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Women Shaping Namibia

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Welcome Note

Dear Readers,

MTC Connect recognises women whose work, leadership and service continue to shape the country in meaningful ways.

This edition carries two covers. Side 01 celebrates Women Who Connect Namibia, spotlighting women whose journeys reflect public service, resilience, leadership and national progress. Side 02 turns the spotlight inward to honour the women of MTC, whose work across the business supports the brand's role in keeping Namibia connected.

Inside, you will meet women making their mark in government, technology, education, media, sport, entrepreneurship, social development and community work. From Her Excellency Dr Netumbo Nandi-Ndaitwah, President of the Republic of Namibia, to Vice President Lucia Witbooi and rising young women across different fields, these stories reflect the many ways women are contributing to the country's growth.

We also explore how girls and aspiring professionals can pursue careers in fields where women have historically been underrepresented, with practical advice and insights to guide them. From women in STEM to young leaders and entrepreneurs, these stories highlight the importance of visibility, access, mentorship and opportunity.



While the focus is on women's empowerment, this remains a magazine for everyone. We recognise that men and women both play valuable roles in building stronger communities, industries and families. As always, we have included a mix of stories to inform, entertain and inspire all our readers.

Join us as we revisit the second MTC Branding and Marketing Indaba, which brought together leaders, innovators and creatives to celebrate excellence, collaboration and industry influence. Our special spread captures memorable moments from the Indaba and its awards ceremony.

Our wellness section focuses on self-care, balance and maintaining both physical and mental wellbeing. And, of course, the magazine would not be complete without something delicious. Try our comforting bobotie recipe in the Food Corner if you are in the mood for some soul food.

Bringing together the stories in this 23rd edition of MTC Connect has made it especially meaningful to me. It feels fitting that a theme so close to my heart marks both my final contribution as editor and the conclusion of my journey with MTC. I am grateful for the opportunity to have shaped this magazine and thank everyone who contributed along the way.

Happy reading and stay connected.

Janet Kapenda

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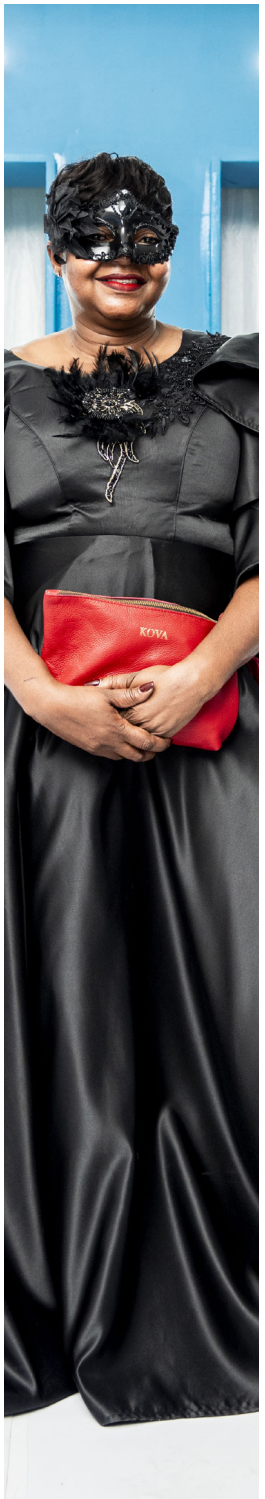




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FROM HUMBLE BEGINNINGS TO NATIONAL IMPACT

NAMIBIAN WOMEN LEADERS WHOSE JOURNEYS SPEAK TO SERVICE, COURAGE AND PURPOSE

Namibia's women leaders continue to shape the country's future through resilience, dedication and visionary leadership. From classrooms and community activism to the highest offices in government and national security, their journeys are rooted in sacrifice, perseverance and a deep commitment to public service.

This feature highlights the inspiring stories of ***H.E. Dr Netumbo Nandi-Ndaitwah, the fifth President of Namibia, and H.E. Lucia Witbooi, Vice President of Namibia.*** Their rise to national prominence continues to inspire young Namibians, particularly girls, and aspiring leaders across the continen.



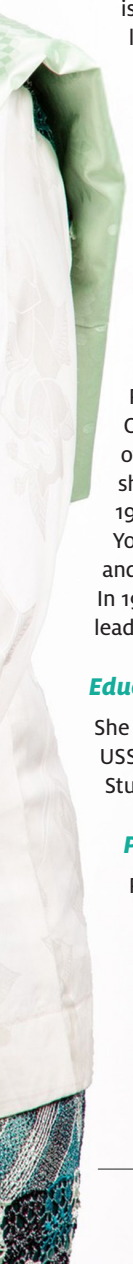
H.E. Dr Netumbo Nandi-Ndaitwah

President of the Republic of Namibia

From her early political awakening as a teenager joining SWAPO in 1966, to ascending to the highest office in the Republic of Namibia, Her Excellency Dr Netumbo Nandi-Ndaitwah has built a legacy defined by resilience, discipline and unwavering service to her country. Her journey reflects not only decades of political commitment, but also the steady rise of a leader shaped by sacrifice, liberation ideals and a deep belief

in inclusive national development. Widely regarded as a champion of women's empowerment and representation, President Nandi-Ndaitwah has consistently advocated for greater participation of women in leadership and decision-making structures. In her early years as a politician, she would represent Namibia on international stages during the liberation struggle, where women's representation was scarce, e.g., as part of the UN delegation representing Namibia in 1974.

This commitment was further underscored following her inauguration in 2025, when she appointed women to several key government and ministerial portfolios, reinforcing her vision of a more inclusive and representative Namibia. Over the years, her leadership and contribution to nation-building have earned recognition both locally and internationally, particularly for advancing the role and visibility of Namibian women in governance and society. The journey that brought her to the Presidency is one marked by perseverance, courage and purposeful leadership, perhaps best embodied by her famous words, ***"I am an implementer, not a storyteller".***



Her story stands as a powerful reminder that true leadership is rooted in service, determination and integrity. It is a source of inspiration not only to the nation, but especially to young women across Namibia and the African continent who dare to believe that, through hard work, resilience and conviction, their aspirations, too, are within reach.

Early life and exile

President Nandi-Ndaitwah was born in Onamutai, Oshana Region. She joined SWAPO in 1966 at the age of 14 and became active in the Youth League, where she opposed South African apartheid rule. Between 1972 and 1974, she served as Chairperson of the SWAPO Youth League in northern Namibia. She was arrested and imprisoned in 1973 because of her political activism. In 1974, she went into exile and later served in SWAPO leadership positions in Zambia from 1976 to 1980.

Education

She studied at the Lenin Higher Komsomol School in the USSR and later earned a Master's degree in Diplomatic Studies from the University of Keele.

Political career

President Nandi-Ndaitwah returned to Namibia in 1989 and has been a Member of Parliament since independence in 1990.

Her ministerial roles have included:

- Minister of Women Affairs and Child Welfare
- Minister of Information and Broadcasting
- Minister of Environment and Tourism
- Minister of International Relations
- She was appointed Deputy Prime Minister in 2015 and elected as SWAPO's first female Vice President in 2017.

Presidency

President Nandi-Ndaitwah won the November 2024 presidential election as the SWAPO candidate and was sworn in on 21 March 2025.

Personal life

She is married to Lieutenant-General (Rtd) Epaphras Denga Ndaitwah, former Chief of the Namibian Defence Force (NDF). They have three sons.

Key achievements and focus

President Nandi-Ndaitwah has been a long-standing advocate for women's rights and representation. She played a role in the 1995 Beijing World Conference on Women and has supported the United Nations' Women, Peace and Security agenda. She is also known as a seasoned diplomat and an advocate for environmental preservation.

Key accolades and awards

Her recognition includes:

- *Netumbo:* A Leader Beyond Politics, a documentary produced by MultiChoice in her honour
- TIME100 Most Influential People recognition
- African Political Leader of the Year by the African Leadership Magazine Person of the Year Awards
- Inter-Generational Leadership Award at the Nala Feminist Summit
- Honorary Doctorate from the University of Dar es Salaam
- Thought Leadership Award at the Namibia Sustainable Development Awards
- Recognition by the Namibia National Women's Organisation for advancing the role of women in politics

Key career milestones

President Nandi-Ndaitwah made history in 2025 by becoming Namibia's first female President. She was also the first female Vice President of SWAPO, elected in 2017 and re-elected in 2022. Additionally, she holds the distinction of being the longest-serving minister, having served in several government portfolios since independence. She is also regarded as a key architect behind the establishment of the International Women's Peace Centre in Windhoek, a facility dedicated to advancing the UN's Women, Peace, and Security (WPS) agenda.

Fun fact: President Nandi-Ndaitwah has said that if she had not entered politics, she may have pursued a career in science, as Mathematics and Science were among her favourite subjects at school.

H.E. Lucia Witbooi

Vice President of the Republic of Namibia

Born into a large family and raised in southern Namibia, Lucia Witbooi's journey to national leadership is rooted in humility, resilience and a lifelong commitment to service.

Her early upbringing was shaped in the town of Gibeon, before she later pursued her education in Keetmanshoop.

Long before entering the political arena, she devoted herself to the education sector, serving as a teacher and helping shape the lives of young Namibians through learning and mentorship.

Her transition from the classroom to the country's highest leadership structures reflects a career built on discipline, perseverance and an unwavering commitment to community upliftment. Over the years, Vice President Witbooi has steadily earned recognition as a respected public servant and political figure whose leadership resonates with ordinary Namibians.

From modest beginnings to ascending to the office of Vice President, her story stands as a powerful testament to the value of hard work, integrity and dedication to national development.

Having served as an educator for 27 years, she is remembered by her former colleagues for her commitment to excellence.

She has contributed to women's empowerment in politics in the South by using her platform to launch various projects, such as sewing, bricklaying, and chicken rearing, aimed at uplifting communities.

Hers is a journey that continues to inspire many, particularly young women and aspiring leaders across Namibia, demonstrating that leadership is defined not by one's starting point but by one's commitment to serve and uplift others.



Personal Life

H.E. Lucia Witbooi was born on 21 March 1961 in Gibeon, in the Hardap Region. She is widowed and has three children.

Education

Vice President Witbooi attended Suiderlig Senior Secondary School in Keetmanshoop in 1979.

She later obtained a Higher Primary Education Certificate from the University of Namibia in 1996, a Diploma in Education from Azaliah College for Further and Higher Education in 1997, and a Higher Diploma in Education from the University of Port Elizabeth in 1999.

Career

Vice President Witbooi worked as a teacher for approximately 27 years, mainly in southern Namibia, before entering politics. In 2009, she became a Member of Parliament representing the SWAPO Party and served on several parliamentary committees, including Foreign Affairs, Defence, Safety and Security, Gender and Family Affairs, and Information and Communications Technology.

Her leadership roles in the government include serving as the Deputy Chairperson of the CWP in the Africa Region, Deputy Minister of Gender Equality and Child Welfare, and Deputy Minister of Home Affairs, Immigration, Safety, and Security. In March 2025,

President Netumbo Nandi-Ndaitwah appointed her as Namibia's fourth Vice President.

Achievements

Vice President Witbooi is recognised for her contribution to education, women's empowerment and community upliftment.

Her work has focused on supporting vulnerable groups, persons with disabilities, marginalised communities and women's participation in social and economic development. She has also supported practical community-based initiatives such as sewing, brick-laying and chicken-rearing projects, particularly in southern Namibia.

Her life journey is captured in the NBC documentary *'A Life of Service'*.

Her appointment as Vice President in 2025 also marked a significant moment for gender representation in African politics, with Namibia having both a female President and a female Vice President.

Fun Fact: Vice President Witbooi is a woman of faith whose political career began with door-to-door campaigns as SWAPO station secretary in Gibeon.









NAMIBIAN WOMEN IN STEM

Science Technology Engineering Mathematics

LEAD WITH SKILL AND RESOLVE

Four Namibian women in science, technology, engineering and mathematics (STEM) are using boardroom discrimination to fuel consistency and excellence on the job.



Cornelia Shipindo, Acting Executive of the Namibia Cyber Security Incident Response Team (NAM-CSIRT), says her dream was to be a pharmacist.

Her father, however, saw her future in information technology. Today, Shipindo leads NAM-CSIRT under the Communications Regulatory Authority of Namibia. The team is responsible for Namibia's national response to cybersecurity incidents.

"At the time, I had no prior exposure to computers and a limited understanding of basic computer skills," she said.

She began with a national diploma in IT, followed by a bachelor's degree in systems administration and networks. She later upskilled herself with a postgraduate qualification in information systems audit.

Shipindo has worked in both the private and public sectors, with an IT career spanning 15 years. *"My current role gives me the opportunity to serve as a woman in one of the key areas of technological infrastructure resilience,"* she said.

Her resilience, she says, started at a young age. *"Earlier in my career, one of the challenges we encountered as women in technology was the pressure to moderate appearances during interviews to avoid being perceived as too feminine and potentially overlooked for opportunities,"* she said.

Another hurdle was being seen as less competent because of her gender. *"Being underestimated motivated me to consistently exceed expectations, apply myself diligently and maintain a high standard of work,"* she said.



Her fellow woman in STEM, ***Johanna Ileka,*** is a ***specialist in information and communication technology at CRAN.*** With more than five years of experience, Ileka began her journey in computer science before completing an honours degree in information security.

She says women in technical spaces are often expected to be either highly assertive or more reserved in order to be seen as approachable.

For Ileka, consistency and quality work have helped her navigate these expectations.

"This is an ongoing process, where I learn every day to strike a balance between making confident decisions, taking initiative and contributing meaningfully, while maintaining strong emotional intelligence and professionalism," she said.

She encourages other women to see STEM not only as a career path, but as an opportunity to contribute to important work.

"I encourage them to embrace the challenge that comes with it," she said.



Dr Eva-Pandi Beukes Stewart had a different experience. She says she was one of the few women who did not face major gender-related challenges in the STEM space.

"Even if there were incidents, no one could take away the knowledge in your field, and if it is based on that, no one can try to undermine that," she said.

Beukes Stewart began her academic career as a chemical engineer. She later decided to pursue pure science, moving into chemistry and mathematics at the University of Aberdeen.

"I went on to do a PhD at the same university in collaboration with the University of St Andrews," she said.

Her advice on handling discrimination is direct: *"hit them with professionalism and knowledge". "Any form of discrimination shows diffidence, and I do not nurture it nor care to pay attention to it,"* she said.

Her greater challenge, she adds, has been outside the STEM field.

"I've experienced sexism 'off the field'. That's a bit more difficult, because there you cannot beat them with ignorance," she said.



While communication within STEM is less often highlighted, it is part of ***Liz Tashiya***'s daily work. Tashiya is the ***Head of Corporate Communication and Marketing at the National Commission on Research, Science and Technology in Namibia.***

"Over the years, I have built experience within the science, research and innovation environment, particularly in strategic communication, stakeholder engagement and public awareness within the STEM sector," she said.

Like Shipindo and Ileka, Tashiya says one of the challenges has been working in environments where women are sometimes underestimated in leadership, decision-making or technical spaces.

"There can be assumptions that women are less knowledgeable or less capable, particularly in male-dominated sectors," she said.

She has found motivation in building supportive networks with mentors and colleagues who value growth and collaboration. *"Most importantly, I stopped feeling the need to constantly prove that women belong in these spaces. Instead, I embraced the fact that we already do,"* Tashiya said.

