LOGISTICS
CONVENIENCE &
NETWORK
SPECIALIST

TRADERS

STOCK
CONTROLLERS

LUBE SPECIALIST



CAREER OPPORTUNITIES @ THE NATIONAL OIL STORAGE FACILITY



MAINTENANCE
ENGINEERS /
INSTRUMENTATION
TECHNICIANS

SECURITY /
OPERATIONAL

SUPPLY & LOGISTICS /
HSE SPECIALIST

STOCK
CONTROLLERS

LAB TECHNICIANS

LAB TECHNICIANS



CAREER OPPORTUNITIES IN THE EXPLORATION & PRODUCTION COMPANY



GEOSCIENTISTS

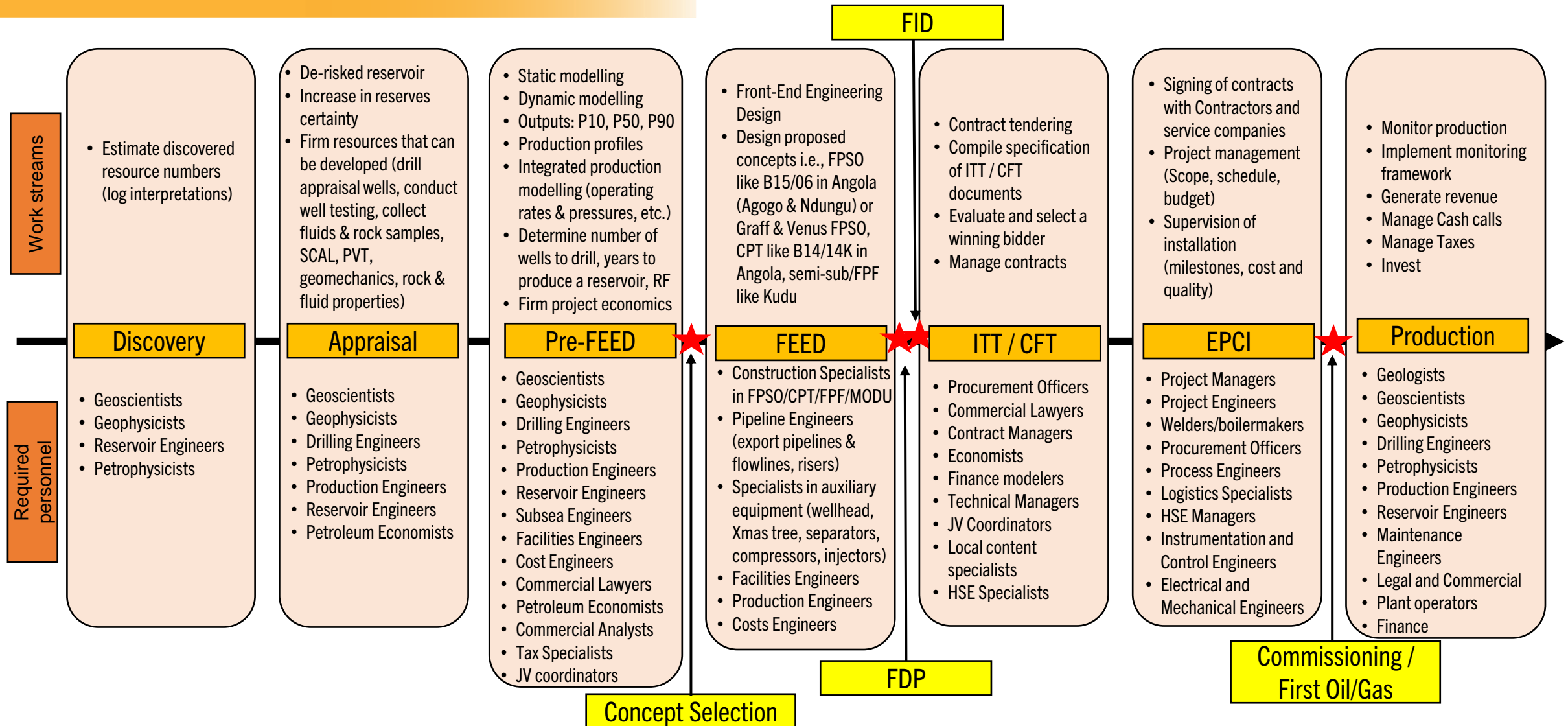
RESERVOIR / PETROLEUM
ENGINEERS

PETROLEUM ECONOMIST

GEO INFO SPECIALIST



REQUIRED PERSONNEL: DISCOVERY TO FIRST OIL/GAS



FID – final investment decision

FEED – front end engineering design

FDP – filed development plan

EPCI – engineering, procurement construction and installation ITT/CFT – invitation to tender/call for tender

NAMCOR SOCIAL MEDIA HANDLES



NAMCOR advertises career opportunities in local media newspapers, website, social media handles and NIEIS

