



Submitted to: Paratus Telecommunications (Pty) Ltd
Attention: Mr. Edward Esterhuyse
Private Bag 90140
Klein Windhoek
Namibia.

I&AP PUBLIC CONSULTATION DOCUMENT:

THE PROPOSED BASE TRANSCEIVER STATION (BTS) TOWER AND ASSOCIATED INFRASTRUCTURE FOR PARATUS TELECOMMUNICATIONS (PTY) LTD ON ERF 398, OUTJO EAST, KUNENE REGION, NAMIBIA

PROJECT NUMBER: ECC-45-569-REP-08-D

REPORT VERSION: REV 01

DATE: 21 FEBRUARY 2025



TITLE AND APPROVAL PAGE

Project Name: The proposed base transceiver station (BTS) tower and
associated infrastructure for Paratus Telecommunications (Pty)
Ltd on Erf 398, Outjo East, Kunene Region, Namibia

Client Company Name: Paratus Telecommunications (Pty) Ltd

Client Representatives: Mr. Edward Esterhuyse

Ministry Reference: APP-005015

Status of Report: Final for Government Submission

Project Number: ECC-45-569-REP-08-D

Date of issue: 21 February 2025

Review Period Record of Decision

ENVIRONMENTAL COMPLIANCE CONSULTANCY CONTACT DETAILS:

We welcome any enquiries regarding this document and its content. Please contact:



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Quality Assurance

Authors:



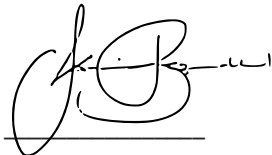
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DISCLAIMER

The report has been prepared by Environmental Compliance Consultancy Pty Ltd (ECC) (Reg. No. 2022/0593) on behalf of the Proponent. Authored by ECC employees with no material interest in the report's outcome, ECC maintains independence from the Proponent and has no financial interest in the Project apart from fair remuneration for professional fees. Payment of fees is not contingent on the report's results or any government decision. ECC members or employees are not, and do not intend to be, employed by the Proponent, nor do they hold any shareholding in the Project. Personal views expressed by the writer may not reflect ECC or its client's views. The environmental report's information is based on the best available data and professional judgment at the time of writing. However, please note that environmental conditions can change rapidly, and the information's accuracy, completeness, or currency cannot be guaranteed.

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ABBREVIATIONS

Abbreviation	Description
BTS	base transceiver station
EAP	environmental assessment practitioner
ECC	Environmental Compliance Consultancy (Pty) Ltd
EMA	Environmental Management Act No.7 of 2007
ESIA	environmental and social impact assessment
I&APs	interested and affected parties
Ltd.	limited
m ²	square metre
MEFT	Ministry of Environment, Forestry and Tourism
MICT	Ministry of Information, Communication and Technology
Paratus	Paratus Telecommunications (Pty) Ltd
Pty	proprietary
RoD	record of decision

1 PUBLIC ENGAGEMENT AND COMMENTS FROM I&APS

1.1 INTRODUCTION

Environmental Compliance Consultancy (Pty) Ltd (ECC) has been engaged by Paratus Telecommunications (Pty) Ltd (hereto referred to as Paratus or the Proponent) to conduct an environmental and social impact assessment (ESIA) in accordance with the Environmental Management Act, No. 7 of 2007 and its Regulations of 2012, for which an application for an environmental clearance certificate has been submitted for the proposed construction and operation of the base transceiver station (BTS) tower and associated infrastructure on Erf 398, Outjo East, Kunene Region, Namibia.

This document outlines the outcomes of the public engagement phase and provides records of engagements held with identified key stakeholders and interested and affected parties (I&APs). This report also provides a summary of the comments raised during the public engagement phase and the environmental assessment practitioner's (EAP) responses. This report will be submitted to the competent authority (i.e. Ministry of Information, Communication and Technology (MICT) and the Ministry of Environment, Forestry and Tourism (MEFT)) as an appendix to the Project's environmental scoping with impact assessment report for their review towards issuing a record of decision on the Project.

1.2 PUBLIC CONSULTATION

Public consultation is a compulsory and critical element of the ESIA process as it provides a platform to engage the I&APs and enhance the scope of the impact assessment. In accordance with section 21 of the Environmental Management Act No.7 of 2007 (EMA), the stakeholders and I&APs were engaged through various channels, which are outlined in the following sections.