She encourages young women to see STEM as more than science or mathematics. *"The world needs more women's perspectives, ideas and leadership in STEM spaces,"* she said.



MEET NAMIBIA'S RISING STARS DRIVING CHANGE ACROSS KEY SECTORS

Across Namibia, ***a new generation of young women is stepping forward with purpose, passion and determination, helping to shape the country's future while transforming the narrative in their respective fields****. Through their work in media, agriculture, social development and activism, they are contributing to national conversations while encouraging other young Namibians to take up space in their communities and industries.*



Octavia Tsibes is the Executive Director of the newly established Namibia Media Academy, where she trains the next generation of media professionals.

Her interest in politics, culture and debate led her to media.

"It has a funny way of exposing you to perspectives that can shake even your most unshakable beliefs," she said.

Tsibes chose media because it is something she genuinely believes in.

"It is something that still allows me to connect with people and exchange ideas, while also giving me a realistic shot at sustaining myself," she said.

In the next seven years, she hopes to explore philanthropy more deeply and tell stories that often remain untold.

Some people doubt that media is a lucrative industry. Tsibes compares it to nursing and teaching, noting that its value goes beyond income.

"It exists to bridge the gap between communities and government, to bring people's struggles to the forefront, and to spark the kind of conversations that can lead to real, diplomatic change," she said.



Another rising star is **Leigh-Ann Nehoya**, who is building her career in a male-dominated sector. Nehoya is an agricultural economist at the Namibia Agricultural Union.

Her work includes market intelligence and price monitoring, policy analysis and advocacy, sector-specific research and value chain analysis.

At first, she wanted to be a "singing lawyer", but agriculture won her over in Grade 11. *"I think agriculture was never my first choice. I wanted to be a singing lawyer, but my interest grew in Grade 11. I saw so many opportunities, and it became my first choice,"* she said.

Nehoya aims to strengthen her expertise in agricultural economics, research and industry analysis. She also wants to build a platform for insights and research. *"I believe there is no reason why data should not be easily accessible in 2026,"* she said.

She says the sector is becoming more data-driven, and farmers need timely information to make better decisions in uncertain environments.

"Our work will continue to adapt by staying responsive to market trends, climate realities, policy changes and the evolving needs of producers," she said.



In the social development sector, **Elizabeth Ipinge** founded the Cinderella Goes to Prom project. The initiative aims to ensure that no learner misses their matric farewell or feels pressured to compromise their safety or dignity to attend.

"It is no secret that in many of these instances, young girls would often seek provision and funding from older men, who are immoral and promiscuous predators and are often married," she said.

Since 2017, Ipinge's organisation has assisted 50 girls and boys. It also mentors and trains young people for formal employment.

She knows her organisation does not fall into the category of a traditional profit-making enterprise, but she finds the work fulfilling.

"To be able to invest in something which is outside of yourself and your own needs is an empowering experience, even though one may not gain from it financially," she said.



Nafimane Hamukoshi is one of the few female economic and social justice activists who stand behind their commentary. She has been part of the Basic Income Grant Coalition, which advocates for universal income grants for all Namibians.

"I wouldn't necessarily say I have a clearly defined career yet, but my passion for advocacy, community work and studying political science comes from my life experiences growing up," she said.

She also credits her father for exposing her to different places, experiences, and environments. From a young age, she understood that she had privileges others did not. "*That realisation stayed with me because I kept wondering why dignity, safety and opportunity are only available to some people and not everyone else?"* Hamukoshi said. She is currently studying towards a political science degree to strengthen her political and media analysis.

"One of the biggest challenges I've faced has honestly been finding myself, understanding exactly what I stand for, what I'm advocating for, and having confidence in my voice and beliefs," she said. She plans to create meaningful change and contribute to causes that improve people's lives.

"Whether that is through advocacy, policy, leadership, community development or social impact work, I want to be in environments where the work I do leaves people and communities better than I found them," Hamukoshi said.



OPENING DOORS FOR GIRLS AND YOUNG WOMEN IN MALE-DOMINATED INDUSTRIES

For generations, certain careers and industries have unfairly been labelled as "men's work".

From engineering and mining to information technology, telecommunications and science, many young girls have grown up believing these fields are beyond their reach.

Across Namibia, Africa and the world, however, women and girls are showing that talent, intelligence and determination are not defined by gender.

Today, more organisations, governments and educational institutions are working to encourage girls and young women to pursue careers in traditionally male-dominated sectors, especially within science, technology, engineering and mathematics (STEM).

According to UNESCO, women and girls remain underrepresented in STEM fields because of persistent stereotypes, social expectations and limited access to opportunities. Globally, women make up only around 35% of STEM graduates, highlighting the need for stronger support systems and greater awareness from an early age.

Across Africa, progress is being made. More young women are enrolling in engineering, coding, robotics, mining and ICT programmes, while women entrepreneurs and innovators are making their mark in industries once dominated by men.

Reports indicate that countries such as Rwanda, Kenya and South Africa have increased efforts to promote girls' participation in technology and innovation through mentorship initiatives and STEM-focused education programmes.

In Namibia, gradual progress is also being made.

Speaking to MTC Connect, Dr Hugh Ellis-Mwiya, Senior Lecturer in the Faculty of Computing and Informatics at the Namibia University of Science and Technology, said that while barriers still exist in sectors such as STEM, women should not let these challenges deter them from pursuing their ambitions.

He said girls need to be exposed to these opportunities from an early age and taught that they are equally capable of

succeeding in these careers. In some parts of Namibia, access to education for girls remains affected by financial constraints, cultural beliefs and limited opportunities.

However, the Namibian Government continues to promote gender equality and improved access to education, efforts expected to increase women's participation across all sectors, including traditionally male-dominated ones.

Despite ongoing social barriers, the number of women graduating in STEM and other technical programmes in Namibia has slowly increased over the years. More women are entering fields such as engineering, information technology, mining and telecommunications, helping to change perceptions and encourage the next generation.

Educational institutions also play an important role in encouraging girls and young women to consider careers where men currently make up the majority.

"NUST and other universities have a role not only in teaching for these careers, but also in promoting interest in them among prospective students and the general public," said Ellis-Mwiya.

He added that universities should also serve as a bridge between students and industry by assisting young graduates in finding employment opportunities or starting their own businesses. Ellis-Mwiya further emphasised the importance of actively promoting STEM careers to both women and men to raise awareness of the opportunities available.

Young girls and women are also encouraged to challenge gender stereotypes and avoid limiting themselves because of social expectations. With the support of parents, teachers and communities, girls who show interest or talent in technical or traditionally male-dominated fields should be encouraged to pursue those interests with confidence.

"Women do themselves a disservice if they limit themselves only to traditionally feminine industries," he said. *"These industries would benefit greatly from greater diversity among professionals."*

His message to young women is clear:

"Keep going. Don't give up. Challenge norms. Things will be hard, but with support from others, you will overcome them. Never underestimate yourself."

Mentorship, he added, remains one of the strongest tools for helping young women navigate systemic barriers and stay motivated.

"There needs to be stronger networks in industries and academia through which women can empower each other. These exist sometimes, but can still be strengthened," he noted.

While opportunities continue to grow, workplace challenges remain for many women in male-dominated environments. Ellis-Mwiya said organisations must actively remove barriers that discourage women's participation.

"Something as basic as ensuring suitable facilities for women in factories or mines can make a difference," he explained. *"Women should also have easy access to fully paid maternity leave and support when rejoining the workforce after childbirth."*

He further stressed the importance of safe and respectful workplaces, especially for women who may face harassment or discrimination. *"Sexual harassment in the workplace needs to be harshly punished and completely rooted out wherever it occurs,"* he emphasised.

As industries evolve, there is growing recognition that diversity strengthens workplaces, supports innovation and contributes to more balanced societies.

Young women today are no longer confined to traditional career paths. Whether in engineering, aviation, technology, construction, mining or telecommunications, women are increasingly taking up space in industries where they were once underrepresented.

The journey may not always be easy, but with education, mentorship, support systems and self-belief, girls and young women can continue to enter these spaces and make them more inclusive for those who follow.

Tips for Girls and Young Women Entering Male-Dominated Industries

01
Believe in your abilities and do not underestimate your potential.

02
Do not allow stereotypes to determine your career choices.

03
Seek mentors who can guide and support you.

04
Build confidence by continuously learning and improving your skills.

05
Speak up and make your voice heard in classrooms and workplaces.

06
Surround yourself with people who support your ambitions.

07
Network with other women in your field for support and opportunities.

08
Stay resilient; challenges are part of growth.

09
Report harassment or discrimination and know your rights.

10
Remember that your presence in these industries can make the path easier for future generations of girls.



Championing Inclusive Education

In northern Namibia, ***Victoria Joel*** is changing lives one classroom, one family and one child at a time. A social entrepreneur with a strong commitment to inclusive education, she has dedicated her work to creating spaces where every child, regardless of ability, has the opportunity to learn and grow.

Her journey began in Mondesa, Swakopmund, a vibrant and diverse community where unity often crossed cultural lines. Raised by a single mother who worked as a domestic worker, Victoria's childhood was shaped by perseverance, sacrifice and determination. Although resources were limited, her mother made sure their needs were met and taught her that difficult circumstances should not define a person's future.

That lesson stayed with her through her school years, when her interest in business studies first took root. She was drawn to the idea of turning ideas into practical, successful outcomes, and began to see entrepreneurship as part of her future. Business studies evolved into more than just a subject for her; it equipped her with foundational skills in planning, problem-solving and creating something of value.

Victoria carried with her a simple belief: dreams are built through hard work, focus and perseverance. Inspiration from global figures such as Oprah Winfrey further strengthened her belief that it is possible to shape one's own path, regardless of where one begins.

That belief later led to the establishment of Circle of Hope Private Academy (COHA), the Oshana Region's only inclusive private school. Founded in 2019, COHA provides a supportive, learner-centred environment where children with Autism Spectrum Disorder, Down syndrome and other intellectual disabilities learn alongside their peers. At COHA, inclusion is not treated as an add-on; it is central to the school's purpose.

With more than a decade of experience as a special needs educator, international training, and a Certified Autism credential from IBCCES, Victoria has built her work on both knowledge and compassion. Her journey has also taken her beyond Namibia, with training and exposure in countries such as Botswana, Angola, Zambia and India. These experiences continue to shape her approach to inclusive education.

Her work has also received wider recognition. As a 2024 Mandela Washington Fellow, where she focused on leadership in business and entrepreneurship at Drake University, Victoria joined a network of African leaders working in different sectors across the continent. She has also received



awards in disability-inclusive education and has introduced tools, such as an inclusive education app, to expand awareness and access in the sector.

Understanding that education extends beyond the classroom, Victoria expanded her work through the COHA Vocational Training Centre in Ondangwa. Designed for young adults aged 16 and older, the centre equips learners, particularly those with disabilities, with practical skills in trades such as bricklaying, clothing and fashion design, hospitality and joinery. It is a place where learners can build confidence, develop independence and prepare for more meaningful participation in society.

At the heart of Victoria's work is the belief that everyone can learn. This learner-centred approach shapes how her institutions operate, ensuring that education is tailored, compassionate and accessible. It is a philosophy that goes beyond teaching. It gives learners the chance to be seen, supported and taken seriously.

The effect of her work is being felt across Namibia. Through inclusive education and vocational training, she is helping to change perceptions, reduce stigma and encourage communities to see disability through a more informed and compassionate lens.

The journey has not been without challenges. Funding remains one of the biggest obstacles she has faced. Yet, despite financial constraints, Victoria has continued to grow her initiatives, expand access, increase enrolment and sustain her vision through resilience and strategic thinking.

Looking ahead, she hopes to grow COHA beyond its current reach by expanding its infrastructure, embracing innovation and extending its services beyond Namibia. It is an ambitious goal, but one that builds naturally on the work she has already started.







Images Source: Victoria Joel Facebook page





Her Story. Her Purpose. Her Impact.

Ndinelago Sylvia Amunime:

The Rise of SAINT

Ndinelago Sylvia Amunime, known professionally as SAINT, is fast emerging as one of Namibia's most compelling young creatives.

At just 22, the Swakopmund-based media personality has established herself as an influencer, stylist of note, visual artist, vlogger, YouTuber and entrepreneur, steadily building a brand that is both commercially relevant and culturally resonant.

As an influencer, SAINT's impact extends beyond visibility. Her strength lies in her ability to shape perspective and build genuine connections through storytelling. Her work blends refined visual direction with lived experiences, producing content that is both relatable and intentional across lifestyle, motherhood, beauty and self-care.

This clarity of voice has positioned her as a trusted presence in the digital space, leading to collaborations with leading Namibian brands and corporates, as well as meaningful work alongside peers within the creative industry.

A defining moment in her rise came on 21 March 2026, when her Independence Day photo shoot captured national attention and set the Namibian digital landscape alight. The release demonstrated her ability to blend cultural expression with powerful visual storytelling, elevating her profile and affirming her status as a creative to watch. At the centre of SAINT's work is a deeply personal foundation.

Her early years were defined by a search for identity, influenced by mental health challenges and difficult circumstances at home, which ultimately led her to leave school at 17. What followed was a period of survival, as she dealt with instability while silently carrying the weight of her experiences. For a long time, she projected confidence, even as she internally faced self-doubt and uncertainty.







Images Source: its_thee.saint instagram page

Motherhood at 18 marked a decisive turning point. It reshaped her outlook on life and the way she presented herself, both as an individual and as a parent. In the years that followed, through support, reflection, and spiritual grounding, she began rebuilding with intention, gradually finding clarity in her journey.

That clarity revealed itself in purpose. ***"My purpose is storytelling."***

Today, SAINT's work reflects the realities she has lived. Her storytelling moves across spaces, from township life to her village roots, capturing everyday experiences with honesty and depth. It is this lived authenticity that allows her content to resonate with a broad and growing audience.

Her influence is particularly significant among young women and mothers. By sharing her journey, she challenges limiting narratives and presents an alternative grounded in resilience and possibility.

Her message is clear: Circumstances do not define outcome, and early beginnings do not determine one's future.

"I am a living, breathing testimony," she affirms, grounding her voice in both experience and purpose.

Through her platform, SAINT continues to inspire others to embrace their stories, pursue their ambitions, and rise beyond adversity. In a space where many seek to influence, she is steadily becoming something more enduring.

She is not only an influencer.
She is becoming truly influential.

Liezel Ndjaronguru:

Wellness, Purpose, and the Power of Community

Liezel Ndjaronguru's story is rooted in a close-knit Namibian upbringing and shaped by values that still define her work today.

Raised with a strong sense of respect, faith, discipline and community, she embodies the spirit of an *"Oumakind",* grounded in family, steady in purpose, and deeply committed to the wellbeing of others.

Long before she built brands and initiatives, she understood that success is measured not only by personal milestones but by the lives one touches along the way. That instinct for connection was nurtured early.

During her school years, Life Skills stood out as more than a favourite subject; it became an entry point into conversations that shaped her worldview, conversations about emotion, growth, resilience, and the realities people carry behind the scenes.

In many ways, it laid the groundwork for the empathetic, people-first approach that now defines her leadership.

At the centre of her journey is a principle she returns to often: consistency will take you further than talent alone.

Through uncertain seasons and hard-earned lessons, that belief became her compass.

It continues to shape both her personal life and her leadership, reminding her that lasting success is rarely built in dramatic moments but in the quiet decision to keep going.