Instagram: @NamcorNamibia

Facebook: @NamcorNam

LinkedIn: @Namcor Namibia



Career & Business Opportunities

Wide range of opportunities for Namibian small-medium companies to participate either in direct or spin-off industries

RystadEnergy

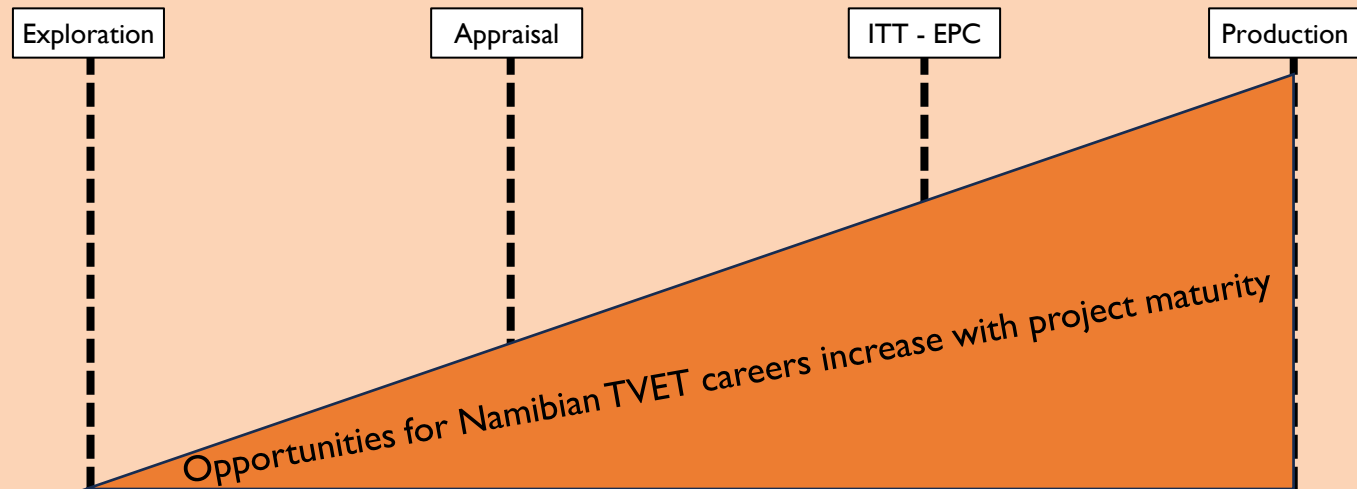
Service Segment Type	Service Segment Group
Maintenance and Operations	Maintenance Services
	Operational and Professional Services
	Transportation and Logistics
EPCI	Engineering
	Procurement, Construction and Installation
	Topside and Processing Equipment
Well Services and Commodities	Well Service
	Drilling Tools and Commodities
Drilling Contractors	Rigs and Drilling Contractors
Subsea	Subsea Equipment and Installation
Seismic	Seismic and G&G

TVET Careers and Business Opportunities

Opportunities exist for semi-skilled and skilled vocational personnel during drilling and production operations as well as service operations:

- Caterers
- Cleaners
- Roustabouts
- Roughnecks
- Welders/Boilermakers
- Artisans
- Mechanics
- Electricians
- Painters
- Crane Operators etc.
- Logistics
- Travel Agents – Permits

- You will need your trade skills
- You will need offshore survival certificates
- You will need communication and other soft skills (behavioural, social)
- You can form a consortium, register a company and apply as a group under local content to offer services such as cleaning, catering, electrical, electronic and mechanical installations and repairs



POTENTIAL EMPLOYERS



GRN



To regulate the sector in the best interest of the country

National Oil Company



To participate in the sector activities on behalf of GRN

International Oil/Energy Companies



Operate the licenses by planning and executing the agreed work programs and budget.

International Service Companies



They offer various services, including data acquisition, drilling, etc. to the upstream oil and gas industry.

Local people and companies



They offer various services, including, recruitment, transportation, customs, etc. to the upstream oil and gas industry.



5. POSITIONING YOURSELF



- Follow the social media, websites and LinkedIn Pages of the key players in the industry (Especially the Oil Companies and the Service Companies).
- Identify capacity building opportunities from PetroFund, Ministry of Mines & Energy.
- Research on career opportunities and align your studies to specialise in the Oil & Gas sector.
- Keep abreast on new developments
- **Research, Research and Research**

Import Export Specialist SAVE ↔

SLB
Walvis Bay

[Apply on Rigzone](#) [Apply on LinkedIn Namibia](#)

🕒 5 days ago 🏢 Full-time

Logistics Specialist

Planning and Supply Chain | Logistics

Mission

The Logistics Specialist is responsible to manage and coordinate the domestic or international movement of assets, products, and materials upon the request of the Business Line. They optimize equipment utilization, select the most cost-effective routings and MoTs and plan / book these shipments with approved carriers and 3PLs, comply with the selection of preferred contracted carriers or internal fleet, and secure delivery as per the established service level.





NAMCOR



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THANK YOU