1.2.1 NEWSPAPER ADVERTISEMENTS

Public consultation and I&APs registration for the Project commenced on 17 December 2024 upon publication of the first newspaper advert. The second newspaper advert was published on 23 December 2024. These advertisements were placed across three national newspapers (The Republikein, Namibian Sun and Allgemeine Zeitung). The purpose of these advertisements were to initiate the public engagement process by informing the public and I&APs to register with the Project and an invitation to the public meeting. The records of the newspaper advertisements are provided in Appendix A.

1.2.2 SITE NOTICE

In addition to the newspaper advertisements, a site notice was erected on site to inform the public about the Project (Appendix B).

1.2.3 PUBLIC MEETING

The identified stakeholders were engaged through formal letters and were invited to attend the public meeting (see the stakeholder letter provided in Appendix C). The public meeting was scheduled for 14 January 2025 at the Outjo Community Hall. However, despite the EAP's effort in organising to engage the public members, no public member attended, despite having been properly invited. This lack of participation was noted, and as result, alternative engagement methods were considered. Subsequently, the EAP practitioner (Mr Samuel Shinyemba) conducted door-to-door engagements with the residents in the vicinity of Erf 398 (identified as the directly affected parties). The (MICT) has formally requested, in its capacity as the competent authority, to be provided with the full ESIA report, along with all appendices, for their review and consideration. The letter received from the MICT is provided Appendix C and the list of the residents who were engaged are provided in Appendix D.

1.3 KEY FEEDBACK ON ISSUES OF CONCERN – RESIDENTS ENGAGEMENT

The comments and concerns received from the residents who were engaged presented useful and valuable input in setting out the scope of the environmental and social impact assessment process. From an overall review of the recorded statements, the key common themes of concern that were raised can be summarised in the following categories:

1.3.1 EMPLOYMENT OF RESIDENTS

Majority of the residents raised concerns whether the Proponent would consider employing some of the unemployed locals. The EAP clarified that it is unlikely that such opportunities will be available as the scope of work requires specialised skills. Contractors and subcontractors will be hired for these activities and will likely have their own employees. This may also include employees that will be required for unskilled or semi-skilled tasks, such as concrete mixing.

1.3.2 RISK OF PUBLIC EXPOSURE TO NON-IONISING RADIATION

The residents raised questions on the potential risk of the public being exposed to radiation emitted by the telecommunication tower. The EAP addressed these concerns by assuring the residents that this aspect will be thoroughly evaluated. The evaluation will include an assessment of buffer zones, which specify the minimum distance that telecommunication towers must be located from public areas to minimise the potential risk of radiation exposure.

1.3.3 LOSS OF RECREATIONAL SPACE (FOOTBALL FIELD)

The residents highlighted that a portion of the Project site has been transformed into a football field and that public access to the sport field will be limited as the Project progresses. In response, the EAP clarified that the Project footprint is relatively small (approximately 100 m²) and therefore, a significant portion of the Erf, which overall is approximately 9 140 m², is expected to remain

undisturbed. Additionally, this social impact will be thoroughly evaluated in the impact assessment.

1.3.4 PUBLIC REVIEW PERIOD

The draft scoping with impact assessment was issued to all registered I&APs for their review and commentary from 12 February 2025 to 19 February 2025 (seven days review period). No comments were received from the I&APs.

2 DETAILED COMMENTS AND RESPONSES

ECC acknowledges that constructive feedback from I&APs contribute to a more comprehensive ESIA. The consultation process ensures that the Project is better understood by I&APs. Additionally, I&AP feedback enhances the scope of the assessment, as it may highlight impacts that were not fully considered or included during the screening phase.

The I&APs comments are summarised in Table 1.