Inspired by women such as Oprah Winfrey, Liezel's vision has always stretched beyond personal achievement. The idea of using influence as a tool for upliftment left a lasting mark on her, shaping a philosophy in which purpose must always outweigh profit.

Today, that ethos is visible in everything she creates, spaces designed not simply for growth, but for healing, empowerment and transformation.

As the founder of Divas & Gents Sports & Fitness Centre, Liezel has reimagined what a fitness space can represent. What started as a passion project has evolved into a holistic wellness hub that reaches far beyond physical training.

At its core is a community-driven movement centred on mental wellness, recovery, youth development, and helping people lead healthier, more intentional lives.



Images Source: Liezel Ndjaronguru instagram page

Her influence extends well beyond the gym floor. Through initiatives such as *The Little Black Dress* and *He Leads Men's Summit,* she has created platforms for meaningful conversations around empowerment, leadership, and mental wellness for both women and men.

In communities where these conversations are often overdue, those spaces have become powerful sites of openness, growth, and connection.

Giving back is not an extension of her mission; it is central to it.

From leading the End Period Poverty sanitary pad drive in partnership with schools to organising annual charity fun runs for

children's homes and old age homes, her work consistently reflects a commitment to those most in need.

In sport, her investment in young people is already yielding results, with emerging athletes earning national recognition, proof of what is possible when opportunity meets guidance and belief.

Like many meaningful ventures, the journey has come with its share of obstacles. Built without loans or major investors, Divas & Gents grew from the ground up through passion, sacrifice and reinvestment.

There were seasons marked by financial pressure and uncertainty, yet resilience, faith, and an unwavering commitment to the vision kept the momentum alive.

Strategic partnerships, coupled with a clear sense of purpose, helped turn those difficult chapters into defining ones. Integrity remains the pulse of her business philosophy.

For Liezel, the work has never been about transactions alone; it has always been about service with substance. Whether hosting empowerment events or supporting community wellness initiatives without financial return, her decisions are guided by impact rather than profit.

Looking ahead, her vision is both ambitious and intentional. She sees Divas & Gents growing into one of Namibia's leading wellness and empowerment destinations, a space where fitness, recovery, education, and community development exist side by side.

More than that, she imagines a future in which young women and men alike are equipped with the confidence, tools, and opportunities to flourish.

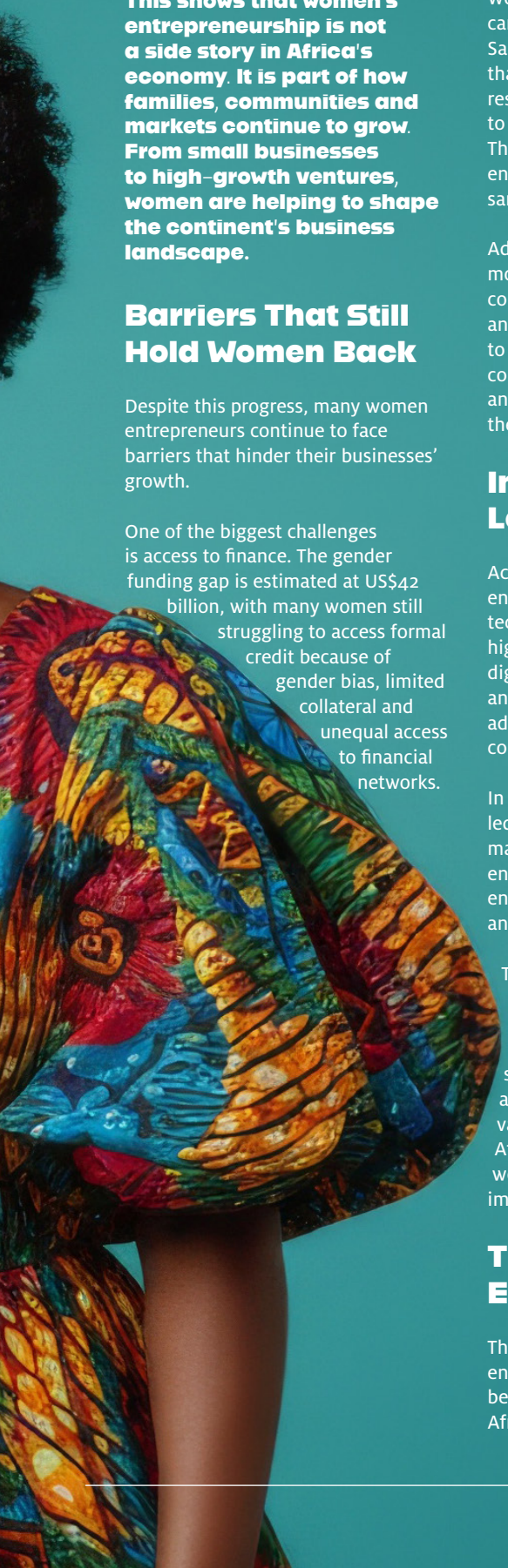


African Women *Entrepreneurs* Driving Growth



Across Africa, women are playing a growing role in business, trade and innovation.

In Sub-Saharan Africa, up to 26% of adult women either start or run businesses, one of the highest rates globally.



This shows that women's entrepreneurship is not a side story in Africa's economy. It is part of how families, communities and markets continue to grow. From small businesses to high-growth ventures, women are helping to shape the continent's business landscape.

Barriers That Still Hold Women Back

Despite this progress, many women entrepreneurs continue to face barriers that hinder their businesses' growth.

One of the biggest challenges is access to finance. The gender funding gap is estimated at US$42 billion, with many women still struggling to access formal credit because of gender bias, limited collateral and unequal access to financial networks.

Women also carry a heavier care burden. Across many Sub-Saharan African countries, more than 60% of women say family responsibilities affect their ability to run their businesses properly. This is a challenge that many male entrepreneurs do not face to the same extent.

Addressing these barriers requires more than individual effort. Families, communities, financial institutions, and policymakers all have a role to play in recognising women's contributions to economic growth and in creating conditions that allow their businesses to succeed.

Innovation Led by Women

Across the continent, women entrepreneurs are also moving into technology, sustainability and other high-growth sectors. Many are using digital tools, artificial intelligence, and sustainable technologies to address everyday challenges in their communities.

In Morocco, for example, women-led businesses are using AI in water management. In Tanzania, women entrepreneurs are contributing to energy solutions through technology and innovation.

These examples show that women are not only running businesses; they are also developing practical solutions in areas such as food security, healthcare access, energy and infrastructure. Their work offers valuable lessons for countries across Africa, including Namibia, where women-led enterprises can play an important role in inclusive growth.

The Wider Economic Value

The impact of women's entrepreneurship often extends beyond the business itself. In many African countries, more than 90% of women's earnings are reinvested in their families, particularly in health and education.

This means that supporting women entrepreneurs can improve household wellbeing, strengthen communities and contribute to long-term economic development.

Closing the gender gap also has significant economic value. Studies have estimated that reducing gender inequality in Africa could add hundreds of billions of US dollars to the continent's gross domestic product. This is one reason why institutions such as the African Continental Free Trade Area are placing greater focus on women's participation in trade.

For women to benefit fully from these opportunities, they need access to finance, markets, digital tools, business networks and policies that recognise the realities they face.

What Africa Can Learn

The growth of women-led businesses across Africa shows that women entrepreneurs are central to the continent's development. Their businesses create income, support families, provide employment and respond to community needs.

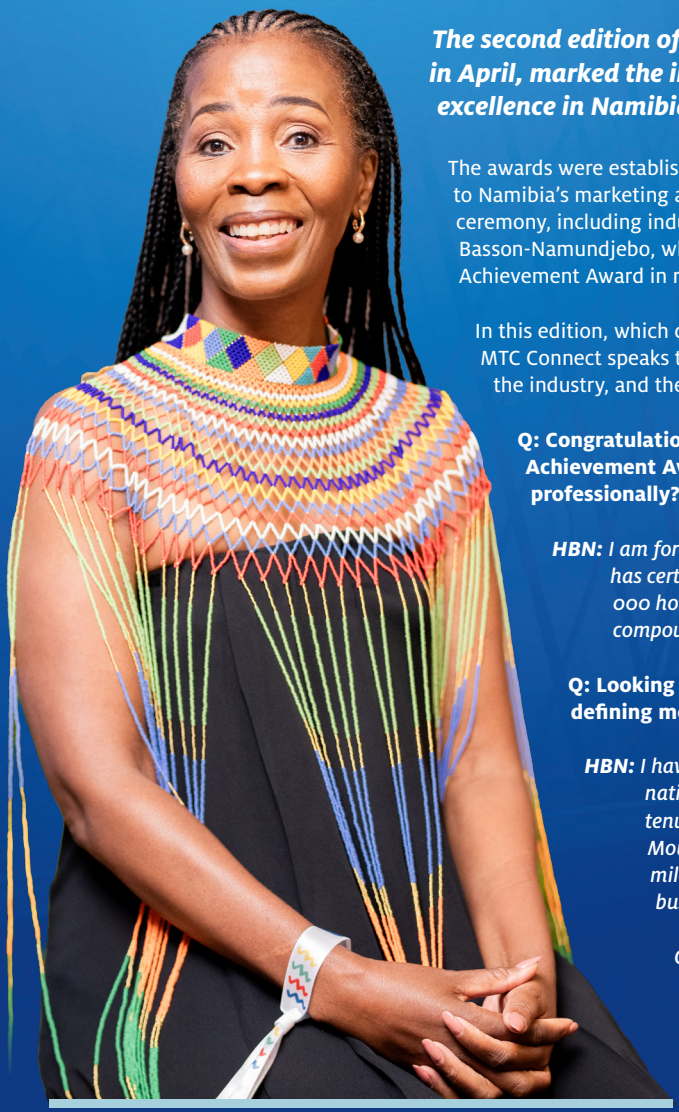
The lesson is clear: when women have fair access to finance, technology, training and markets, their businesses are better positioned to grow. That growth benefits more than individual entrepreneurs. It supports families, strengthens communities and contributes to national economies.

For Namibia and the rest of the continent, investing in women entrepreneurs is not only about inclusion. It is a practical step towards broader economic participation and more resilient communities.

rightforeducation.org

MTC Branding & Marketing Indaba

introduces awards to honour industry excellence



The second edition of the MTC Branding and Marketing Indaba, held in April, marked the introduction of an awards ceremony to recognise excellence in Namibia's branding and marketing industry.

The awards were established to recognise individuals who have made notable contributions to Namibia's marketing and branding industry. Several women were honoured at the ceremony, including industry trailblazer and renowned communications strategist Hilda Basson-Namundjebo, who received the inaugural MTC Branding and Marketing Lifetime Achievement Award in recognition of her long-standing contribution to the sector.

In this edition, which celebrates Namibian women who continue to achieve and inspire, MTC Connect speaks to Basson-Namundjebo about her latest recognition, her views on the industry, and the challenges and opportunities that lie ahead.

Q: Congratulations on receiving the MTC Branding and Marketing Lifetime Achievement Award. What does this recognition mean to you personally and professionally?

HBN: *I am forever grateful to MTC for the recognition this award represents. It has certainly been both humbling and affirming. It is recognition of the "10 000 hours" concept made popular by Malcolm Gladwell, that consistency compounds into legacy.*

Q: Looking back on your career journey, which milestones stand out as defining moments in shaping your success in branding and marketing?

HBN: *I have always been passionate about this country. In 2003, I founded the nation-branding campaign known as Team Namibia. This was during my tenure at Ogilvy, a leading advertising agency that I co-owned with Anny Mouton. I later founded Oxygen Communications, which was another milestone. We are now almost 20 years strong, proving that a Namibian business can outlast the dreaded five-year lifespan.*

Creating employment consistently over such a long period, employing a significant number of people, and coaching more than 35 marketing professionals who now work across government, the private sector and other areas, is a source of enormous pride. These engagements were 100% pro bono, as a token of goodwill towards a Namibia that can prosper and develop through

her own resources. Stepping into governance roles, where branding intersects with stewardship, has also been defining. It taught me that reputation is not just about campaigns, but about how institutions live their values. I also guest lecture at NUST on marketing, which allows me to contribute to the development of marketing students.

Q: The Namibian marketing landscape has evolved significantly over the years. How have you adapted and remained relevant through changing trends and consumer behaviour?

HBN: *Adaptation has meant embracing agility. It has been famously said that "the illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn."*

From traditional media to digital platforms, I have learned that relevance lies in listening: to consumers, to communities and to the pulse of society. Research, therefore, remains the lifeblood of what we do.

No assumptions, just data and scientific proof. When this is combined with a passion for addressing national challenges or enabling understanding among target publics, we believe our job has been well done.



Q: How important is it for brands to remain authentic and socially responsible in the communities they serve?

HBN: *It is non-negotiable. Authenticity is the currency of trust, and social responsibility is the measure of relevance. Communities are not passive audiences; they are active stakeholders. A brand that ignores this will eventually lose legitimacy.*

Q: In your view, what makes a brand truly memorable and trusted in today's competitive market?

HBN: *A brand is memorable when it tells a story that resonates beyond transactions. Does it add value to my life? Trust is also strengthened when people with high standards of excellence stand behind it. In today's over-sensationalised market, memorability comes from clarity of purpose, while trust comes from consistency of action. A brand that is both memorable and trusted lives its values in the marketplace and the community.*

Q: What have been some of the biggest challenges you faced throughout your career, and how did you overcome them?

HBN: *One challenge has been navigating scepticism, for example, convincing institutions that communications is not a cost centre but a strategic lever. Another has been balancing creativity with governance, ensuring that bold ideas are matched with accountability. Namibia can also be tough on outliers when you do not toe the popular line. My faith in God has always kept me grounded, and my commitment has always been to play the long game. Challenges became opportunities to prove that branding is about impact, not image.*

Q: What advice would you give to the young professionals and the next generation of brand and marketing leaders in Namibia?

HBN: *"Stay hungry, stay foolish," as Steve Jobs said. Be curious, be courageous and remain committed. The next generation must balance their sense of ownership with accountability. No one owes them anything, and commitment will sustain them when the work feels invisible. Above all, remember that branding is not about awards, but about service: to people, to institutions and to the nation.*

Q: As someone leaving a lasting legacy in the industry, how would you like your contribution to branding and marketing to be remembered?

HBN: *I am the eternal optimist and hope to make many more rounds around the sun. I therefore give expression to my legacy daily through how I show up, contribute, serve and support..*

A large part of the next decade, I hope, will be spent ensuring that we sustain the memories of those who made great sacrifices for the Namibia we enjoy today. Through storytelling, I hope to remind Namibians that "their blood waters our freedom", lest we forget.

If I am remembered at all, I would like to be remembered for bringing my heart to business, for being an effective leader, and for shining a torch for this great country in a world of much confusion and ambiguity.







