



# PETROFUND

**Fostering Leadership and Career Growth  
for Young Professionals in Africa's Oil and  
Gas Sector – Pathways to Success**

**Date: 12 August 2025**

**Shoki Kandjimi**  
**Communications and Stakeholder**  
**Engagement Lead**

# **TABLE OF CONTENT**

- 01 PETROFUND Mandate**
- 02 Key Themes**
- 03 Key Statistics: Workforce Training, Upskilling And Employment**
- 04 Training Statistics**
- 05 Overview of the Namibian Petroleum Industry**
- 06 PETROFUND's Role in Leadership Development**
- 07 Building Leadership and Technical Skills**
- 08 Overcoming Key Industry Challenges**
- 09 PETROFUND's Strategic Initiatives**

# **PETROFUND's Mandate**

The Petroleum Training and Education Fund (PETROFUND) is a statutory body of the Government of the Republic of Namibia, established in 1992 to enhance capacity within the country's upstream petroleum sector. PETROFUND builds capacity through training, institutional development, scholarships and the promotion of science, engineering and technology.

The establishment of PETROFUND aligns with the Petroleum (Exploration and Production) Act of 1991. Additionally, PETROFUND is funded by oil exploration companies granted exploration rights in Namibia through agreements with the Namibian Ministry of Industries, Mines and Energy. The Fund is governed by a Board of Trustees appointed by the Minister and managed by a team of managers led by the Chief Executive Officer.



# KEY PROGRAMMES

## 1.1 Workforce Training, Upskilling and Employment

- **1.1. Workforce Training (Ramped up Scholarship Programmes)**
  - **1.1.1** PETROFUND Scholarship Programme
  - **1.1.2** Joint Scholarship Programme (Chevening/MIME/NAMCOR)
  - **1.1.3** Secondary School Scholarship Programme
- **1.2 Upskilling & Employment**
  - **1.2.1** PETROFUND Graduate Deployment Strategy
  - **1.2.2** Launch of an Oil and Gas CV database
  - **1.2.3** MoUs with service companies to facilitate internships, upskilling, training and employment

## 1.2 Youth engagements

- 1.2.1 Career Fairs & Exhibitions
- 1.2.2 Endorsement of youth in oil and gas summit

## 1.3 Strategic GRN Officials Training

- **1.3.1** HSSE Stakeholders Oil and Gas Training

## 1.4 Local Institutional Strengthening in Upstream Oil and Gas Skills Development

- **1.4.1** Taskforce & Council for National Institutions of Higher Education Support & Preparedness
- **1.4.2** Task Force & Council for Establishing a National Upstream Oil and Gas TVET Centre

## 1.5 Upstream Petroleum Stakeholders Capacity Building Fund Management

- **1.5.1** MIME/Qatar Energy/PETROFUND Funding Agreement

# KEY STATISTICS: Workforce Training, Upskilling and Employment



|                    | Field                | CVs Received |
|--------------------|----------------------|--------------|
| 1                  | Geoscientists        | 277          |
| 2                  | GIS                  | 219          |
| 3                  | Engineers            | 737          |
| 4                  | Environmentalists    | 451          |
| 5                  | Underwater divers    | 27           |
| 6                  | SHEQ                 | 439          |
| 7                  | STEM TVET            | 1373         |
| 8                  | Welders              | 872          |
| 9                  | Painters             | 149          |
| 10                 | Paramedics           | 328          |
| 11                 | Pilots               | 47           |
| 12                 | Maritime Management  | 73           |
| 13                 | Food and Beverages   | 361          |
| 14                 | Commercial Law       | 209          |
| 15                 | Economists           | 381          |
| 16                 | Financial Management | 777          |
| 17                 | Logistics            | 1059         |
| 18                 | Port and Immigration | 110          |
| 19                 | Others               | 583          |
| Total CVs received |                      | 8473         |

**N\$ 136, 312 208**

**432**

- Namibians Trained in various degree programmes since 1993.