Table 1 – Response to comments raised during the door-to-door engagements with the Outjo residents

Stakeholder Details	Question/Comment	Response/Clarification
Stanley Kaizani Resident of Herero Location	Paratus must consider market pricing because the target market may lack the financial means to afford higher service prices.	EAP: Comment noted, thank you. The Proponent will strategically balance setting affordable pricing that aligns with the financial realities of its target market, while ensuring the company can recover costs and maintain profitability.
Nadia Kandjeo Resident of Herero Location	When will the Project commence?	EAP: The commencement of the Project depends on several factors. The Project activities are listed under the Environmental Management Act No. 7 of 2007, which should not be undertaken without an environmental clearance certificate. The approval of the environmental clearance certificate application, which is underway, may take anywhere from a few months to several months. Once the reports are submitted, the Ministry of Environment, Forestry, and Tourism (MEFT) takes approximately three to six months to issue a record of decision (RoD) for projects similar to this.
	A portion of the Project site has been transformed into a small football field. Will our children be restricted from accessing this field?	EAP: The Project footprint is relatively small, covering approximately 100 m ² , compared to the total size of the Erf that is approximately 9 140 m ² . The site may be inaccessible at some stage as the Project develops. This impact will be evaluated, and other alternative sites will also be considered.

Stakeholder Details	Question/Comment	Response/Clarification
	We have no objection to the Project. Competition among service providers is beneficial will result in improved service delivery.	EAP: Comment noted, thank you. Competition among network operators is expected. This impact will be assessed during the impact assessment phase.
	The impact assessment must also assess the potential risk of public exposure to radiation emitted by the telecommunication tower.	EAP: Comment noted, thank you. This impact will be evaluated. The evaluation will consider the required minimum distances that telecommunication towers must be located away from public areas or homesteads to minimise the potential risk of radiation exposure.
Lesly Narebeb Blue-Sky Training Academy	When will Paratus open a branch in Outjo?	EAP: As part of its corporate economic objective, Paratus aims to expand its services and operations across all regions within Namibia. As the Project progresses, a branch will be opened in Outjo.
	Will this be a 5G telecommunication tower?	EAP: No. Although 5G technology is the next step in the evolution of telecommunication, this tower will focus on 4G services, which remain a widely used and effective solution for meeting current communication needs.
	What is the height of the telecommunication tower?	EAP: The telecommunication tower will be 30 m.
Julin Nuumba	We have no objections to the Project. When will the Project commence?	Noted, thank you.

Stakeholder Details	Question/Comment	Response/Clarification
Etoshapoort Erf 428		EAP: The commencement of the Project depends on several factors. The Project activities are listed under the Environmental Management Act No. 7 of 2007, which should not be undertaken without an environmental clearance certificate. The approval of the environmental clearance certificate application may take anywhere from a few months to several months. Typically, the Ministry of Environment, Forestry, and Tourism (MEFT) takes approximately three to six months to issue a record of decision (RoD) for projects similar to this.
Petrus Uiseb Etoshapoort Erf 430	What will be the reception buffer zone of the telecommunication tower?	EAP: The reception buffer zone for the telecommunication tower will be approximately 4 km, although signal reception can also be acquired at distances up to 10 km, depending on factors such as terrain and environmental conditions.
	Will the Proponent employ some people from the local area?	EAP: The scope of work requires specialised skill sets that may not be readily available locally. Contractor companies will be hired during the construction phase, and they will have their own employees to carry out the necessary tasks.
	Is there a guarantee that network interruptions will not occur during bad weather?	EAP: Efforts will be made to ensure reliable network services. There is no absolute guarantee that there will be no network interruptions during bad weather (e.g. during times of heavy rain or high winds which impact

Stakeholder Details	Question/Comment	Response/Clarification
		signal strength or cause temporary outages). However, backup systems will be in place and efforts will be made to quickly restore services in the event of disruptions.

APPENDIX A – NEWSPAPER ADVERTS

Tuesday 17 December 2024

4 **Republiken** **Sun** **W** Allgemeine Zeitung **Market Watch**


PARATUS
environment

NOTICE OF AN ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT AND PUBLIC CONSULTATION FOR THE PROPOSED CONSTRUCTION AND OPERATION OF A BASE TRANSCEIVER STATION (BTS) TOWER AND ASSOCIATED INFRASTRUCTURE FOR PARATUS TELECOMMUNICATIONS (PTY) LTD ON ERF 397, OUTJOE EAST, KUNENE REGION, NAMIBIA

Environmental Compliance Consultancy (Pty) Ltd provides this notice to members of the public that an application for an environmental clearance certificate in accordance with the Environmental Management Act, No. 7 of 2007 and associated 2017 Regulations has been made for the proposed construction and operation of a base transceiver station (BTS) tower and associated infrastructure for Paratus Telecommunications (Pty) Ltd on Erf 397, Outjo East, Kunene Region, Namibia. Members of the public are invited to register as an interested and affected party (IAP) and provide input into the environmental impact assessment process.