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Branding & Marketing
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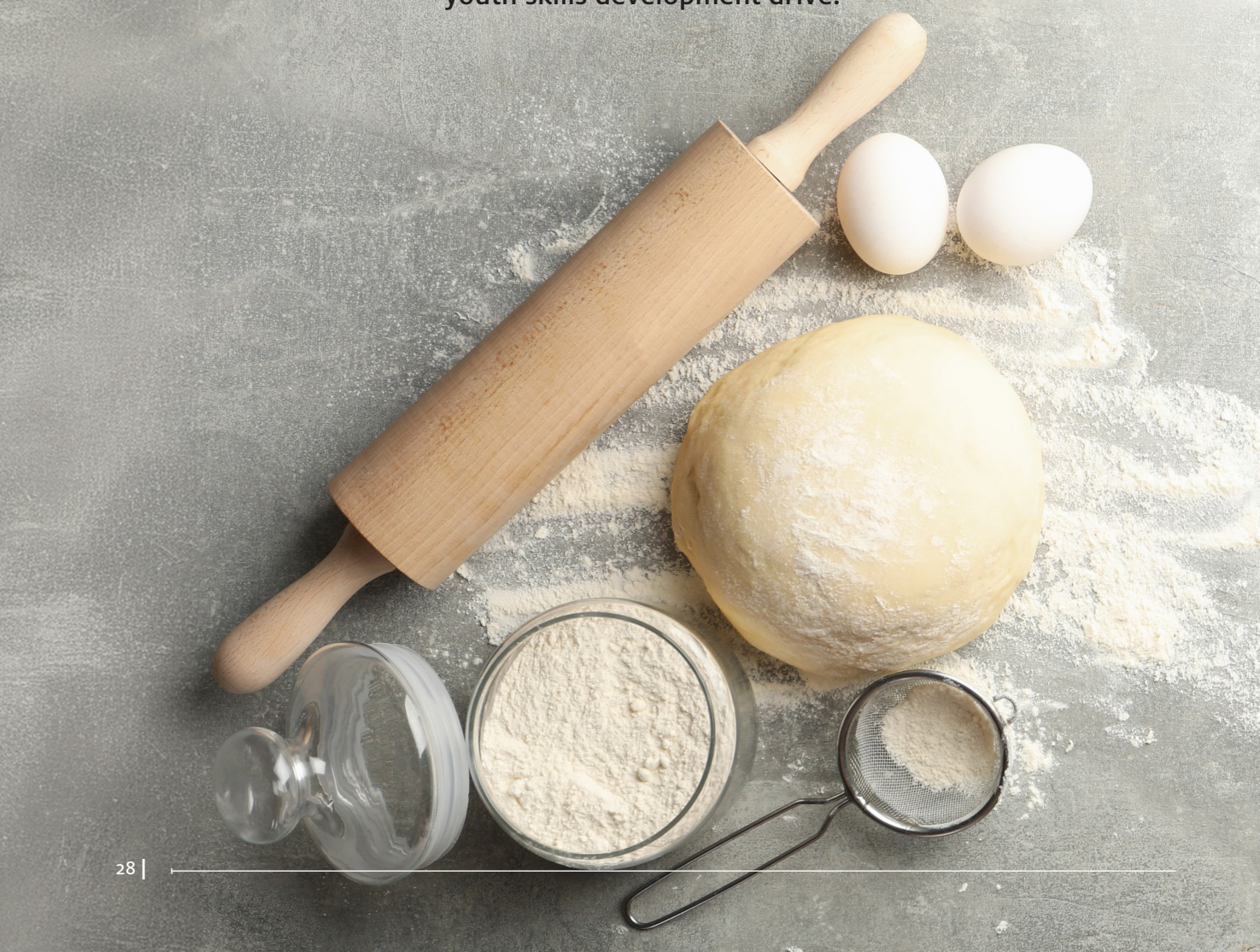






Equips ||Kharas Youth with Practical Skills

Namib Mills has partnered with MTC to support the **MTC 4Life 2026** programme by sponsoring the baking trade as part of the initiative's youth skills development drive.





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Through the partnership, Namib Mills contributed N$5,000 per trainee, either in cash or through baking equipment, in addition to the standard support already provided by MTC.

The company also provided a baking expert to facilitate the training sessions, as well as the equipment and ingredients required for the programme.

This support strengthened the practical side of the training and ensured that beneficiaries were better equipped to start or grow sustainable baking businesses.

The MTC 4Life 2026 programme focused on 30 young people from the ||Kharas Region, equipping them with practical, income-generating skills. The initiative targeted unemployed and self-employed youth, aiming to address youth unemployment through vocational training and entrepreneurship development.



Participants received structured training workshops, starter toolkits and a seed grant of N$5,000 each from MTC to assist with the launch or growth of their micro-enterprises.

The programme was designed to strengthen livelihoods, encourage self-reliance and promote meaningful economic participation among young Namibians.

"MTC 4Life is about giving young Namibians practical skills, confidence and a real opportunity to earn a living. By pairing hands-on training with starter support, we are enabling the youth to move from unemployment to self-reliance and active economic participation," said MTC Chief Brand, Marketing, Communications and Sustainability Officer, Tim Ekandjo.

For the 2026 cycle, the programme targeted youth aged 18 to 35 in the ||Kharas Region. Vocational training streams included hairdressing, barbering, baking, leatherwork, sewing and cellphone repair. The training was delivered over seven days, with a minimum of five trainees per trade, and commenced in April 2026.

MTC continues to engage additional partners to support the remaining trades under the programme.

Further sponsorships will allow the initiative to reach more young people in the ||Kharas Region and expand access to practical skills that support long-term independence and sustainable livelihoods.



THE MTC WINE *Extravaganza*

CHEERS TO THE BEST WINES AND THE BEST TIMES!

Making the connection with cheers and clinks was the spirit of the night. With every sip of a new wine, another memory was made. Wine, celebration, learning and networking shaped the atmosphere during the three-day event, held in early June at the Mövenpick Hotel in Windhoek.

The MTC Wine Extravaganza did more than showcase fine wines. It created an experience that felt like stepping into a different world. Masked women and men in black ushered guests through the doors and into the lights and glamour, while contemporary sounds played softly in the background.

Among the attendees was ***Loide Armas***, whose energy matched her wine of choice: Coffee Merlot.

Armas said the Pinot Grigio and Coffee Merlot were the wines that stood out to her.

"I even bought two bottles just to prove how much of a good time I am having right now," she said.

Armas tried the Pinot Grigio three times and described the Coffee Merlot as "nice and strong". *"It's beautiful,"* she noted.



Unlike Armas, ***Justina Shuumbwa*** found her joy in sweet wines, including the bottle she bought on the night.

She purchased a 2017 Vine Dried Sauvignon Blanc. *"This is a sweet white wine, basically. Apart from everything else, this has been my favourite,"* she said.

Shuumbwa said she was having a great time at the event, which took place from Thursday, 4 June, to Saturday, 6 June. *"MTC really outdid themselves this time around, and I'm just happy to be here,"* she said.

The winemakers and sellers also brought their own personalities to the event, with their favourite wines often matching their energy. The first tasting in the main hall came from Boshoff Family Wines.

The Namibian brand was established in 2014 and now offers seven wine varieties, according to winemaker ***Tamara Boshoff.***



Boshoff loves a glass of rosé made from Syrah grapes, called *"The Blushing Catholic".*

She described the rosé as light, with notes of pomegranate and strawberry. The wine is natural and made without the use of fungicides. *"It's light, it's nice, it's fruity. It's like a sundowner,"* she explained.

The grapes are left on the skin for a few hours to give the wine its colour.

Kerry Kirby from Noble Hill in South Africa prefers savoury wine.

She has worked with the brand for three years and describes herself as drawn to wines with body. *"I like the savoury,"* Kirby said. *"With a very nice steak, you'll love it,"* she added.



False Bay's ***Claudia Young Kelly*** favours the Chenin Blanc.

Her energy was refreshing, much like the coastal vineyards near the sea. She said the wine has tropical fruit notes and acidity. *"It really pairs nicely with food, but it's also good on its own,"* she said.

Kelly added that the wine is well-priced for everyday enjoyment. *"Everyone wants a wine that you can drink on its own, but also pair with food, and that is not going to break the bank,"* she said.

Blue Diamond Wines by Tamasa Wines Namibia introduced a range of sweet wines to the wide display on offer.



Mandre Burger enjoys the Rosé from the Blue Diamond collection. *"If you like sweet ones, this is the one,"* she said.

Burger added that the wine does not need to be paired with a specific dish. *"Everybody always says red wine goes with red meat and white wine goes with white meat, but I don't always agree with that,"* she said.

Dandago Nkoshi, MTC's Marketing and Brand Manager, praised the level of engagement. She said attendees, exhibitors and wine enthusiasts all showed strong support.

"As MTC, this event is one of the key engagements on our annual calendar, providing us with an opportunity to connect with and show appreciation to our valued stakeholders in a relaxed and memorable setting," she said.

Nkoshi said the extravaganza saw strong attendance, great energy throughout and genuine appreciation for the diverse wine offerings.

"Most importantly, we created a platform for Namibians to connect with others, truly living our brand role of making the connection," she noted.

She explained that the MTC Wine Extravaganza is about much more than tasting wine.

"It exposes attendees to different wine regions, production methods and pairing techniques, while giving collectors, distributors and exhibitors an opportunity to connect with new markets and customers," Nkoshi said.

Her favourite part of the extravaganza was the Namibian stands, especially the Neuras Ruby Dessert Wine, which won Namibia's first double gold at the Michelangelo International Wine Awards in 2024.











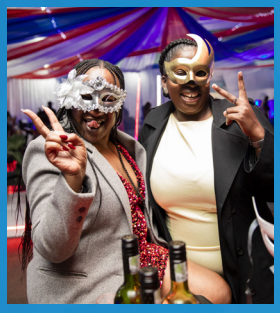
THE MTC WINE
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THE MTC WINE
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MTC NNPL Season 2026

MTC Namibia Netball League Heads Into An Exciting Final Stretch

The 2026 MTC Namibia Netball League (MTC NNL) continues to deliver thrilling action as teams battle for top honours in one of the country's premier netball competitions. Running from May through to 6 September 2026, this season has brought together 12 teams in a showcase of skill, determination and competitive spirit.

With the league now entering its final stretch, the competition has remained fiercely contested, with every round producing exciting match-ups and closely fought results. By the end of July, the league had reached Round 26, hosted in Otjiwarongo, where Wanderers NC edged Okamwandi United NC in a nail-biting opening fixture, securing a narrow 29–28 victory.

Player of the Match went to Verii Ngaahue from Wanderers NC.

As the race to the finish intensifies, teams continue to battle for valuable points and a place among the season's top contenders, setting the stage for an exciting conclusion in early September.





Earlier matches played in Round 25 of the MTC Namibia Netball Premier League results stood at:

Namibian Correctional Service NC 38 - 30 Extreme Eagles NC
Player of the Match: Sunshine Murangi (Namibian Correctional Service NC)
Afrocat Lions NC 35 - 34 NAMPOL NC
Player of the Match: Jessica Kuzatjike (NAMPOL NC)

Netball Namibia stated on their social media page: *"Congratulations to the winning teams and all the Player of the Match recipients for their outstanding performances. Thank you to the players, officials, supporters and partners for making another exciting day of MTC NNPL action possible."*

Key Timelines:

2 May 2026: Opening fixtures and Round 1 kick-off at Khomasdal Stadium in Windhoek
11 – 12 July: Rounds 21 & 22 Windhoek
18 - 19 July: Rounds 23 & 24 Windhoek
25 - 26 July: Rounds 25 & 26 hosted at Paresis Sport Field in Otjiwarongo
6 September 2026: Official closing and final matches of the 2026 MTC NNL

Participating netball clubs this season are Namibian Correctional Service (NCS), Afrocat Lions, Eastern Chiefs, Extreme Eagles, NDF Mighty Gunners, Namibian Navy, Okamwandi United, NAMPOL, Smart Girls Netball Club, Tigers, UNAM Ogongo, and Wanderers Netball Club.

Last season (2025), the league consisted of 12 netball teams, with UNAM Jaguars NC and Cuca Tops NC relegated, while Mighty Gunners NC and Wanderers NC survived the play-offs.



Images Source: Namibian Netball Association Facebook page

CYBERSECURITY AWARENESS:

CYBERSECURITY AND AI TRENDS DEFINING AFRICA IN 2026



Africa is expected to reach an important point in AI adoption, supported by rapid digital transformation, expanding connectivity and rising demand for intelligent, localised systems. From mobile financial services and e-health to digital public services, smart agriculture and logistics, innovation across the continent continues to change how emerging markets use technology.

This momentum is already visible. A recent report shows that across Sub-Saharan Africa, cloud computing adoption is at about 61%, followed by AI at 55% and cybersecurity at 44%, signalling a shift from experimentation to more structured implementation.

However, as artificial intelligence grows, cyber threats are also becoming more advanced. Attackers are using AI to breach networks, manipulate information and exploit legacy systems that were not designed for today's threat environment.

Progress will depend not only on adopting new technology, but also on strong governance, recognised standards and skilled professionals who can ensure that innovation remains secure, compliant and trustworthy.

AI Trends Defining Africa in 2026

1. Deepfakes and Synthetic Media Are Becoming More Sophisticated

Deepfakes are becoming more realistic, affordable and widely accessible, especially through encrypted messaging platforms and social media. This increases the risk of disinformation, political manipulation and attacks on corporate reputation.

Organisations are responding with AI-powered detection tools, media authenticity processes and awareness programmes to reduce the risk of this form of social engineering.

2. AI Is Moving from Testing to Business Value

African organisations are moving beyond experimental pilots to larger AI deployments that must show measurable value. According to a survey, 85% of African organisations are investing in, or plan to invest in, AI within the next three to five years. In addition, 78% of those surveyed see AI as essential to their digital strategy.

In 2026, success will be measured by reduced fraud, increased productivity, improved operational efficiency, and better decision-making. Many organisations are beginning internally by automating workflows, improving customer support, and optimising processes before expanding to external, customer-facing AI use cases.

3. Training, Governance and Change Management Are Becoming More Important

Unmanaged employee use of AI, often referred to as Shadow AI, poses significant risks. The use of personal AI tools without proper governance can expose sensitive information.

Forward-looking organisations are introducing company-wide AI usage policies, training programmes, and structured governance frameworks to support safe, compliant adoption.

4. AI Agents Are Reshaping Enterprise Operations

According to Gartner, 40% of organisational applications will be integrated with task-specific AI agents by the end of 2026.

As digital transformation continues, agentic AI in enterprise applications will go beyond individual productivity and reshape how people work with intelligent systems.

This shift increases the need for governance. Clear frameworks are required to define accountability, auditability, decision boundaries and human oversight, ensuring that AI agents improve operations without introducing unmanaged risk.

Cybersecurity Trends Shaping Africa in 2026

1. IoT Security Risks Are Expanding with Digital Growth

Africa's rapid adoption of IoT, smart agricultural devices, health wearables, and urban sensors has created large, often unsecured attack surfaces. Many devices still come with weak credentials and outdated firmware. Organisations are increasingly adopting IoT security baselines, segmenting networks and embedding vulnerability management into connected systems.

2. Legacy Systems Remain a Critical Weakness

Many organisations still rely on outdated systems that were not designed for cloud environments or modern cyber threats. As digital transformation accelerates, these systems are becoming more attractive targets for attackers. Addressing this risk requires structured system audits, phased modernisation strategies and cloud-focused security architectures aligned with recognised cybersecurity frameworks.

3. Biometric Data Protection Is Becoming More Important

Biometrics are now widely used in mobile banking, national identity systems and authentication systems. However, the irreversible nature of biometric data makes breaches especially damaging. In response, organisations are strengthening encryption practices, adopting decentralised identity models and introducing strict biometric data governance to reduce long-term risk.

4. Supply Chain Cyber Risk Is Growing with Global Integration

With increasingly connected ecosystems, external developers, global cloud vendors and logistics partners, a breach in one supplier can affect an entire organisation. Vendor security audits, contractual cybersecurity requirements and zero-trust architecture are becoming increasingly important.