**70**

- Acquired specialization (Masters in Oil & Gas fields (95%) employed in various roles in the industry (47% F: 53% M).

**93**

- Students Projected to be on the 2025 Scholarship Programme.

**94**

- Internship/On-the Job -Training Statistics by International Companies.

• Total Training Cost since 1993 .

**46**

- Strategic GRN HSSE Stakeholders Oil and Gas Training.

**10**

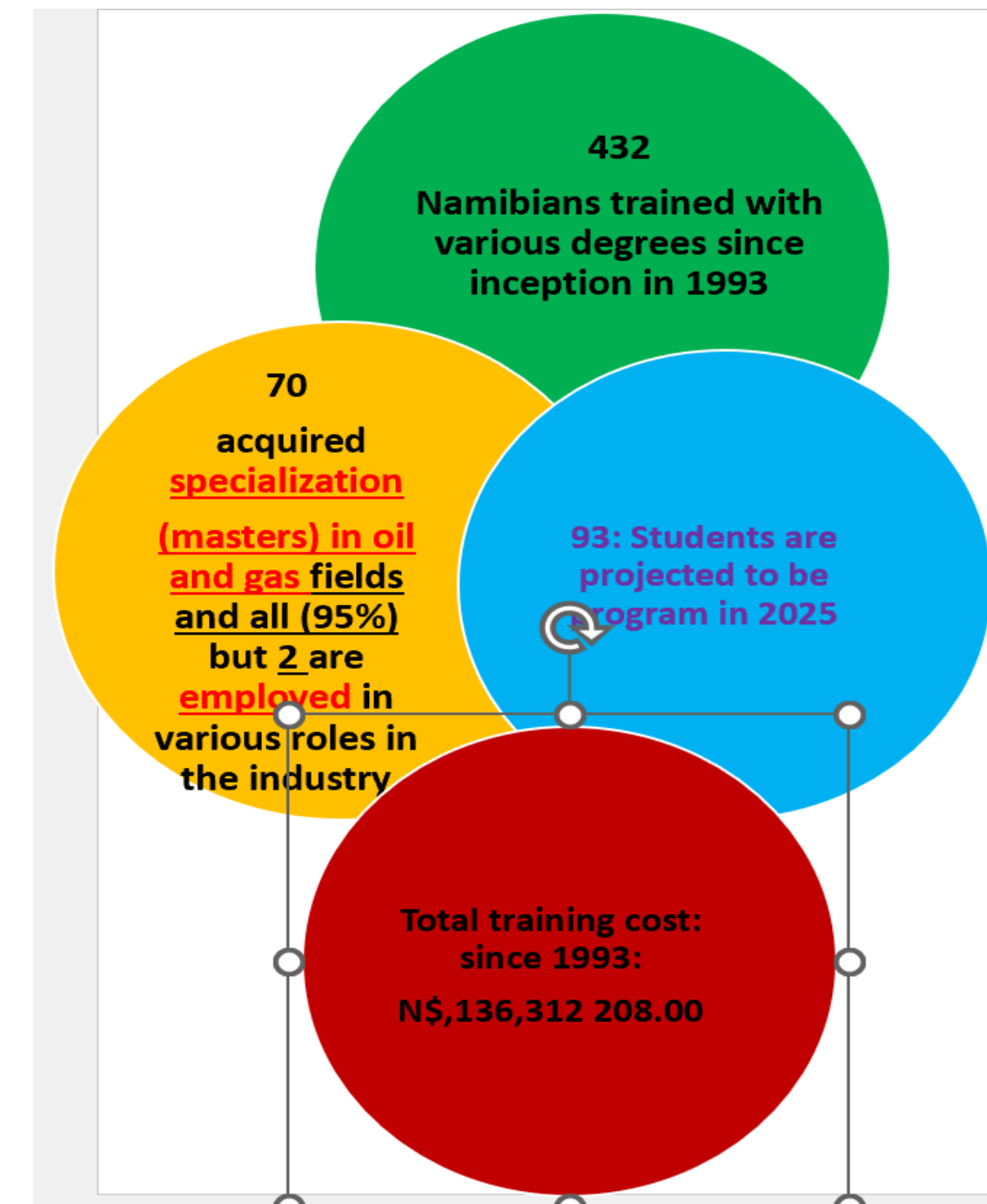
- Capacity Building MoUs signed with several Oil & Gas Service Companies (interest to collaborate by service companies remains high).

