

HYPHEN Hydrogen Energy (Pty) Ltd

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Vacancy

Senior Economic Development Manager: Training & Development

ABOUT HYPHEN

HYPHEN Hydrogen Energy (Pty) Ltd (“Hyphen”) is a project development company established with the objective of developing, constructing and operating Green Hydrogen production facilities in Namibia to supply international and regional markets. The SCDI Namibian Green Hydrogen Project successfully bid on and awarded to HYPHEN Hydrogen Energy, consists of ~4,000km² of land within the Tsau//Khaeb National Park for the development of Green Hydrogen. This site is amongst the top 5 resource rich locations in the world for co-located onshore wind and solar, ideally suited for the development of southern Africa’s first gigawatt scale Green Hydrogen project. This US\$9.4 billion project is planned to be developed in phases, at full development targeting 300,000 metric tons of Green Hydrogen production a year from 5GW of renewable generation capacity and 3GW electrolyser.

ABOUT THE ROLE

We are seeking a Senior Economic Development Manager: Training & Development to join our dynamic team and play a pivotal role in maximizing Namibian participation in the project as an integral part of the project’s socio-economic development workstream. This role is responsible for supporting the design and implementation of comprehensive training programs to facilitate the inclusion of as many Namibians as possible during the construction and operational phases of the project. The incumbent will identify and capitalize on opportunities for skills development and capacity building, with a particular focus on the youth.

ROLES AND RESPONSIBILITIES

1. Training Program Management

- Craft a comprehensive skills development strategy aligned with project requirements and objectives.
- Develop and implement tailored training programs, aligning with project workforce requirements and international standards (as required).
- Foster collaborations with Namibian government (GRN), local/international educational institutions, TVET centres, and technical partners to create synergistic training interventions.
- When necessary, ensure that local certifications align with international standards to meet the specific workforce requirements of the project.
- Develop knowledge transfer programs that enable the sharing of specialized knowledge and practical experience, which may involve international experts or companies within the green hydrogen value chain, to provide hands-on training for graduates, as an example.

- Develop and manage a mentorship program to connect experienced professionals with trainees for ongoing guidance and support.
- Implement a continuous improvement program to periodically assess and enhance the effectiveness of training initiatives.
- Collaborate with industry associations and professional bodies to ensure that training programs align with industry best practices and standards.

2. Project Workforce Management

- Lead the development of a workforce competency and planning model to determine construction and operational skills needs and ensure a skilled workforce.
- As required, create clear, project-aligned job descriptions across the entire project value chain.
- As required, assist in job grading to establish appropriate compensation and career progression structures for the project.
- Collaborate with HR to design and implement employee retention strategies, ensuring talent retention within the project.
- Manage diverse reporting requirements, including regulatory, lender, employment equity, and governmental reports (e.g., Namibian Green Hydrogen Council).

3. Labor Relations

- Support with managing labour relations aspects related to project employment, including compliance with local labour laws, union engagement, and dispute resolution.
- Proactively identify potential labour issues and support the development of strategies to prevent disputes and maintain harmonious labour relations.
- Support the development of grievance resolution protocols to address and resolve workplace conflicts promptly and fairly, as required.
- As required, create a Health and Safety Compliance Program to ensure adherence to occupational health and safety standards, enhancing employee well-being and reducing workplace incidents.

QUALIFICATIONS AND EXPERIENCE

- Hold a minimum of a Bachelor's degree in a relevant field; a Master's degree is preferred.
- Proven experience (8-10 years) in skills development, training program design, and capacity building.
- Possess a deep understanding of the local educational landscape, focusing on technical and vocational education and training (TVET). This includes identifying key players and leveraging community-based training centres such as COSDECs.
- Showcase a proven track record in implementing large-scale training programs, whether in Namibia or elsewhere, with an in-depth understanding of best practices.
- Understand the intricacies of GRN (Namibian government) funding instruments and effectively navigate the complexities associated with securing funding for training initiatives.

- Be proficient in National Qualifications Framework (NQF) levels and local certification processes.
- Possess knowledge of the renewable energy and mining industries, including its specific workforce requirements.
- Exhibit familiarity with international standards, particularly in technical fields of study. Working knowledge would be an added advantage.
- Be well-versed in processes like the recognition of prior learning by the Namibian Training Authority (NTA).
- Offer strategic planning experience at a senior level.
- Display excellent stakeholder management and communication skills.
- Be capable of working both independently and collaboratively within a cross-functional team.
- Exhibit proactive problem-solving skills and meticulous attention to detail.

Application Procedure:

HYPHEN extends equal opportunities to all candidates, valuing diversity in experiences and backgrounds. We exclusively accept applications for this role through our recruitment portal, www.jobopportunities.net. Ensure your application includes a well-crafted cover letter, a comprehensive CV, and authenticated copies of relevant qualifications.

Join our team and take the lead as a Senior Economic Development Manager: Training & Development. In this role, you will play a crucial part in driving the success of the project and maximize local participation in Namibia's first gigawatt scale green hydrogen venture.

Application Deadline: September 29, 2023.