5. Regulatory and Governance Frameworks Continue to Mature

Across Africa, governments are introducing and updating cybersecurity, data protection and digital governance regulations. Mandatory breach reporting and stronger data protection frameworks are becoming more common. Non-compliance now carries serious financial and reputational consequences. Strong governance can help organisations build resilience, trust and competitive advantage.

Opportunities for Professionals

Africa's digital growth is driving demand for specialised talent. Key roles shaping 2026 include:

- AI architects and AI agent developers
- AI governance, ethics and compliance specialists
- IoT and cloud security engineers
- Deepfake detection and digital forensics analysts
- Edge AI technicians and data annotators
- Identity security and access management experts

Beyond technical roles, professionals skilled in policymaking, standards development and AI regulation will play an important role in shaping national and continental AI frameworks. As regulations grow and risks increase, professionals who strengthen their skills through internationally recognised training and certification will be better prepared to lead in this changing environment.

Opportunities for Organisations

Organisations across the continent have an opportunity to innovate responsibly and strengthen resilience.

Strategic priorities for 2026 include:



Build Localised AI Agents

Smart agents that operate in African languages, reflect cultural context and work in low-connectivity environments can improve service delivery across government, finance, healthcare and agriculture.



Embed AI Safety and Ethics from the Start

Organisations that integrate responsible AI frameworks, transparent development practices, and public awareness initiatives will be better positioned to become trusted digital players.



Strengthen Cybersecurity Strategies

Core priorities include implementing zero-trust architectures, secure-by-design IoT systems, robust biometric governance and rigorous supply-chain security protocols.



Invest in Workforce Training and Certification

Upskilling is no longer optional. Training and internationally recognised certification in AI governance, cybersecurity, cloud security, data protection and risk management will influence whether digital initiatives succeed or fail.

pecb.com

Everyday Habits of Successful Women

Success is often shaped by the small choices people make every day. For many women, it is built through discipline, self-awareness, continuous learning and the ability to keep going through different stages of life and work.



Here are **23 habits** *that can support personal and professional growth.*

1. Setting Clear Goals

Successful women understand the value of clear goals. They set realistic objectives and create practical plans to help them stay focused and purposeful.

2. Prioritising Self-Care

Self-care is important for long-term wellbeing. Successful women understand that physical health, mental wellbeing, and emotional balance all influence how they show up in their personal and professional lives.

3. Continuous Learning

Successful women remain open to learning. They seek knowledge through formal education, reading, mentorship, networking and everyday experience.

4. Managing Time Well

Time is a valuable resource. Successful women use tools and routines to organise their schedules, meet deadlines and make space for what matters.

5. Building Strong Networks

Relationships play an important role in growth. Successful women build and maintain networks that offer support, collaboration, guidance and new opportunities.

6. Facing Challenges

Challenges are part of progress. Successful women use difficult moments as opportunities to learn, adjust and strengthen their confidence.

7. Maintaining a Healthy Mindset

A healthy mindset can make setbacks easier to manage. Successful women practise optimism, resilience and gratitude while remaining realistic about the work required to achieve their goals.

8. Practising Self-Discipline

Self-discipline helps turn plans into action. Successful women stay focused, manage distractions and remain committed to their objectives.

9. Seeking Feedback

Constructive feedback can support growth. Successful women are open to advice and use it to improve their work, decisions and relationships.

10. Balancing Work and Life

Balance looks different for everyone. Successful women find ways to manage professional responsibilities while making time for family, rest, personal interests and wellbeing.

11. Investing in Personal Development

Personal development is an ongoing process. Successful women invest in courses, workshops, coaching and other opportunities that improve their skills and confidence.

12. Staying Organised

Organisation supports clarity and productivity. Successful women keep their tasks, spaces and priorities structured so they can work more effectively.

13. Taking Initiative

Successful women do not always wait for opportunities to come to them. They take initiative, speak up, explore new ideas and step into spaces where they can grow.

14. Practising Gratitude

Gratitude can support perspective and contentment. Successful women make time to acknowledge progress, appreciate support and recognise the good in their lives.

15. Staying Physically Active

Physical movement supports overall wellbeing. Successful women make time for exercise, whether through sport, walking, gym sessions, yoga or other forms of movement that suit their lifestyle.

16. Developing Emotional Intelligence

Emotional intelligence helps with communication, leadership and relationship-building. Successful women work to understand their emotions and respond to others with awareness and respect.

17. Adapting to Change

Change is part of life and work. Successful women remain flexible, open-minded and willing to adjust their plans when circumstances shift.

18. Practising Mindfulness

Mindfulness helps with focus and stress management. Successful women may practise it through prayer, meditation, deep breathing, journalling or quiet reflection.

19. Building Financial Awareness

Financial literacy is a valuable skill. Successful women manage their money carefully by budgeting, saving, investing and making informed financial decisions.

20. Fostering Creativity

Creativity supports problem-solving and innovation. Successful women make room for new ideas and different ways of thinking.

21. Building a Strong Personal Brand

A personal brand is built through consistency, values and how one shows up. Successful women are intentional about how they present themselves in professional and personal spaces.

22. Staying Connected to Their Purpose

Purpose helps guide decisions. Successful women stay connected to the values, interests and goals that give meaning to their work and personal lives.

23. Giving Back

Many successful women use their experience to support others. This may include mentoring, sharing knowledge, volunteering or contributing to causes they care about.

These habits are not about perfection; they are practical choices that can help women build confidence, remain focused, and grow over time. Success looks different for everyone, but consistent effort, self-awareness, and support can make the journey more meaningful.

medium.com

WELLNESS

Self-care Matters: Effective ways to prioritise your wellbeing



... Self-care is about intentionally making choices that support a healthier, more balanced and fulfilling life over time.

In a world where many adults are constantly juggling deadlines, responsibilities, family commitments and social obligations, self-care should not be viewed as a luxury or something to focus on only "when there is time".

Burnout can affect anyone, especially working adults who spend so much time taking care of everything and everyone else that they forget about themselves. Taking care of your wellbeing is one of the most important investments you can make in your overall quality of life.

A well-rested, healthy and emotionally balanced person is often more productive at work, more present at home and more engaged in social spaces.

Simply put, when you feel better, you function better.

Self-care is not about perfection, expensive routines, spa days or dramatic lifestyle changes. Sometimes, it is as simple as getting enough sleep, drinking water, taking a walk, laughing with friends, switching off your phone for a while or allowing yourself to rest. Small, consistent habits can go a long way in protecting both your mental and physical wellbeing.

Most importantly, self-care is for everyone, regardless of age. Whether you are a student managing academic pressure, a young professional building a career, a parent balancing family life or an older adult navigating new routines and responsibilities, your wellbeing matters.

Life is easier to manage when you are operating from a healthier, happier and more balanced place. Often, consistent habits can make a meaningful difference physically, mentally, emotionally and socially.

Here are practical self-care ideas to support your overall wellbeing:



1. Physical wellbeing

- Get enough sleep and aim for a regular sleep routine.
- Drink more water throughout the day.
- Include some form of movement daily, such as walking, stretching, dancing or exercising.
- Eat balanced meals with fruits, vegetables and nourishing foods.
- Schedule regular medical check-ups and do not ignore your body's warning signs.
- Spend time outdoors and get fresh air and sunlight.



2. Mental wellbeing

- Take breaks from screens and social media when needed.
- Read books, listen to podcasts or learn a new skill.
- Keep a journal to organise thoughts and emotions.
- Practise mindfulness, meditation or quiet reflection.
- Set realistic goals and celebrate small achievements.
- Learn to say no to things that drain your energy unnecessarily.



3. Emotional wellbeing

- Speak kindly to yourself and avoid harsh self-criticism.
- Allow yourself time to rest without guilt.
- Talk to trusted friends, family or a counsellor when overwhelmed.
- Engage in hobbies that bring joy and relaxation.
- Listen to music, watch something uplifting or funny and get to laugh and let loose.
- Accept that not every day will feel perfect, and that is okay.



4. Social wellbeing

- Spend quality time with supportive people.
- Reconnect with old friends or loved ones.
- Join a community group, club or volunteer initiative.
- Have meaningful conversations rather than just online interactions.
- Create healthy boundaries in relationships.



5. Financial and lifestyle wellbeing

- Create a simple budget and track spending habits.
- Reduce unnecessary stress by planning ahead where possible.
- Declutter living or working spaces to create a calmer environment.
- Take time off when needed to recharge.
- Reward yourself occasionally for hard work and progress.



6. Spiritual or inner wellbeing

- Spend quiet time in prayer, reflection or meditation if meaningful to you.
- Practise gratitude by appreciating small positive moments each day.
- Connect with nature and moments of peace.

Taking care of yourself is not selfish; it is necessary.

By making your wellbeing a priority, you give yourself a better chance to show up as the best version of yourself in your work, relationships, home life and everyday interactions.

Food Corner

Bobotie

Bobotie is a comforting, flavour-packed dish that many in Namibia and across Southern Africa have grown up with.

For some, it is a regular favourite at the dinner table, while others may have heard of it but never had the chance to try it. If that is you, this is the perfect time to give it a go.

Often considered one of South Africa's national dishes, bobotie dates back to the 17th century and is believed to have origins in the Cape Malay community.

Its unique taste comes from a blend of cultures and spices that have shaped the recipe over time, making it a well-loved comfort food today.

The dish is typically made with curried minced meat, dried fruit such as raisins or apricots, and a baked egg topping.

The combination of sweet and savoury flavours, along with its aromatic spices, gives bobotie its distinctive character.

Whether you already enjoy bobotie or are trying it for the first time, it is a classic dish that is simple, filling, and full of flavour. ***Try this easy recipe and bring a bit of tradition to your table.***



Ingredients:

1. 30 ml sunflower oil
2. 2 onions, peeled and sliced
3. 1 tbsp medium curry powder
4. 600g lean beef mince
5. 1 slice white bread
6. 250ml milk
7. 1½ tbsp sugar
8. ½ tsp black peppercorns
9. 1 tsp turmeric
10. 22.5 ml white vinegar
11. 1 cup seedless raisins
12. 30 ml hot chutney
13. 2 bay leaves
14. 2 medium eggs



Cooking Method:

01.
Preheat the oven to 180°C.

02.
Heat the oil in a medium sauté pan. Add the onions and cook over medium heat until transparent.

03.
Add the curry powder and fry briefly, then add the beef mince.

04.
Cook until lightly browned and crumbly.

05.
Soak the slice of white bread in the milk, then carefully squeeze out the excess milk. Do not discard the remaining milk, as it will be used for the custard topping.

06.
Mash the soaked bread with a fork, then add it to the beef mince together with the sugar, black pepper, turmeric, vinegar, chutney and raisins.

07.
Stir well to combine and allow to simmer for five minutes.

08.
Spoon the mixture into a greased baking dish and place the bay leaves on top.

09.
Bake for 20 minutes to slightly dry out the mince.

10.
Meanwhile, beat the eggs with the remaining milk. When the mince mixture is ready, pour the egg mixture over the mince and return it to the oven for a further 20–25 minutes, or until the topping has set and is golden brown.

11.
Serve with steamed rice, traditionally yellow rice, and extra chutney.

whatsfordinner.co.za



Trivia Time

Want to win airtime?

Answer these trivia questions and send us your answers via DM on our social media pages. The competition ends when we have five winners.



1. What does STEM stand for?

(a). Science, Technology, Engineering, Mathematics

(b). Science, Telecommunications, Economics, Management

(c). Systems, Technology, Energy, Marketing



2. Which initiative is President Netumbo Nandi-Ndaitwah regarded as a key architect of?

(a). The International Women's Peace Centre

(b). A national women's sports academy

(c). A regional women's technology hub



3. Which award did Hilda Basson-Namundjebo receive at the 2026 MTC Branding and Marketing Indaba?

(a). Honour Award

(b). Lifetime Achievement Award

(c). Legend Award



4. Where did MTC recently open its flagship retail store?

(a). Dunes Mall

(b). Maroela Mall

(c). Grove Mall



5. Which of the following premier events are sponsored by MTC?

(a). Ongwediva Annual Trade Fair

(b). Lüderitz Crayfish Festival

(c). All of the above



6. MTC 4Life is a:

(a). Annual music festival

(b). Sporting tournament

(c). Youth skills development and empowerment programme



7. Aweh Ultra 7 is a flexible and affordable package available for?

(a). 7 days

(b). 5 days

(c). 10 days



8. In which towns is the MTC Wine Extravaganza held?

(a). Windhoek and Ongwediva

(b). Windhoek and Walvis Bay

(c). Windhoek and Keetmanshoop



9. Why are role models important for young women pursuing careers in male-dominated fields?

(a). They make the field more competitive

(b). They discourage participation

(c). They inspire and show what is possible



10. What does digital inclusion mean in the context of women's empowerment?

(a). Restricting access to technology

(b). Ensuring equal access to digital tools and opportunities

(c). Limiting internet use to urban areas



11. Which of the following may prevent young women in Africa from entering STEM careers?

(a). Too many opportunities

(b). Limited access to education and mentorship

(c). Lack of interest



12. What is a digital nomad?

(a). A tourist who travels without using any technology

(b). A person who travels frequently and uses technology to work remotely from different locations

(c). A person who only works in a fixed office using digital tools

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Celebrating Women in MTC

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Message from the MD



Dear Readers,

More than three decades ago, the Beijing Declaration and Platform for Action gave the world a powerful call to advance gender equality and honour the dignity, strength and potential of women everywhere. For Namibia, this history carries special meaning.

Her Excellency Dr Netumbo Nandi-Ndaitwah, Namibia's first female President, served as Rapporteur-General at that landmark conference, a proud reminder that Namibian women have long helped shape the journey towards equality, both at home and on the global stage.

Today, under her leadership, and with women serving in key positions across the country, Namibia continues to show what becomes possible when leadership is inclusive and opportunity is shared. This progress is not only visible in public office; it is felt in boardrooms, technical environments, customer-facing roles, homes and communities across our nation.

At MTC, we proudly celebrate the women whose talent, dedication and professionalism strengthen our business and keep our customers connected. They contribute across every part of our organisation, from leadership, technology and engineering to customer service, finance, marketing, operations and many other areas that are vital to who we are and what we deliver.

Their impact is seen in the projects they lead, the teams they support, the solutions they develop and the customer experiences they help bring to life.

Many also carry meaningful responsibilities beyond the workplace, as mothers, caregivers, mentors and active members of their communities. These roles call for patience, courage, discipline and balance, and they deserve our deepest respect and recognition.

We believe that empowering women is not only about representation; it is essential to building a stronger, smarter and more compassionate organisation.

Diverse teams strengthen decision-making, broaden our perspective and help us respond more meaningfully to the needs of the people we serve. We are proud to have women in critical roles across the business, helping us serve Namibia with purpose and pride.

The women of MTC bring more than skill to the workplace. They bring heart, commitment, insight and a deep sense of responsibility to the people and communities we serve. Their personal journeys and professional achievements speak to the determination required to succeed, especially in an industry that was once largely dominated by men.

We remain committed to creating opportunities for growth, leadership and advancement, and to ensuring that talent, ambition and potential are recognised and nurtured, regardless of gender.

To the women of MTC, our partners and stakeholders: thank you. Thank you for your hard work, dedication and continued contribution to our success. Together, we are building a stronger organisation, a more connected nation and a future in which every woman has the opportunity, support and confidence to thrive.