# TRAINING STATISTICS



|                            |           |                             |                                 |  |  |
|----------------------------|-----------|-----------------------------|---------------------------------|--|--|
| <b>Gender Analysis</b>     | <b>70</b> |                             |                                 |  |  |
| Females                    | 33        | 47%                         |                                 |  |  |
| Males                      | 37        | 53%                         |                                 |  |  |
| <b>Summary</b>             |           |                             |                                 |  |  |
| <b>Program</b>             |           | <b>Employed/ Internship</b> | <b>Unemployed/no internship</b> |  |  |
| Geosciences                | 25        | 25                          | 0                               |  |  |
| Chemistry                  | 1         | 1                           | 0                               |  |  |
| Engineering                | 13        | 13                          | 0                               |  |  |
| Law                        | 6         | 6                           | 0                               |  |  |
| Finance                    | 2         | 2                           | 0                               |  |  |
| Economics & Finance        | 2         | 2                           | 0                               |  |  |
| Environmental Management   | 5         | 4                           | 1                               |  |  |
| GIS/Data Management        | 4         | 4                           | 0                               |  |  |
| Maritime Operations        | 1         | 1                           | 0                               |  |  |
| Energy Management          | 1         | 1                           | 0                               |  |  |
| Taxation                   | 4         | 4                           | 0                               |  |  |
| Micropalaeontology         | 1         | 1                           | 0                               |  |  |
| Cyber Security             | 1         | 1                           | 0                               |  |  |
| Instrumentation            |           |                             |                                 |  |  |
| Engineering Technology     | 1         | 1                           | 0                               |  |  |
| IT for the Energy Industry | 2         | 2                           | 0                               |  |  |
| Decommissioning            | 1         | 1                           | 0                               |  |  |
| <b>Total</b>               | <b>70</b> | <b>69</b>                   | <b>1</b>                        |  |  |
|                            |           | <b>99%</b>                  | <b>1%</b>                       |  |  |
| <b>Employers</b>           |           |                             |                                 |  |  |
| NAMCOR                     | 26        | 37%                         |                                 |  |  |
| MME                        | 7         | 10%                         |                                 |  |  |
| SLB                        | 1         | 1%                          |                                 |  |  |
| Chevron                    | 1         | 1%                          |                                 |  |  |
| Shell Namibia Upstream BV  | 1         | 1%                          |                                 |  |  |
| Shakwa Nyambe Inc          | 2         | 3%                          |                                 |  |  |
| MoF                        | 3         | 4%                          |                                 |  |  |
| Petrofund                  | 1         | 1%                          |                                 |  |  |
| UK - Breach of agreement   | 1         | 1%                          |                                 |  |  |
| Recon Africa               | 1         | 1%                          |                                 |  |  |
| BW Energy                  | 4         | 6%                          |                                 |  |  |
| Baker Hughes               | 1         | 1%                          |                                 |  |  |
| <b>Others*</b>             | <b>19</b> | <b>27%</b>                  |                                 |  |  |
| Unemployed                 | 2         | 3%                          |                                 |  |  |

\*Ministry of Defence, NAMDEB; NAMPOWER; DEBEERS; Old Mutual; Swakop Uranium Mine; MAWLR; Liverpool University, Risk Based Solutions, Aurora Geospatial Consultants; Rabia





# Overview of the Namibian Petroleum Industry



Namibia's oil and gas industry is in a **period of transformation**:

- Major offshore discoveries offshore in the Orange Basin.
- Technological advancements in exploration and appraisal

**Why this matters for young professionals:**

- Skills gap and leadership pipeline needs.
- Global talent competition.
- Opportunities to shape Namibia's energy future.

