



Graduates Development Scheme: Electronics Engineering & Information Technology

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 **Graduates Development Scheme for 2025/2026**. This initiative underscores our dedication to nurturing the next generation of talent.

Telecom Namibia intends to recruit fresh talents from among graduates poised to drive forward our initiatives in the Fourth Industrial Revolution (4IR) and digital transformation. We are looking for ambitious individuals with the following qualifications:

A. PROFESSIONAL ENGINEER PATHWAY:

- **Qualifications:** Professional Engineering Degree specialising in Electronics, Telecommunications, Software Engineering, Computer Engineering, Industrial Engineering, Artificial Intelligence, Machine Learning, Robotics & Automation, Big Data.
- **Eligibility for Registration** with the Engineering Council of Namibia (ECN) as Engineer-in-Training or Incorporated Engineer-in-Training.

B. ENGINEERING TECHNICIAN PATHWAY:

- **Qualifications:** National Engineering Diploma or Three-Year Degree specialising in Electronics, Telecommunications, Computer Engineering, or Software Engineering.
- **Eligibility for Registration** with ECN as Engineering Technician-in-Training.

C. IP/IT TECHNICIAN OR SPECIALIST PATHWAY:

- **Qualifications:** Degree in Information Technology or Computer Science.
- **Eligible Specializations:** Big Data, Software Development, Cybersecurity, Artificial Intelligence, Machine Learning, Robotics & Automation.

Purpose of the Telecom Namibia Graduate Development Scheme:

- **4IR Skill Development:** To develop young Namibian talent for the dynamic needs of the telecommunications industry, fostering a skilled workforce for digital transformation.
- **Professional Advancement:** To enable participants to gain professional registration with the Engineering Council of Namibia and NETWORK certification, equipping them for advanced technological roles.

Eligibility requirements for applicants:

- **Digital Competence:** Demonstrates exceptional digital savviness, customer focus, communication skills, and innovation.
- **Academic Excellence:** Persistent commitment to academic success with a minimum overall average of 65% in most recent academic evaluations.
- Not currently engaged in another internship or serving bursary obligations.
- Namibian Citizen or Permanent Resident and 26 years of age or younger.
- Must be in good general health; successful candidates will undergo a medical check-up.

Benefits:

Telecom Namibia offers an attractive remuneration package to candidates while on the Graduate Development Scheme.

Applicants should provide the following documents:

1. **Application/Cover Letter and CV:** Submit a concise, one-page cover letter alongside an updated Curriculum Vitae.
2. **Academic Credentials:** Include certified copies of academic records and any relevant qualifications.
3. A certified copy of your Namibian birth certificate and ID.
4. A certified copy of a Certificate of Good Conduct issued by NAMPOL.

FOR ENQUIRIES CONTACT:

Mrs. Alanda Xoagus, Bursary Officer

Email: TNTraining@telecom.na

Telephone: (061) 2012641 / 2200

APPLY NOW



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

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.

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