Dr Licky Erastus
MTC Managing Director

Q&A:

Women at the heart of MTC

Behind every successful organisation are people whose dedication, skill and commitment keep it moving every day.

At MTC, women play a vital role in shaping the company's story, contributing their expertise across a wide range of fields, from engineering and technical services to customer care, marketing, legal services, human resources and beyond. In this Women's Month edition, we spotlight the women who help keep MTC connected to its purpose.

They are leaders, innovators, problem-solvers, mentors, mothers, daughters and colleagues who navigate demanding careers while carrying the responsibilities and ambitions that come with life beyond the workplace. Their journeys are as diverse as the roles they occupy. Some have built careers in fields where women have historically been underrepresented, while others continue to open doors through discipline, determination and a clear commitment to the work they do.

Although their backgrounds and experiences differ, they share a common purpose: to grow, to serve customers and communities, and to show that women belong in every space where decisions are made and futures are shaped.

Through these personal profiles, we celebrate women whose work, leadership and everyday contribution continue to strengthen MTC and help shape a more connected Namibia. On this side of the edition, they share their experiences of working in telecoms, balancing ambition with life beyond work, and what Women's Month means to them.



01. Martha Daweti

Manager: Enterprise & Bids Unit, Commercial (Enterprise Business Unit)

Q: What is one thing you love most about being a woman in telecoms?

A: Shaping the future of connectivity, breaking barriers, driving innovation, inspiring others through leadership, and serving as a role model for other women entering the field.

Q: How do you balance ambition, work and personal life?

A: By prioritising energy, scheduling wellbeing, delegating wisely, and creating harmony between career goals and fulfilment. I schedule hobbies and family time with the same consistency as critical work meetings, ensuring that free time is not just whatever is left over at the end of the day.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: See yourselves as tech creators, not just consumers. Take full advantage of Namibia's free-tertiary education policy and build strong foundations in engineering, computer science, or ICT, and embrace every local opportunity to grow. Make networking a priority; connecting with industry graduates and finding mentors can accelerate your career growth. Most importantly, focus on solving real-life problems. Do not fear technology; use it to address challenges unique to Namibia.

Q: What quote do you love or live by?

A: ***"I choose joy even when it is hard, because joy is a form of resistance."***

It is a reminder that celebrating life, culture and community, even under pressure, is a way of resisting systems that try to diminish or silence people. On a personal level, it is about protecting your mental and emotional wellbeing by not allowing hardship to rob you of happiness.



02. Monica Nehemia

Chief Technical and Information Officer

Q: What is one thing you love most about being a woman in telecoms?

A: I love knowing that the work we do has a direct and meaningful impact on people's lives. Technology connects communities, expands access to opportunities and enables Namibia's participation in the digital economy.

Being a woman in this field also gives me the opportunity to challenge perceptions, influence the future of technology and help build bridges for the women who will follow.

Q: How do you balance ambition, work and personal life?

A: Balance is an ongoing process rather than a perfect formula. Technology is constantly evolving, so it requires commitment and continuous learning, but sustainable leadership also means knowing when to pause, delegate and recharge.

I focus on what matters most, surround myself with capable people and remain intentional about creating space for life beyond work.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Do not allow fear or stereotypes to limit what you believe is possible. Build strong technical foundations, stay curious and be prepared to learn throughout your career.

Technology needs diverse thinkers and problem-solvers, so bring your perspective, speak with confidence and use your skills to solve real challenges facing Namibia and Africa.

Q: What quote do you love or live by?

A: ***"The future belongs to those who prepare for it today"***

For me, preparation means continually learning, embracing change and building the skills and systems needed for tomorrow.

It also means creating pathways for the next generation—particularly young women—to participate in shaping our digital future.

03. Patience Kangueehi-Kanalelo

Chief Legal | Compliance and Risk Officer

Q: What is one thing you love most about being a woman in telecoms?

A: I value the opportunity to help shape an industry that touches almost every aspect of modern life.

Telecoms is fast- moving and innovative, and my role allows me to ensure that progress is supported by strong governance, responsible decision-making and sound risk management.

As a woman, it is also fulfilling to contribute my perspective at the highest level and help create space for other women to lead

Q: How do you balance ambition, work and personal life?

A: Balance requires intention, discipline and the wisdom to recognise what needs your attention at different times.

I remain ambitious about making an impact, but I also understand the importance of setting priorities, trusting my team and making space to recharge.

I strive to be fully present wherever I am and to lead with both excellence and empathy.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Invest continuously in your knowledge. Read widely, pursue both formal and informal learning, and never be afraid to consult people who know more than you do.

Knowledge builds confidence, but humility, resilience and a willingness to keep learning are what will sustain your career.

Q: What quote do you love or live by?

A: ***"Bold yourself by gaining as much knowledge as possible."***



Knowledge prepares you to recognise opportunities, make informed decisions and contribute with confidence. It also gives you the ability to support, challenge and develop those around you.



04. Dandago Nkoshi

Manager | Marketing & Branding

Q: What is one thing you love most about being a woman in telecoms?

A: I love being part of an industry that is shaping how Namibians connect, participate and thrive in an increasingly digital world. Through purposeful brands, consumer insight and innovation, I can help create solutions that make a meaningful difference in people's lives.

MTC's purpose aligns closely with my own passion for building authentic African brands, which makes my role especially fulfilling.

Q: How do you balance ambition, work and personal life?

A: I have learned that balance is not about giving everything equal attention every day; it is about being intentional about what matters most in each season.

Success requires hard work, consistency and tenacity, but having the support of my loved ones makes the journey possible. I stay grounded by prioritising, empowering my team and making time for the people and experiences that restore me.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Stay curious, embrace change and develop a reputation for getting things done. Ask thoughtful questions, remain open to learning and never underestimate the value of delivering work that is considered, thorough and impactful.

In fast- evolving industries, your ability to adapt, collaborate and consistently turn ideas into action will be your greatest competitive advantage

Q: What quote do you love or live by?

A: ***"Leave every brand, team and person better than you found them."*** To me, leadership is not only about delivering results; it is also about creating opportunities, helping others grow and making a lasting, positive impact.



05. Rakela Nandago

Product Executive | Digital Solutions and Value-Added Services

Q: What is one thing you love most about being a woman in telecoms?

A: Driving innovation and delivering solutions that connect and empower MY FELLOW NAMIBIANS.

Q: How do you balance ambition, work and personal life?

A: It is still a struggle; I try not to open my laptop between 6 and 7.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Starting from the bottom gives a strong foundation; I started at the call centre, and now I am running major campaigns.

Q: What quote do you love or live by?

Step by step, ***"I can do all things through Christ who strengthens me!"*** – Philippians 4:13

06. Mercy Shoombe

Digital Solutions Analyst | Digital Transformation

Q: What is one thing you love most about being a woman in telecoms?

A: Contributing to innovations that make digital services more accessible to communities.

Q: How do you balance ambition, work and personal life?

A: I maintain balance by setting clear priorities and protecting my personal time.

Q: What advice would you give young Namibian girls aspiring to enter telecoms or STEM-related industries?

A: Start where you are, keep learning, and never underestimate your potential in tech spaces.

Q: What quote do you love or live by?

A: ***"Every achievement starts with the decision to try".***





07. Jessica Moore

Human Capital Lead | Centre of Excellence

Q: What is one thing you love most about being a woman in telecoms?

A: Driving transformation through people while helping shape an industry that connects and empowers communities.

Q: How do you balance ambition, work and personal life?

A: I prioritise intentionally, set boundaries, and focus on what matters most at work and home. I also believe there is no such thing as balance, but rather integration.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Be curious, keep learning, trust your abilities, and never let stereotypes define your potential. If you believe you can or you can't, both are true.

Q: What quote do you love or live by?

A: ***"Empowered people, empower people."***

08. Aina Nuukulu

Enterprise Sales Executive | Enterprise Business Unit

Q: What is one thing you love most about being a woman in telecoms?

A: The opportunity to connect businesses, people and communities through digital transformation, empowering businesses through connectivity and offering solutions to streamline day-to-day operational aspects is truly fulfilling.

Q: How do you balance ambition, work and personal life?

A: The aim is not to do everything at once, but to focus on what matters. Planning and setting clear priorities create balance for me. I do not allow ambition to come at the expense of my health and mental well-being because without both, there is no ambition.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in yourself and your potential. Do not be discouraged by stereotypes or the perception that these fields are male-dominated. Stay focused and curious to learn and grow; your perspectives are needed to shape the future of telecoms in Namibia and beyond.

Q: What quote do you love or live by?

A: ***"Action drives results – every achievement begins with the decision to act."***





09. Natalia Ainima

Contact Centre Advisor | Commercial

Q: What is one thing you love most about being a woman in telecoms?

A: Knowing that the work I do helps connect people and proves that women belong in every space, including telecoms.

Q: How do you balance ambition, work and personal life?

A: By staying organised and intentional. Making time for family, rest, and understanding that real progress also requires moments of pause.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Walk into every room knowing your voice matters. The future needs more women who are brave enough to take up space.

Q: What quote do you love or live by?

A: ***"The woman I am today is the result of every challenge I refused to let define me."***



10. Emilia Thomas

Brand and Marketing Practitioner
Marketing

Q: What is one thing you love most about being a woman in telecoms?

A: The opportunity to drive meaningful connections through marketing. It is fulfilling to know that the work I do contributes to keeping people connected and informed.

Q: How do you balance ambition, work and personal life?

A: It's a continuous journey for me. I am still learning to balance and make time for what matters the most.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Trust the abilities and gifts God has placed within you. He gave them to you with a purpose: to help you thrive in every space you want to occupy.

Q: What quote do you love or live by?

A: ***"With God, all things are possible." Inspired by Matthew 19:26***

11. Amalia Andreas

Procurement Administrator | Procurement

Q: What is one thing you love most about being a woman in telecoms?

A: I enjoy breaking barriers, being part of a company that is driving innovation, and inspiring more women to pursue careers in telecoms

Q: How do you balance ambition, work and personal life?

A: Coffee, calendars, and knowing when to switch off and enjoy life.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Be curious, ask questions, and do not be afraid to take up space.

Q: What quote do you love or live by?

A: ***"Stop waiting for what you want and start working with what you have."*** This reminds me that growth does not happen when everything is perfect; it happens when we take the first step, make the most of opportunities, and trust the process.





12. Patricia Abunaw

Events | Corporate Affairs

Q: What is one thing you love most about being a woman in telecoms?

A: No two days are the same. I combine creativity, relationships, and technology to create experiences that connect people.

It is exciting to be part of an industry that is constantly evolving while proving that women can make meaningful contributions.

Q: How do you balance ambition, work and personal life?

A: At work, I give my best and focus on delivering results.

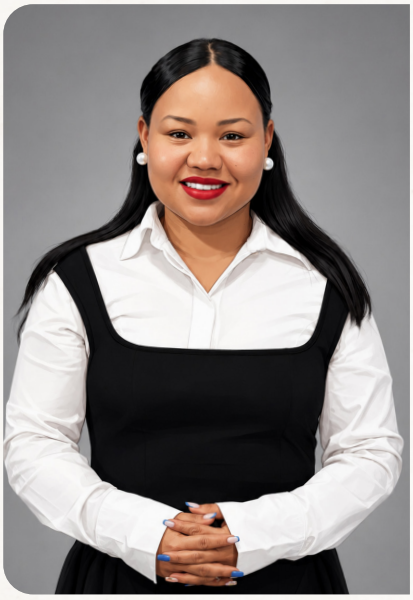
Outside of work, I make time for the people and activities that recharge me. I have learnt that balance is not about giving everything equal time every day; it is about knowing what needs you most at a particular moment and adjusting accordingly.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Be confident, stay curious, and never underestimate your potential. Telecommunications offer opportunities far beyond technical roles, and there is room for women to lead, innovate, and make a meaningful impact.

Q: What quote do you love or live by?

A: ***"Guided by faith, driven by purpose, and covered by grace."***



13. Ethlin Brandt

Learning and Development Partner: TEI – Human Capital

Q: What is one thing you love most about being a woman in telecoms?

A: I can make a meaningful impact, not only within the organisation but also in people's lives. As a Learning and Development Partner at MTC, I am uniquely positioned to influence mindsets, unlock potential, and help individuals become the best versions of themselves.

What excites me most is the opportunity to shape the future of the workforce by driving continuous learning and upskilling.

Q: How do you balance ambition, work and personal life?

A: Honestly, balance is an ongoing journey rather than a fixed destination for me. I prioritise by setting clear goals, managing my time intentionally, and knowing when to step back and recharge. Some would call me very analytical because I love to plan ahead. I also believe in being present in whatever I am doing, whether I am a specialist at work, a wife, or a mother to my two babies.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: I am a firm believer in challenging yourself, competing with the woman you were yesterday, believing in your potential and not letting fear or stereotypes limit you.

Pursue your curiosity, invest in your education, and seek out mentors who can guide and support you. Success is predictable, and so is failure.

Q: What quote do you love or live by?

A: ***"Invest in yourself, you are your greatest asset."***

14. Angeline Uunona

PA to Chief Brand, Marketing, Communications & Sustainability Officer

Q: What is one thing you love most about being a woman in telecoms?

A: Creating meaningful and authentic impact.

Q: How do you balance ambition, work and personal life?

A: I am still learning, but I intentionally prioritise my son (home) and work and give my best everywhere else.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Be unique; it is your only advantage. Believe in your worth and own it.

Q: What quote do you love or live by?

A: ***"Power alone is never enough; sometimes, survival depends on the smallest guy brave enough to graciously stand on a giant."***





15. Steffie Skrywer

Corporate Affairs Administrator: Corporate Affairs | Marketing and Sustainability

Q: What is one thing you love most about being a woman in telecoms?

A: Seeing how my work connects people, while proving women can lead, influence, and shape this space meaningfully.

Q: How do you balance ambition, work and personal life?

A: By being intentional, knowing when to push, when to pause, and protecting time that keeps me grounded.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in your voice, take up space, and keep learning. Growth comes from showing up consistently.

Q: What quote do you love or live by?

A: ***"Greatness is a lot of small things done well."***



16. Sara Shekuhungama

Organisational Wellness Partner
Human Capital

Q: What is one thing you love most about being a woman in telecoms?

A: Being part of change, proving women belong everywhere and can lead with purpose and impact.

Q: How do you balance ambition, work and personal life?

A: By setting priorities, maintaining boundaries and making time for rest and personal wellbeing.

Q: What advice would you give young Namibian girls aspiring to enter into telecoms or STEM-related industries?

A: Stay curious, work hard and step boldly into every opportunity. Your voice and ideas matter.

Q: What quote do you love or live by?

A: *"She believed she could, so she did, and now she lifts others as she rises."*

17. Eveline Shiimi

HRBP: Finance | Human Capital

Q: What is one thing you love most about being a woman in telecoms?

A: It means shaping the future, inspiring others, and redefining the odds.

Q: How do you balance ambition, work and personal life?

A: By prioritising goals, managing time intentionally, and making time to rest, recharge, and connect.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in your potential, stay curious, invest in education, and fearlessly pursue telecoms or STEM. Always remember you are capable

Q: What quote do you love or live by?

A: ***"Excellence comes down to consistency, and consistency breaks barriers."***





18. Bonita Graupe

Business Support | CTIO's Office

Q: What is one thing you love most about being a woman in telecoms?