Applicant/Proponent:	Paratus Telecommunications (Pty) Ltd
EAP:	Environmental Compliance Consultancy (Pty) Ltd (ECC)
Location:	Erf 397, Outjo East, Kunene Region, Namibia

Proposed Activity:
 The Proponent proposes to construct and operate a 30 m BTS tower (a lattice steel supporting steel structure), along with associated infrastructure on Erf 397, Outjo East. The BTS tower will improve and provide adequate transmission and reception of telecommunication service signals to the residents, visitors and business operators.

Project Location:
 Erf 397 is situated within a well-established residential and recreational zone. The BTS telecommunication tower will cover a relatively small portion of the Erf (+16.166417 S, 20.11268 E).

Register:

1. Please register as an IAP;
2. Register for the project by submitting the QR code below or visit our website;
3. Registered IAPs will receive a project background information document (IBID).

Public meeting:
 ECC cordially invites members of the public to the public meeting, scheduled as follows.

Date: 14 January 2025
Venue: Outjo Community Hall
Time: 18:00

Environmental Compliance Consultancy (Pty) Ltd
 Registration Number: 2022/0150
 Address: P O Box 91123, Khais Windhoek
 Tel.: +264 81 689 7638
 E-mail: info@environmental.com.na
 Website: <https://www.environmental.com.na/contact/>






VACANCIES

Trigon Mining Namibia has the following opportunities, based at its underground mine in Katbamb.

MINE MANAGER - UNDERGROUND

- Underground blasting ticket with a minimum of 15 years of underground mining experience
- A minimum of 7 years of relevant experience, at senior management level
- Cut and filling mining method & base metals mining experience will be advantageous.

UNDERGROUND ENGINEER

- Degree or Diploma in Mechanical Engineering or related field.
- A minimum of 7 years' relevant experience in a similar role in underground mine operations.

MINE PLANNER - UNDERGROUND

- A recognized mining engineering qualification.
- Minimum 7 years' experience in an underground mining planning role.
- Proficiency in Deswik, Surpac, Datamine or similar mine design and scheduling software.

HR BUSINESS PARTNER

- A Bachelor's Degree in Human Resources Management/Industrial Psychology or similar field
- 5-8 years of relevant experience in a similar role in mining or engineering industry.

All applications meeting minimum requirements must be accompanied by an up-to-date CV, copies of qualifications and ID documents, which are non-returnable.

If you are what we are looking for, please forward to your application to kombart.recruitment@trigonmetals.com

CLOSING DATE: 23 DECEMBER 2024

Trigon Mining Namibia is an Equal Opportunity Employer. Persons from designated groups are encouraged to apply. Only short listed candidates will be contacted.

PUBLIC NOTICE

RELOCATION OF THE SOCIAL SECURITY COMMISSION OTJIWARONGO OFFICE

The Social Security Commission (SSC) informs all stakeholders that our **OtiJwarongo office** will relocate to a new address as from **18 December 2024**.

Now you can find us at the Corner of Hank Willems Sint Street and Germania Street (Next to CENORED Offices).

Also note that as from **18 December 2024**, the current office at **Dr. Hage Geingob Street, OtiJwarongo**, will no longer be occupied by the Social Security Commission!

This relocation is to ensure your increased accessibility to all our services, thus, we rely on your valuable understanding and support in this regard.

For further information or assistance, please contact:

Richard Gwala at 067- 304 741
Richard.Gwala@ssc.org.na

Issued by: Corporate Communications and Marketing - **061 - 280 7085**

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For more information, visit www.ssc.org.na or call 061-280 7085. The Social Security Commission is located at the corner of Germania Street and Hank Willems Sint Street, OtiJwarongo.

YOUR FUTURE OUR MISSION

SOCIAL SECURITY COMMISSION

VACANCY

CLIENT EXECUTIVE:

Tourism & Agrimonitor

Patterson Grade: C1

NMH, an equal opportunity employer, has the following vacancy for a dynamic and energetic person with Namibian citizenship.