# PETROFUND's Role in Leadership Development



**Mission:** We build capacity for Namibia's Upstream Petroleum Industry.

## **Strategic Support through:**

- Scholarships (local and international).
- Capacity Development initiatives for the Government Offices, Ministries and Agencies (Regulators).
- Skills development and specialised training (e.g., ROV pilots, petroleum engineers)
- Partnerships with industry and academia.
- Platforms for internship and potential employment – CV Database.

**Impact:** PETROFUND has funded over 432 Namibians, with 70 graduates receiving oil and gas specialisation training.



# PETROFUND's Role in Leadership Development Cont...



## PETROFUND



**Mr Carlo Mcleod**  
Special Advisor &  
Deputy Head of  
the Upstream  
Petroleum Unit



**Maggy Shino**  
Trustee and  
Petroleum  
Commissioner



**Victoria Sibeya**  
Trustee and  
Acting MD at  
NAMCOR



**Mtundeni Ndafyaalako**  
Trustee and  
Executive at  
NAMCOR



**Ndakolo Haiduwa**  
Deputy Country Manager,  
Rhino Resources Namibia



**Frans Kalenga**  
Country Representative  
SONILS-NAMIBIA



**Manfred Muundjua**  
General Manager  
BW Kudu

# Building Leadership and Technical Skills



## Core Competencies for Young Professionals:

*Technical:* Petroleum engineering, geoscience, subsea tech, HSE standards

*Leadership:* Strategic thinking, decision-making under uncertainty, stakeholder engagement

*Soft Skills:* Communication, cultural intelligence, adaptability

## How to Develop Them:

- Structured **mentorship programmes** with industry experts. (PETROFUND Alumni Association)
- **On-the-job training**
- Leadership bootcamps and executive education opportunities.
- Networking and professional association participation.



# Career Pathways for Success



*Entry-Level → Specialist → Leader → Industry Influencer*

## **Examples:**

- Graduate trainee → Field engineer → Operations manager → Country director
- Data analyst → Digital transformation lead → Strategy advisor

PETROFUND's role is in creating **clear, supported career ladders** through industry partnerships. We have signed over 10 MoUs with operators and service Companies.



# Overcoming Key Industry Challenges



## **Job Market Volatility:**

- Diversified skills to remain employable in shifting markets.

## **Sustainability Goals:**

- Integrating green technologies and practices.

## **Digital Transformation:**

- Upskilling in data science, remote operations, and AI-assisted exploration.
- Adopting a lifelong learning mindset.

# PETROFUND's Strategic Initiatives



**Capacity Building:** Expanding scholarships to meet the full value chain of the oil and gas sector.

**Reviving the Alumni Association:** Mentorship and knowledge sharing.

**Industry Partnerships:** Collaborating with operators and service companies for joint training initiatives.

**Upskilling:** Prioritising soft skills.

# Call to Action!



## For Young Professionals:

- Be proactive in seeking training and mentorship
- Stay adaptable and open to cross-sector experience
- Build a network early

## For Industry:

- Invest in leadership and technical training.
- Create inclusive career pathways for Namibians.
- Support PETROFUND's initiatives to secure a skilled workforce for the future.





## **Scholarship Alert!!!**

**The 2026 Scholarships will be launched on the  
15<sup>th</sup> August 2025.**

**THANK YOU.**



**GET MORE  
INFORMATION**



**061 400 443**



**[www.petrofund.org](http://www.petrofund.org)**



**41 Schanzenweg Street, Eros**