A: I love being a woman in telecoms because I get to bring a different perspective into a traditionally male-dominated space. For me, it is not just about systems; it is about people, understanding their needs, building connections, and shaping solutions that are practical and inclusive. I am not just part of the change; I am helping create it through empathy and compassion for others, and I actually see it make an impact.

Q: How do you balance ambition, work and personal life?

A: Balancing ambition, work, and life has not been about getting it right every day but about learning what matters and being intentional with my time and energy. Some days work takes priority; other days, I fill my cup through art or hiking, which helps me reset and stay grounded. Ambition is powerful, but it needs boundaries. Real success is not just about achieving more but sustaining it without losing yourself along the way. If your cup is not filled, you cannot deliver quality work.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in your ability (do not listen to the limiting beliefs coming from within; God has created you perfectly), stay curious, and never let doubt or stereotypes hold you back. Keep learning, ask questions, and do not be afraid to take up space. The industry needs your ideas, your voice, and your perspective to grow and thrive.

Q: What quote do you love or live by?

A: I live by Colossians 3:23: ***"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters."***



19. Tuuliki Taapopi

Contact Centre Advisor | Commercial

Q: What is one thing you love most about being a woman in telecoms?

A: Empowering people through connection and proving women can thrive and grow confidently in a fast-paced, tech-driven industry.

Q: How do you balance ambition, work and personal life?

A: I stay focused on my goals, manage my time well and make sure to prioritise both my career and personal wellbeing.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in yourself, stay curious, work hard and don't be afraid to take up space.

Q: What quote do you love or live by?

A: ***"I can do all things through Christ who strengthens me."*** – Philippians 4:13

20. Ndakalako Shilongo

Public Relations Officer | Corporate Affairs

Q: What is one thing you love most about being a woman in telecoms?

A: Being part of an industry that connects people and drives progress. It is exciting to contribute to conversations and innovations that shape how communities live, work, and engage with the world.

Q: How do you balance ambition, work, and personal life?

A: My balance comes from being intentional with my time. I plan each month carefully, giving every area of my life the attention it deserves so I can show up fully and purposefully.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in yourself, your abilities, and go for it. The telecoms and STEM sectors need diverse voices, fresh ideas, and bold thinkers. Do not be afraid to take up space and pursue the future you envision for yourself.

Q: What quote do you love or live by?

A: I have two: ***"Don't show up to your life like it's a dress rehearsal," and "The best things in life are often found on the other side of fear."***





21. Ellen Nanyeni

Analyst | Business Assurance

Q: What is one thing you love most about being a woman in telecoms?

A: It is rewarding to be part of an industry that drives innovation and keeps people connected.

Q: How do you balance ambition, work and personal life?

A: There is no perfect balance. Some days, work needs me more; other days, my personal life does. It is about being present and giving my best to what matters most in that moment.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Stay curious; there is a place for everyone in STEM. There is room in this industry for you and what you have to offer.

Q: What quote do you love or live by?

A: ***"Well-behaved women seldom make history."***

22. Liina Timoteus

Procurement Administrator | Finance

Q: What is one thing you love most about being a woman in telecoms?

A: The fact that my work connects people every day. Through procurement, I help build the networks that keep Namibia talking.

Q: How do you balance ambition, work and personal life?

A: I set clear priorities and protect time for both work and family. It's hard to balance all, but if you know the value of your time and energy, you can manage both.

Q: What advice would you give young Namibian girls aspiring to enter into telecoms or STEM-related industries?

A: Curiosity is key, and staying brave is the lock. Keep learning while showing up because you belong there; this industry needs your voice.

Q: What quote do you love or live by?

A: ***"I don't just connect calls. I connect possibilities".*** A reminder that my work builds the networks people depend on.





23. Wilhelmina Ihalwa-Shitaatala

RAN Planning Technician
Technology – Planning and Development

Q: What is one thing you love most about being a woman in telecoms?

A: It inspires me to continuously enhance my technical skills in this fast-evolving industry while challenging workplace stereotypes surrounding women.

Q: How do you balance ambition, work and personal life?

A: By distributing my energy evenly across all aspects of my life and prioritising rest to avoid burnout.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Let passion be your driver; do not let fear and doubt limit you.

Q: What quote do you love or live by?

A: ***"We are what we repeatedly do. Excellence, therefore, is not an act, but a habit."*** – Aristotle

24. Sheldene Saal

Risk Officer | Legal Compliance and Risk

Q: What is one thing you love most about being a woman in telecoms?

A: The opportunity to witness how the world connects, bringing both innovation and representation to an industry that is constantly evolving, with women leading and shaping the future.

Q: How do you balance ambition, work and personal life?

A: By staying true to my beliefs and principles and recognising that we live in a harmonious ecosystem, I make time to enjoy life fully while working towards the future I envision.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Telecommunications and STEM are not just careers. They are gateways to shaping the future. To every young Namibian girl, I say: believe in your brilliance. The world is in transition, and you have the power to innovate, connect communities, and break barriers that once seemed unshakable.

Q: What quote do you love or live by?

A: ***"Authenticity is the courage to stand in your truth, even when the world expects you to wear a mask. Be bold, be you."***



25. Saraphina Iitula

Data Scientist | Digital Transformation

Q: What is one thing you love most about being a woman in telecoms?

A: Being part of technology that connects people and proving women belong in every room.

Q: How do you balance ambition, work and personal life?

A: I prioritise what matters, give myself grace, and remember rest is productive too.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Take up space, stay curious, ask questions, and never let fear choose for you.

Q: What quote do you love or live by?

A: ***"One day you will wake up, and there won't be any more time to do the things you've always wanted. Do it now."*** - Paulo Coelho





26. Sandra Peneyambe Katengela

Debt Collector and Administrator
Finance

Q: What is one thing you love most about being a woman in telecoms?

A: The telecoms world is all about connecting, innovation and learning one/two things every day, now that's my passion.

Q: How do you balance ambition, work and personal life?

A: By setting clear priorities, work matters the most because it pays the bills, but success is not just about career growth, but also about maintaining a healthy and fulfilling personal life.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: To never undermine their power or their ability to perform and learn on the job. The belief is that the telecoms industry belongs to men, dear ladies, we too can do it.

Q: What quote do you love or live by?

A: ***"My world, my rules."***

27. Fideria Ndapopile

Business Analyst | Commercial

Q: What is one thing you love most about being a woman in telecoms?

A: Being able to interpret the needs of subscribers through data analysis and then shaping products that truly meet their needs.

Q: How do you balance ambition, work and personal life?

A: Setting boundaries, being kind to myself when plans fall short, and staying optimistic. One bad day does not define my life.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: With knowledge being so accessible today, master your craft through practice. Opportunities find those already in motion.

Q: What quote do you love or live by?

A: ***"If you do what you love, you'll never work a day in your life."***





28. Annah Mubita

RAN Planning Technician
Radio Planning

Q: What is one thing you love most about being a woman in telecoms?

A: Through my contributions, I am rewriting the narrative in this male-dominated industry and fostering meaningful connections.

Q: How do you balance ambition, work and personal life?

A: The support systems of my loved ones keep me grounded, while self-care remains non-negotiable in sustaining my ambition.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Although telecoms may seem intimidating from the sidelines because it is a male-dominated field, that is exactly why women should step forward, make their voices heard and leave their mark through dedication and contribution.

Q: What quote do you love or live by?

A: ***"Live full, die empty."***

29. Susana Mpinge

Branding and Marketing Practitioner
Marketing

Q: What is one thing you love most about being a woman in telecoms?

A: As a woman in Tech, I get to support Namibia's journey towards digital transformation by embracing new tools, while helping drive growth through innovative and creative marketing practices.

Q: How do you balance ambition, work and personal life?

A: Intentional planning by creating quality time experiences with my family and continuously researching modern marketing trends to create impactful campaigns.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: There is no restriction to excellence; as long as you put in the work, you can enter any industry.

Q: What quote do you love or live by?

A: ***"Never Settle!"*** A quote that ignites hope for me.





30. Joyce J. M. Ramakhutla

Corporate Affairs Assistant
Corporate Affairs

Q: What is one thing you love most about being a woman in telecoms?

A: Seeing my work make a difference and learning something new every day.

Q: How do you balance ambition, work and personal life?

A: I plan ahead, stay focused and make time for my daughter and myself.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Do not doubt yourself, keep learning, work smart and never stop believing in your dreams.

Q: What quote do you love or live by?

A: ***"Growth begins where your comfort zone ends."***

31. Emilia Constantin

Contracts Administrator | AR

Q: What is one thing you love most about being a woman in telecoms?

A: I appreciate that every connection we create carries someone's joy, their hopes, and provides them with opportunities.

Q: How do you balance ambition, work and personal life?

A: I focus on my priorities with intention, ensuring that each responsibility receives the attention it deserves.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Curiosity holds more value than perfection. Ask questions boldly. Remember, you don't know what you don't know.

Q: What quote do you love or live by?

A: ***"Be the first example your daughter encounters, not the first limitation she learns."***





32. Fatima Fernandes

Legal | Compliance and AML Officer

Q: What is one thing you love most about being a woman in telecoms?

A: I love how we break barriers, lead innovation, and create opportunities that inspire and uplift the next generation.

Q: How do you balance ambition, work and personal life?

A: I try to be intentional with my time, prioritising what matters most.

By trusting my team, we have created a space for personal growth and shared success.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Be brave enough to take up space. Growth comes through mistakes, and never underestimate the power of investing in people.

Q: What quote do you love or live by?

A: ***"We inherit strength, resilience, and dreams from those before us, turning past adversity into purpose, hope, and success."***

33. Kandali Kagola

Call Centre Advisor | Commercial

Q: What is one thing you love most about being a woman in telecoms?

A: I love helping customers overcome technical challenges and using my passion for technology to make a difference.

Q: How do you balance ambition, work and personal life?

A: I prioritise personal growth and my goals while making time for meaningful relationships and enjoying life along the way.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Stay curious, keep learning, and never underestimate what you can achieve in STEM.

Q: What does Women's Month mean to you?

A: Celebrating the strength, resilience, and growth of women in every space.

Q: What quote do you love or live by?

A: ***"Embrace change, chase growth, and don't forget to enjoy the journey."***





34. Charlene Vorster

Senior Compliance Officer – ISO
Legal, Compliance and Risk

Q: What is one thing you love most about being a woman in telecoms?

A: The diversity and tempo of work. Never a dull moment. I learn something new every day! It helps that I love the technology in which we operate.

Q: How do you balance ambition, work and personal life?

A: It is a lot of give-and-take, with plenty of negotiating and redirecting. We all juggle to keep many balls up in the air. Those are mostly rubber balls; only one of them is made of glass, and when it falls, it shatters into a million pieces. That ball is YOU, your mental and physical health. If you do not look after yourself, you cannot take care of others. Your family life suffers, and your work delivery falters. Learn to politely say no; that does not work for me. That is the trick to self-preservation and balancing ambition, work, and self.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: What has worked well for me is to jump at opportunities. I have been fortunate to be able to volunteer and put my hand up to say, "I will help!", which has paid off for me. But it comes with a risk... You have to deliver on what you said you would; your reputation is shot.

Q: What quote do you love or live by?

A: ***"Not all those who wander are lost."*** J.R.R. Tolkien

35. Bernaded Isaaks

Radio Project Supervisor
Radio Access Network

Q: What is one thing you love most about being a woman in telecoms?

A: Being one of the few Damara/Nama women from the South in telecoms and showing that passion, hard work, and dedication can come from anyone.

Q: How do you balance ambition, work and personal life?

A: Early gym sessions, structured work hours, evening studies, discipline, and passion keep me going.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Walk into every room with confidence, regardless of your background; you belong in STEM. Dare to try.

Q: What quote do you love or live by?

A: ***"Embarrassment is underexplored. Dare to look foolish, because real growth only begins where your comfort zone ends."***





36. Elina Kanghameni

Accounts Advisor | Finance

Q: What is one thing you love most about being a woman in telecoms?

A: The fact that it proves women belong at the forefront of innovation.

Q: How do you balance ambition, work and personal life?

A: I do not chase balance; I create it by prioritising what matters the most and setting clear boundaries.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Study, apply and show up consistently. STEM needs you.

Q: What quote do you love or live by?

A: ***"A woman's voice in technology is not optional, IT IS ESSENTIAL."***

37. Florinda Mutrifa

Senior IT Developer: Integration & Wallet Platform | Information Technology

Q: What is one thing you love most about being a woman in telecoms?

A: As a woman in telecoms, I have the opportunity to bring a uniquely diverse and empathetic perspective to a highly technical and fast-evolving industry. It is incredibly empowering to contribute to building systems that connect people, enable financial inclusion, and drive meaningful change.

Q: How do you balance ambition, work and personal life?

A: I have learnt the importance of setting boundaries and asking for support when needed. It is not perfect, but maintaining balance and family helps me stay grounded and motivated.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Dare to dream, be bold, stay curious and keep learning, and young queens, do not be afraid, we have a woman President! Seek out mentors and take every opportunity to grow. You can do it!

Q: What quote do you love or live by?

A: ***"Strive to be the best version of yourself in every season."*** I believe in progress over perfection, show up, grow, and keep becoming.





38. Oprah Mbambi

Sales Advisor | Commercial

Q: What is one thing you love most about being a woman in telecoms?

A: Creating impact through technology while inspiring other women to pursue careers in telecoms and STEM.

Q: How do you balance ambition, work and personal life?

A: I set clear priorities, stay disciplined, and make time for growth, family, and self-care.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Be confident, embrace challenges, keep learning, and never underestimate your ability to succeed.

Q: What quote do you love or live by?

A: ***"Your circumstances do not define your future; your determination does."***

39. Mandy Stephanus

Call Centre Advisor | Commercial

Q: What is one thing you love most about being a woman in telecoms?

A: As a woman in telecoms, I value the chance to drive meaningful change, connect communities, and prove that leadership and innovation know no gender.

Q: How do you balance ambition, work and personal life?

A: I balance ambition with life by setting priorities, protecting wellbeing, and creating a rhythm where both career and relationships thrive.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Trust your voice, keep learning, and never let stereotypes hold you back. Every step you take paves the way for others.

Q: What quote do you love or live by?

A: ***"Strength is built in challenges, not comfort."***





40. Nguvitjita Kamenjono

Senior Accountant: Mobile Financial Services | Finance

Q: What is one thing you love most about being a woman in telecoms?

A: The ever-evolving, complex nature of the industry translates into solving complex problems daily. I love a good challenge!

Q: How do you balance ambition, work and personal life?

A: I take it one day at a time by assessing urgency and importance. I also give myself lots of grace!

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Dream passionately. If you are the best at what you do, with the right exposure, the world truly becomes your oyster!

Q: What quote do you love or live by?

A: ***"What you lack in natural ability, make up for in discipline!"***

41. Veronica Kakende

Customer Support Technician
Technology - Transmission

Q: What is one thing you love most about being a woman in telecoms?

A: Breaking barriers in a male-dominated field and shaping the digital infrastructure that connects our communities every day

Q: How do you balance ambition, work and personal life?

A: By setting strict boundaries, prioritising tasks, and treating my personal wellbeing as a non-negotiable daily commitment.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in your capability, embrace technical challenges, and never let anyone diminish your passion for innovation and growth.

Q: What quote do you love or live by?

