



Experiential / Job Attachment (Internship) Scheme: ICT Internship Opportunities

As a leading ICT player and equal-opportunity employer, TELECOM NAMIBIA is committed to innovation and service excellence. We are at the forefront of cutting-edge technologies, driving 5G expansion, cloud transformation, and managed cybersecurity services to enhance connectivity across Namibia. TELECOM NAMIBIA places a high premium on developing suitable candidates who share this philosophy and could make meaningful contributions to the overall success of the company.

As a key part of our ongoing commitment to social responsibility and proactive recruitment efforts, Telecom Namibia is excited to announce the **Internship Scheme for 2025/2026**. This initiative underscores our dedication to nurturing the next generation of talent.

Required Fields of Study & Qualifications

FIELD	QUALIFICATION
1. Statistics/Economics	Economics, Econometrics, Statistics, Mathematical Statistics, Business Analytics
2. Business Admin / Management / Marketing	Business Administration, Business Management, Marketing
3. ICT (Information Tech)	Information Technology, Computer Science, Big Data, Programming, Software Development, Cybersecurity, AI, ML, Automation
4. Engineering/Project Management	Telecommunications, Electronics, Computer Engineering, Software Engineering, Industrial Engineering, AI, ML, Automation, Project Management
5. Supply Chain/Logistics	Supply Chain Management, Purchasing Management, Supply Chain Systems
6. Human Resource	HR Management, Industrial Psychology, Industrial Relations, Performance Management, HRMIS, OD, HRD
7. Finance (Accounting)	Financial Management, Accounting Sciences, Cost and Management Accounting, Auditing, Fintech
8. Governance and Compliance	Risk Management, Accounting, Internal Audit, Fraud, Investigations, Forensics
9. Visual Digital Communication/Public Relations	Graphic Design, Digital Design, Public Relations
10. Data Analysis , GIS & Information Management	Data Analytics, Data Processing, Information Management, Data Science, GIS
11. Legal	Legal
12. Vocational Level /Trades	Electronics, Telecommunications, ICT, IT, Instrumentation
13. Police Science	Police Science

Purpose of the Internship Scheme:

Telecom Namibia is committed to advancing the skills and careers of promising students from recognized tertiary institutions through our Digital Transformation Internship Scheme. This initiative offers a practical, hands-on learning experience within our dynamic company environment, allowing students to apply theoretical knowledge to real-world projects and challenges in the telecommunications sector. The duration of the internship is tailored to meet the requirements specified by the educational institutions of the participating students.

Who Can Apply?

Eligibility Criteria:

- **Citizenship:** Must be a Namibian Citizen or Permanent Resident
- **Academic Achievement:** Demonstrated excellence in academics with a minimum aggregate score of 65% and no failed courses at an accredited tertiary institution.
- **Year of Study:** Applicants should be in their second year of studies or beyond.
- **Innovation and Skills:** Should display strong potential in areas such as digital savviness, customer-centric thinking, exceptional communication skills, and innovation.
- **Exclusivity:** Must not currently be engaged in another internship or serving bursary obligations.
- **Age Limit:** Applicants should be 25 years of age or younger.

Internship Benefits:

- A competitive monthly living allowance to support our interns.
- **Professional Development:** Gain hands-on experience and mentorship in advanced telecom technologies and business practices.
- **Career Advancement:** Opportunity to participate in projects that can influence future career opportunities within and outside Telecom Namibia.

Application Requirements:

- **Cover Letter:** One-page application letter, indicating the internship field and outlining your qualifications.
- **Resume:** A comprehensive curriculum vitae detailing your academic and professional experiences.
- **Academic Records:** A certified copy of academic transcripts to demonstrate progress and achievements.
- **Certification:**
 - Valid Work Integrated Learning (WIL) / Job Attachment Letter.
 - Certified copies of Namibian birth certificate and ID.
 - Certified copy of Certificate of Good Conduct from NAMPOL.

FOR ENQUIRIES CONTACT:

Mrs. Alanda Xoagus, Bursary Officer

Email: TNTraining@telecom.na

Telephone: (061) 2012641 / 2200

APPLICATION DEADLINE: FRIDAY, 28 NOVEMBER 2025

NB: Applications received after this date will not be considered.

Only applications submitted via <https://training.telecom.na> will be accepted.

Diversity and Inclusion: Telecom Namibia is an equal opportunity employer. We strongly encourage women and persons with disabilities to apply.

Verification of Qualifications: All foreign qualifications must be evaluated and verified by the Namibia Qualifications Authority to ensure compliance with local standards. Only short-listed candidates will be contacted. Documents submitted will not be returned.

APPLY NOW



Interested candidates are encouraged to submit their applications through our website at:
<https://training.telecom.na>

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