Key Performance Areas

- Discussing the needs and challenges faced by clients - and using effective sales techniques and customer service to market the NMH portfolio.
- Meeting sales targets and engaging in upselling and cross-selling.
- Ensure clients are kept up to date with the sales / marketing portfolio of all NMH Platforms.
- Communicating with clients and prospective clients through email, phone, social media, video calls and/or in person.
- Planning and coordination of account activity of each client and reporting on status of account.
- Gaining an in-depth knowledge of the NMH portfolio, its products/services, the market and presenting this to clients in both visual and written communication.
- In-depth knowledge of print, various social media platforms, best practices, and online media.
- Studio / Broadcast engagements aligned to NMH Marketing and Communications.
- Create video/social media/print ad content assigned to clients aligned to NMH client portfolio.
- Generating sales opportunities through in-depth knowledge of client's sales and marketing trends, engage in upselling and cross-selling and meeting sales targets.
- Daily cold calling of new clients to expand the Client base of the Company.

Interested candidates who qualify for the above position can forward their CV with certified copies of qualifications and relevant documentation to:

The Human Resources Department
E-mail: vacancies@nmh.com.na, Please write "Client Executive: Tourism & Agrimonitor" in the subject line. For further details on job requirements and competencies visit <http://nmh.com.na/vacancies>

Only shortlisted candidates will be contacted.
No documents will be returned.

CLOSING DATE: 20 DECEMBER 2024



tourismus

NMH
NETWORK
MEDIA
GROUP

Monday 23 December 2024

4 **Republikaam Sun** 12 Allgemeine Zeitung



NOTICE OF AN ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT AND PUBLIC CONSULTATION FOR THE PROPOSED CONSTRUCTION AND OPERATION OF A BASE TRANSCEIVER STATION (BTS) TOWER AND ASSOCIATED INFRASTRUCTURE FOR PARATUS TELECOMMUNICATIONS (PTY) LTD ON ERF 397, OUTJO EAST, KUNENE REGION, NAMIBIA

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EAP: Environmental Compliance Consultancy (Pty) Ltd (ECC)
Location: Erf 397, Outjo East, Kunene Region, Namibia

Proposed Activity: The Proprietor proposes to construct and operate a 30 m BTS tower (a lattice cell supporting steel structure), along with associated infrastructure on Erf 397, Outjo East. The BTS tower will improve and provide adequate transmission and reception of telecommunication service signals to the residents, visitors and business operators.

Project Location: Erf 397 is situated within a well-established residential and recreational space. The BTS telecommunication tower will cover a relatively small portion of the Erf (18 186 475, 20 112 60 E).

Register:
1. Please register as an IAP;
2. Register for the project by scanning the QR code below or visit our website;
3. Registered IAPs will receive a project background information document (BID).

Public meeting:
ECC cordially invites members of the public to the public meeting, scheduled as follows:

Date: 14 January 2025
Venue: Outjo Community Hall
Time: 18:00

Environmental Compliance Consultancy (Pty) Ltd
Registration Number: 2022/0579
Address: P O Box 91 162, Kunene Windhoek
Tel: +264 81 469 7800
E-mail: info@eccenviro-consult.co.za
Website: <https://www.environmental-consulting.co.za/>



Market Watch MONDAY 23 DECEMBER 2024



The Meat Corporation of Namibia (Meatco) hereby invite bids for the following procurements:

DESCRIPTION	Provision of Security Guarding Services
REFERENCE NUMBER	NCS/ONB/MCN-01/2024
DOCUMENT PRICE	N\$ 300.00 (Non-Refundable)
CLOSING DATE	05 February 2025

DESCRIPTION	Prequalification for Staff Transportation Services
REFERENCE NUMBER	NCS/ONB/MCN-02/2024
DOCUMENT PRICE	N\$ 300.00 (Non-Refundable)
CLOSING DATE	05 February 2025

Document price should be deposited into the following account **Nedbank, Account Number 11000388922, Corporate Banking, 461609** and proof of payment sent to procurement@meatco.com.na.

The bidding documents will be available via email from the Procurement Management Unit.

All bids should be deposited in the Bid box located at:	Any enquiries can be directed to:
Meat Corporation of Namibia Head Office 1 Sheffield Street Northern Industrial Area Windhoek	procurement@meatco.com.na Alternatively call 061 321 6000



VACANCY ANNOUNCEMENTS
VARIOUS POSITIONS
Fulltime - Lüderitz, Namibia
Start Date: ASAP

JOIN OUR TEAM

Kelp Blue (Lüderitz Blue School, founded in 2022) is a not-for-profit (private) international school offering the UK International Curriculum. The school has a strong focus on academic excellence and encourages independent learning, leadership, and social responsibility. We also have a range of extracurricular activities open to all learners in the community.