A: ***"Empowered women empower the world; engineer your own path with resilience, dedication, and unwavering purpose."***





42. Martha Haingura

Supervisor | Commercial

Q: What is one thing you love most about being a woman in telecoms?

A: We break the stigma that women cannot fix, operate or troubleshoot technology.

Q: How do you balance ambition, work and personal life?

A: I plan my workday, protect family time, and regularly review my goals and stay aligned.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Start by being curious, not perfect; you don't need to know everything.

Break the stigma: girls belong in technical spaces just as much as anyone else. Be bold and visible: speak up, ask questions, and take up space.

Q: What quote do you love or live by?

A: ***"I did my best, and God did the rest"***
- Hattie McDaniel

43. Veronika Mbambi

Procurement Officer | Finance

Q: What is one thing you love most about being a woman in telecoms?

A: Knowing that my work helps connect people every day in an industry where women once had limited opportunities.

Q: How do you balance ambition, work and personal life?

A: I give my best at work without losing sight of what matters most. My daughter is my biggest motivator.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Be brave and never let fear limit your potential.

Q: What quote do you love or live by?

A: ***"Progress, not perfection: just keep moving forward."***





44. Sherin Tshipena

Internal Auditor | Internal Audit

Q: What is one thing you love most about being a woman in telecoms?

A: Breaking barriers and inspiring other women to join the industry.

Q: How do you balance ambition, work and personal life?

A: By being intentional with my time and priorities. For me, it is about being strategic and balancing achievement with taking care of my wellbeing.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in yourself and confidently pursue opportunities in telecoms or STEM. Look for mentors, stay curious, and build a supportive network that encourages your growth.

Q: What quote do you love or live by?

A: ***"No act of kindness, no matter how small, is ever wasted"***

45. Joey Nghiitwikwa

Spectra Administrator | Commercial

Q: What is one thing you love most about being a woman in telecoms?

A: The diversity and exposure. You are not limited to one area, and you continuously develop advanced technical skills across different scenarios.

Q: How do you balance ambition, work and personal life?

A: Well, this is simply about prioritising what is imperative and has a great impact on my life; everything else flows smoothly.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Dear Namibian child, your dreams are valid. You just need to put in the work and never stop praying. I remember writing "Work for MTC" in a book as one of my New Year's resolutions, and here I am today.

Q: What quote do you love or live by?

A: ***"You must be the change you wish to see in the world"*** – Mahatma Gandhi





46. Mwalimushi Kapofi

Retail Supervisor | Commercial

Q: What is one thing you love most about being a woman in telecoms?

A: Leading innovation while proving that women excel in technical, high-pressure environments.

Q: How do you balance ambition, work and personal life?

A: Structured planning, clear boundaries, and prioritising what truly matters daily.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Study hard, stay curious, embrace technology, and believe you belong in every room.

Q: What quote do you love or live by?

A: ***"Still, I Rise"*** -Maya Angelou



47. Etuhole Molebugi

Applications Analyst: Product Development
Technology

Q: What is one thing you love most about being a woman in telecoms?

A: Driving innovation that connects people and creates opportunities for communities to thrive.

Q: How do you balance ambition, work and personal life?

A: By keeping God at the centre, prioritising wisely, staying organised, and remembering that life happens beyond deadlines.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in yourself, stay curious, embrace challenges, and never let stereotypes define your potential.

Q: What quote do you love or live by?

A: ***"By keeping God at the centre, prioritising wisely, staying organised and remembering life happens beyond deadlines."***

48. Alexis Barry

Human Capital Business Partner: Legal MD | Maris

Q: What is one thing you love most about being a woman in telecoms?

A: Coming from a talent acquisition background, what I have loved most is being part of shaping the organisation's DNA. In telecoms, the pace of change is relentless, and through hiring, I have been able to influence not just who joins the business but how we think, build and evolve. There is something meaningful about identifying potential in people and then later seeing them grow into roles that directly shape the industry.

Q: How do you balance ambition, work and personal life?

A: I do not think of it as a perfect balance every day. It is more about intentional trade-offs. Some seasons require more focus on work, others on rest or personal life.

What keeps me grounded is setting boundaries where I can, being clear on priorities, and not trying to perform *"balance"* as an aesthetic but rather as something that shifts constantly.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Sttart where you are and build strong fundamentals, especially in problem-solving, digital literacy and communication. Do not self-select out because a space feels technical or unfamiliar.

Ask questions, find mentors, and stay close to curiosity. You do not need to be the most confident person in the room; you need to be willing to learn in it.



Q: What quote do you love or live by?

A: ***"Clarity over noise."***



49. Jodine Christians

Data Analytics and BI Analyst
Data Management and Business Intelligence

Q: What is one thing you love most about being a woman in telecoms?

A: Being a woman in telecoms often means being underestimated, but this becomes a source of strength that pushes you to exceed expectations every time.

Q: How do you balance ambition, work and personal life?

A: Discipline, routine, boundaries and prioritising mental health allow me a healthy and happy balance.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Slow progress is still progress. Hold tight to your moral compass; the right rewards will come at the right time.

Q: What quote do you love or live by?

A: ***"Small and steady improvements every day lead to long-term change."***



50. Bertha Nangombe

Events Coordinator | Corporate Affairs

Q: What is one thing you love most about being a woman in telecoms?

A: I love being in telecoms because every business depends on communication. It is rewarding to help organisations stay connected, improve efficiency, and adopt technologies that support their growth. I particularly enjoy building relationships with clients and finding solutions that have a real impact on their operations.

Q: How do you balance ambition, work and personal life?

A: I balance ambition, work, and personal life by being intentional with my time and priorities. I am passionate about delivering successful events and achieving my career goals, but I also make time for family, personal growth and wellbeing. I have learnt that maintaining balance helps me perform better professionally and enjoy the journey.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: STEM and telecoms are not just for men; they are for anyone with passion, curiosity and determination. Believe in yourself, keep learning, and do not be afraid to take up space in industries where women are still underrepresented. Your ideas, talents and leadership can help shape Namibia's future.

Q: What quote do you love or live by?

A: ***"I am the author of my own happiness."***

51. Claudia Nafuka

Application Analyst BSS and ERP Technology

Q: What is one thing you love most about being a woman in telecoms?

A: Being able to bring a fresh perspective to a technical field and help shape more inclusive, innovative solutions.

Q: How do you balance ambition, work and personal life?

A: Set clear priorities and boundaries, focus on what matters most, manage MY time intentionally, and make space for rest and personal life. Balance is not perfect every day; it is about adjusting as you go.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in yourself and do not let stereotypes limit you; you belong in these spaces. Build your skills, stay curious, and do not be afraid to ask questions. Most importantly, be consistent and confident; your voice and ideas matter.

Q: What quote do you love or live by?

A: ***"You don't have to be perfect to be powerful, just consistent and true to yourself."***





52. Jacqueline Kaverua

Distribution Executive

Q: What is one thing you love most about being a woman in telecoms?

A: I value the opportunity to drive meaningful impact through connectivity and innovation in a dynamic, life-shaping industry.

Q: How do you balance ambition, work and personal life?

A: Balance, for me, is about intentionally prioritising what matters, staying driven in my goals, and making space for growth, wellbeing, and the people who matter most.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in your abilities and do not let stereotypes limit you. Keep learning, stay curious, seek mentorship, and embrace every opportunity, because your voice and perspective matter in shaping the future of telecoms.

Q: What quote do you love or live by?

A: ***"Success is not just what you achieve, but the opportunities you create for others along the way."***



53. Beatha Shilongo

Contact Centre Advisor | Commercial

Q: What is one thing you love most about being a woman in telecoms?

A: Being part of an industry that keeps people connected every day.

Q: How do you balance ambition, work and personal life?

A: Planning ahead helps me stay productive while making time for myself.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Challenge yourself and embrace opportunities to learn and grow.

Q: What quote do you love or live by?

A: ***"I'm still becoming, and that's okay."***

54. Ndaendaelao Da Silva-Iipinge

Optimisation Engineer
Technology – Monitoring and Support

Q: What is one thing you love most about being a woman in telecoms?

A: Bringing diverse perspectives that drive innovation and improve how people connect.

Q: How do you balance ambition, work and personal life?

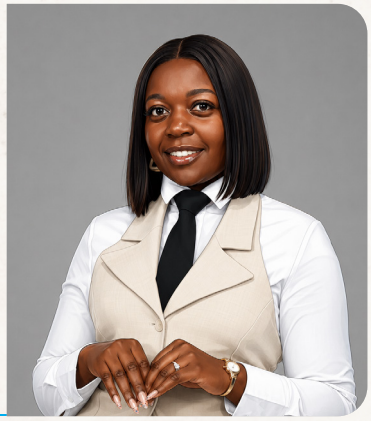
A: By prioritising what matters, setting boundaries and giving my best in every role.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Be curious, stay confident and never let stereotypes limit your potential .

Q: What quote do you love or live by?

A: ***"Life is short; take the trip, chase the dream, and make the money."***





55. Anna Shilunga

Procurement Administrator | Finance

Q: What is one thing you love most about being a woman in telecoms?

A: Helping build connections that people rely on every day.

Q: How do you balance ambition, work and personal life?

A: Through planning and knowing my priorities.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Do not be intimidated by STEM, there is a place for you. Take up space, ask questions and never underestimate your potential.

Q: What quote do you love or live by?

A: ***"Be consistent. Small steps become big results. Faith and consistency go a long way."***

56. Pauline Mushimba

Bad Debts Administrator | AR

Q: What is one thing you love most about being a woman in telecoms?

A: I feel empowered to break barriers, drive innovation and make a meaningful impact within my environment.

Q: How do you balance ambition, work and personal life?

A: By staying hands-on, organised and being the change I want to see.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Never let stereotypes limit your potential, and always believe you can achieve whatever you put your mind to.

Q: What quote do you love or live by?

A: ***"You have to believe in yourself when no one does"***- Serena Williams





57. Raulinda Uundjenu

Application Analyst BSS & ERP
IT Applications

Q: What is one thing you love most about being a woman in telecoms?

A: Proving that women belong in tech and making a real impact through the systems we build.

Q: How do you balance ambition, work and personal life?

A: I stay intentional with my time and work, set boundaries, and remind myself that rest is part of growth.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in yourself early, know your roots, stay curious, and do not let fear stop you from pursuing what excites you.

Q: What quote do you love or live by?

A: ***"Never measure how high a mountain is until you have reached the top. Then you will see how easy it was to climb."***



58. Anna Nghipandulua

Auxiliary Assistant | Corporate Affairs and Sustainability

Q: What is one thing you love most about being a woman in telecoms?

A: I have come to understand that tech is not just for men.

Q: How do you balance ambition, work and personal life?

A: I genuinely have an amazing boss who makes my work life so easy, and I look forward to going to work daily.

I read a lot, so I educated myself to prioritise what is mostly important for my mental health.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: The world is heavily invested in technology, so take advantage of opportunities to learn every day.

Q: What quote do you love or live by?

A: ***"The Lord will prepare a table in front of your enemies."***



59. Paulina Lukas

System Support Administrator
IT Networks

Q: What is one thing you love most about being a woman in telecoms?

A: Turning challenges into opportunities and showing young girls that women also belong in this space.

Q: How do you balance ambition, work and personal life?

A: By staying resilient, remembering why I started my journey and focusing on long-term goals.

Q: What advice would you give young Namibian girls aspiring to enter the telecoms or STEM-related industries?

A: Believe in yourself, even when others don't. Your determination will open doors.

Q: What does Women's Month mean to you?

A: Celebrating women who rise, persevere and succeed despite obstacles.

Q: What quote do you love or live by?

A: ***"Your current circumstances do not determine where you can go, only where you begin."***

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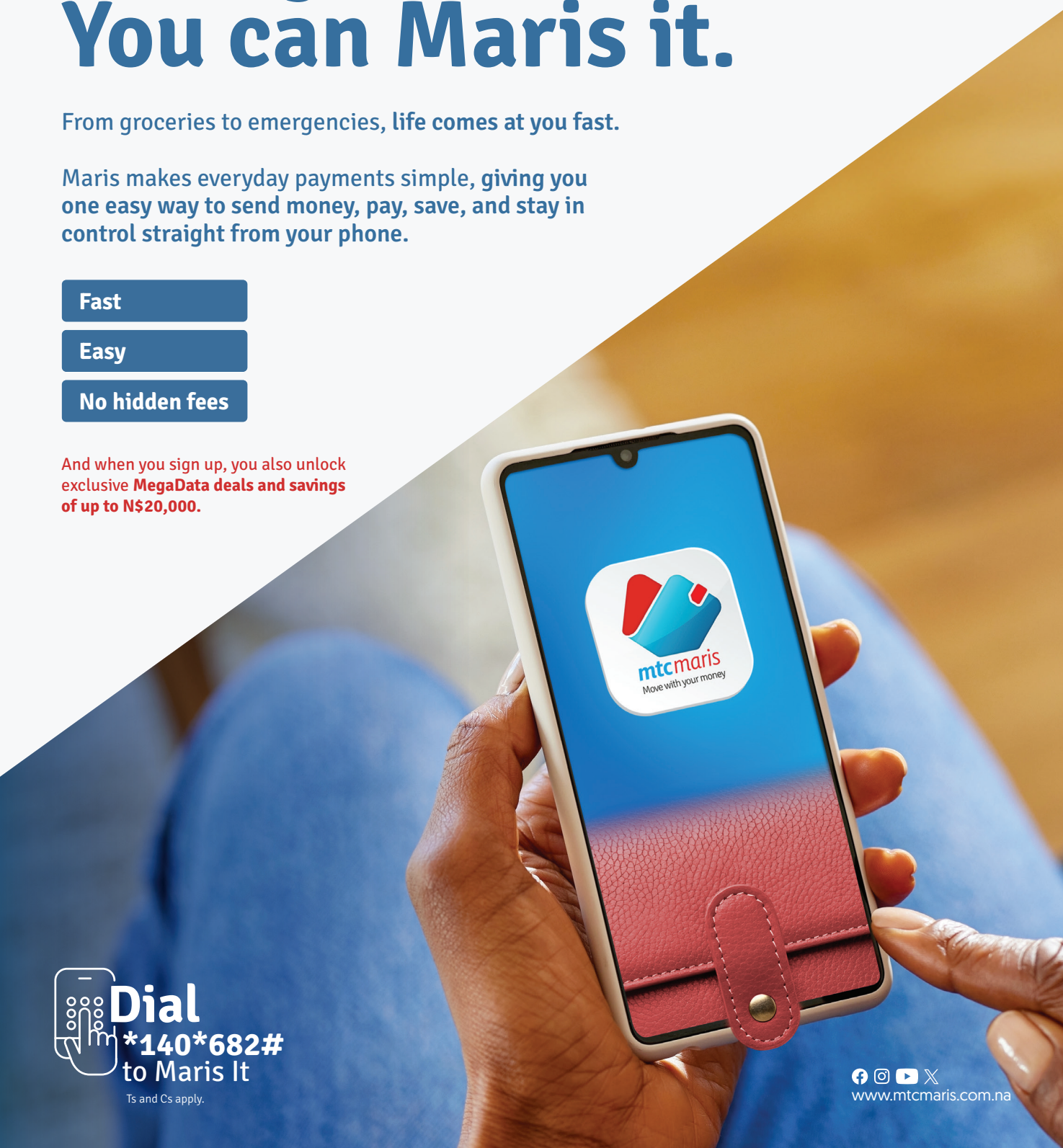
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