THE FOUNDING HEAD OF BOARDING:
will be responsible for setting up, establishing and growing our (boarding school) covering a supportive and nurturing home away from home. The ideal candidate will have:
• Experience working as a houseparent (or House Master) in an international boarding school.
• A full teaching qualification PGCE or similar at UK Qualified Teacher Status or equivalent.
• At least 10 years experience teaching in a UK Curriculum in a boarding school.
• Experience leading a core subject (English, Maths or Science) to learners up to Grade 10.
• Proven experience leading extra-curricular activities and events within a school.
We are particularly seeking for candidates with outdoor and water related activities and outdoor leadership experience.

THE HEAD OF PRIMARY ACADEMIC:
will be responsible for overseeing the academic program and curriculum planning for the primary school, and managing and supporting academic staff including assessment, training, mentoring, and development. The ideal candidate must have:
• A full teaching qualification PGCE or Equivalent with science specialization.
• Qualification in Counselling and Young People's Mental Health.
• At least 10 years experience teaching in a UK Curriculum in a boarding school.

They must have experience:
• Working in at least two different key stages of primary school (Early Years, Key Stage 1 or Key Stage 2).
• Managing budgets within a school setting.
• Working in an international boarding school as a houseparent or assistant houseparent.
• Organizing and leading school trips and events.
• Running extra-curricular activities.
• Particular preference will be given to candidates with outdoor skills including archery, horse riding and/or overseeing water sports.

THE FOUNDING HEAD OF SECONDARY SCHOOL: will have a cultural of learning, respect and personal growth while establishing and developing the secondary school departments at the Lüderitz Blue school. The ideal candidate must have:
• A full teaching qualification PGCE or Equivalent in secondary education preferably with a focus on English.
• At least 8 years experience teaching in a UK Curriculum in a boarding school.

They must have experience:
• Building and establishing a secondary department within a school to prepare learners for Cambridge IGCSE.
• Designing and implementing new curricula.
• Teaching English literature and language to learners up to IGCSE level.
• Teaching performance including organizing and coordinating school drama productions.
• Leading school trips and events.
• Leading extra-curricular and/or leadership activities such as debating, swimming, golf, Model United Nations, and other events to encourage literacy and sports.

TO APPLY: For more information about each role and details on how to apply please go to www.luederitzblue.school.za/vacancies to apply before 02 January 2025.
Early application is advised.
If you do not hear from us by 15 January 2025, please consider your application unsuccessful.



REGIONAL MANAGER

The Bossa brand is coming to Windhoek, and we are searching for a seasoned industry executive.

Reporting directly to the Director, the incumbent is responsible for overseeing all aspects of the restaurant's operation, including pre-opening preparations and post-launch management. The ideal candidate will have a strong background in restaurant management, with experience in pre-opening phases, and an in-depth understanding of the requirements of running a fast-paced restaurant. The role requires a strategic thinker with excellent operational, financial, and team management skills, who can build and deliver exceptional guest experiences while maintaining profitability and high standards of service.

Responsibilities:
Strategic Planning & Project Management:

- Lead and manage the pre-opening phase, including working with the construction, interior design, and branding of the restaurant.
- Oversee the preparation of operational systems, policies, and procedures, ensuring that all aspects of operations (front of house, back of house, logistics etc.) are aligned with franchise standards.
- Hire and train the core management team and key staff, developing an organizational structure and clear operational guidelines.

Financial Planning & Budgeting:

- Develop and manage the pre-opening budget, ensuring all expenses remain within the planned cost.

Brand Development & Marketing:

- Develop pre-launch marketing strategies, including digital campaign, partnerships, and influencer outreach.
- Create buzz around the pre-opening, generating excitement and anticipation for the launch.

Post-Opening Phase:
Operations Management:

- Oversee all operational functions of the restaurant post-opening, ensuring smooth daily operations.
- Maintain and enforce the highest standards of customer service, cleanliness, and overall dining experience.
- Ensure all operational departments are fully staffed and run efficiently.
- Good understanding of P&L & stock control systems for input and accounts.

Team Leadership & Staff Management:

- Ensure effective staff training and development, with a focus on maintaining excellent service standards and procedures.
- Demonstrate effective communication, problem-solving, decision-making, and conflict management skills.
- Exhibit competency in administrative skills such as payroll input, staff rostering, inventory control, procurement, and training.
- Effectively plan, assign, and delegate tasks to meet deadlines.

Financial & Business Performance:

- Monitor financial performance against budgets and KPIs, taking corrective actions where necessary.
- Ensure inventory and stock control systems are in place to manage supply, equipment, and consumables effectively.

Reporting & Communication:

- Provide regular reports to ownership or senior management on the performance of the restaurant, including customer satisfaction, financials, staffing, and operational efficiency.

Requirements:

- Experience: Minimum 5 – 7 years in a senior leadership role within the Bossa restaurant group, with at least 3 years in a pre-opening capacity.
- Leadership Skills: Proven track record in leading and motivating teams in a high-pressure environment.
- Human Resources: Proven strong understanding of labour relations, labour law, HR management and disciplinary processes.
- Financial Acumen: Strong background in budget management and control, financial forecasting, and revenue optimization.
- Communication: Excellent interpersonal and communication skills, both verbal and written, with a strong ability to engage with employees and stakeholders.
- Problem-Solving: Ability to think quickly and adapt to changing circumstances, ensuring service delivery and customer satisfaction.
- Language: Must be fluent in English and Afrikaans, spoken and written, with above average grammar skills.

Applications:
We endeavour to communicate as clearly and frequently as possible; however, we only undertake to contact short-listed candidates. Submit your detailed resume to hr@bossagroup.co.za before 31 January 2025.

APPENDIX B – SITE NOTICE

Site notice: Erf 398, Outjo East
Coordinates : -20.116268, 16.166412



APPENDIX C – STAKEHOLDER LETTER

Environmental Compliance Consultancy (Pty) Ltd
PO Box 91193 Klein Windhoek Namibia
info@eccenvironmental.com
www.eccenvironmental.com
+264 81 669 7608



ECC-43-542-LET-04-A

10 January 2025

IDENTIFIED STAKEHOLDER AND POTENTIALLY INTERESTED AND AFFECTED PARTY:

NOTICE OF AN ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT AND PUBLIC MEETING FOR THE PROPOSED CONSTRUCTION AND OPERATION OF A BASE TRANSCEIVER STATION (BTS) TOWER AND ASSOCIATED INFRASTRUCTURE FOR PARATUS TELECOMMUNICATIONS (PTY) LTD ON ERF 397, OUTJO EAST, KUNENE REGION, NAMIBIA

Dear Mr Sir/ Madam

Environmental Compliance Consultancy (Pty) Ltd (ECC) has been engaged by Paratus Telecommunications (Pty) Ltd as the independent environmental assessment practitioner (EAP) to conduct an environmental and social impact assessment (ESIA) for the proposed construction and operation of a BTS telecommunication tower on Erf 397, Outjo East, Kunene Region. The application for an environmental clearance certificate and the assessment process is undertaken in terms of the Environmental Management Act No. 7 of 2007 and its 2012 Regulations.

This letter intends to engage potentially interested and affected parties (I&APs) for the Project and provide a platform and means of communication with ECC. You have been identified as a potential interested or affected party and therefore ECC wishes to engage with you throughout the ongoing ESIA process.

The background information document (BID) can be downloaded from our website via the following link:
<https://eccenvironmental.com/download/the-proposed-construction-and-operation-of-a-base-transceiver-station-bts-tower-and-associated-infrastructure-for-paratus-telecommunications-pty-ltd-on-erf-397-outjo-east-kunene-region-namibia/>

As part of the ongoing assessment process, ECC is pleased to extend a formal invitation for you to attend the upcoming public meeting. The public meeting is scheduled as follows:

Date: 14 January 2025
Venue: Outjo Community Hall
Time: 18:00

To register as an I&APs, please complete the registration form available on the ECC website through the link provided above. Alternatively, you can register by emailing us at info@eccenvironmental.com or by phoning our office at +264 81 669 7608.

Registered I&APs will be notified of the availability of the draft scoping and impact assessment report, as well as the environmental management plan (EMP) for review before the reports are submitted to the competent authority and the Ministry of Environment, Forestry and Tourism (MEFT) for a record of decision.

Should you have any questions please do not hesitate to contact us and we will gladly assist.

Environmental Compliance Consultancy (Pty) Ltd
PO Box 91193 Klein Windhoek Namibia
info@eccenvironmental.com
www.eccenvironmental.com
+264 81 669 7608



Yours sincerely,



Stephan Bezuidenhout
stephan@eccenvironmental.com



Jessica Bezuidenhout Mooney
jessica@eccenvironmental.com

Letter received from the Executive Director's office - MICT



REPUBLIC OF NAMIBIA

MINISTRY OF INFORMATION AND COMMUNICATION TECHNOLOGY

Private Bag 13344
WINDHOEK
NAMIBIA

OFFICE OF THE EXECUTIVE DIRECTOR

Tel: (+264-61) 283 2386/7
Fax: (+264-61) 251297
Email: ED-Office@mict.gov.na

Ref: 8/13/4
Enq: Mr. Benjamin Amomo/
Benjamin.Amomo@mict.gov.na

16 January 2024

Mr. Stephan Bezuidenhout,
Principal Environmental Practitioner,
Environmental Compliance Consultancy (Pty) Ltd,
PO Box 91193,
KLEIN WINDHOEK.

Dear Mr. Bezuidenhout,

**ENVIRONMENTAL SCOPING ASSESSMENT (ESA) FOR THE PROPOSED
CONSTRUCTIONS AND OPERATION OF A BASE TRANSCEIVERS STATION TOWERS
AND ASSOCIATED INFRASTRUCTURE AT OUTJO EAST, KUNENE REGION**

Reference is made to your letter dated 26 November 2024 regarding
the above-mentioned subject matter.

The Ministry of Information and Communication Technology hereby
advises your institution to submit the following documents to our office for
review prior to submission to the Environmental Commissioner. This is to ensure
compliance with the Environmental Act, 2007 (Act No. 7 Of 2007) and its
regulations.

- **Scoping Reports,**
- **Meeting minutes with the affected parties,**
- **Signed attendance register from the public consultations,**
- **Environment Management Plans (EMP) for proposed projects.**

The Ministry would equally appreciate if the schedules of consultative
meetings can be shared for ease of planning our attendance.

Sincerely,


Andrin Mathe
EXECUTIVE DIRECTOR



All official correspondence must be addressed to the Executive Director.



APPENDIX D – A LIST OF RESIDENTS WHO WERE ENGAGED



+264 81 669 7608

info@eccenvironmental.com

www.eccenvironmental.com



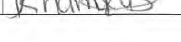
Meeting Attendance Register

Date: 14 January 2025

Meeting Subject: A base transceiver station (BTS) tower and associated infrastructure, Erf 397, Outjo East, Kunene Region

Proponent: Paratus Telecommunications (Pty) Ltd

Venue: Outjo Community Hall

	NAME	ORGANISATION	EMAIL ADDRESS	CONTACT NUMBER	SIGNATURE
1	Stanley-Namombe	Beano Erf 869		0812252961	
2	Jeffrey Tjibaga	Soamsta		0817440301	
3	Justin Quinn	Urib Extension		08122602857	
4	Kadisha KK	Damara location		0817312779	
5	Stanley Hatzari	Herero location	ngumusi@gmail.com	0817633565	
6	Dr. James Gush			0816687508	
7	Nedra Konder	Herero location		0817987778	
8	Jourvelyn Khamukha	Herero location	Khamukha Jourvelyn@gmail.com	0814643696	

	NAME	ORGANISATION	EMAIL ADDRESS	CONTACT NUMBER	SIGNATURE
9	Lesley Narebeb	Blue-sky Training Academy	oulesnarebeb@yahoo.com	0817802211	[Signature]
10	Sebastien Endjoc	N/A	N/A	0814796771	[Signature]
11	Jolin Nuurhaci	428, Etoshaport	munembuujulin@gmail.com	0817991864	[Signature]
12	Lucky Olebile	N/A	N/A	0813376622	[Signature]
13	Pena Okamaru	BL29, Etoshaport	N/A	0852774104	[Signature]
14	Bertha Okamaru	429	—	0815528535	[Signature]
15	Tongka Kashakumuxu	429 Etoshaport	kashakumuxu@outjo.com	0814337288	[Signature]
16	PETRUS UISEB	430 Etoshaport	petrusuiseb@gmail.com	0817109539	[Signature]
17	Eino Ndjinba	Outjo Municipality	endjinba@outjo.mun.na	0814106086	[Signature]
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