BOTSWANA Daily News
THE PAPER THAT INFORMS AND EDUCATES

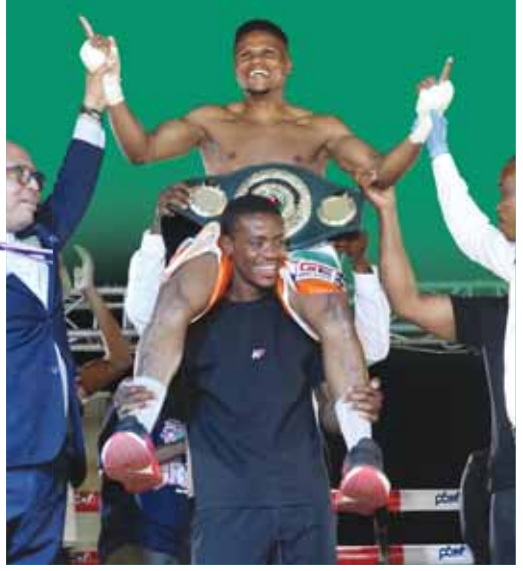
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Metro electric buses pilot project on



Commuters boarding the newly introduced TANA Metro electric buses during the pilot phase of the programme in Gaborone over the weekend. The initiative, a partnership between the Ministry of Transport and Infrastructure and the Citizen Entrepreneurial Development Agency (CEDA), is being implemented through Tana Holdings, a CEDA subsidiary. The pilot phase commenced with 10 electric buses operating on the Metsimotlhabe - Tlokweng and Game City - Phakalane routes, offering commuters complimentary rides as government assesses the service and gathers public feedback. The programme seeks to improve access to public transport, enhance efficiency, reduce carbon emissions and promote sustainable urban mobility. Photo: Courtesy of TANA Botswana

Boko challenges MPs to drive wealth creation

Portia Keetile
KASANE

The traditional mindset of focusing on constituency-based development demands belongs in the past and Botswana must pivot towards exploring how goods and services can be manufactured and supplied locally to meet diverse societal needs.

President Advocate Duma Boko said this when delivering the keynote address at the opening of the Executive Leadership Retreat in Kasane yesterday.

"It is imperative to shift focus from merely allocating scarce resources to how Botswana produces goods and services to satisfy different needs asserted by different groups in society," he said.

He warned that Botswana's long-standing reliance on diamond wealth had bred a dangerous culture of complacency, leaving public finances and citizens' livelihoods exposed to global market disruptions.

As of July, diamonds accounted for 60.2 per cent of Botswana's total exports followed by copper at 23.1 per cent, while all other sectors combined constituted 16.7 per cent of export goods, an indication of an undiversified economy, President Boko said.

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Botswana-China ties to open investment and job opportunities

Lorato Gaofise
GABORONE

Botswana is expected to attract increased investment, technology transfer, industrial development and employment opportunities following the elevation of relations with China to a Comprehensive Strategic Cooperative Partnership, President Advocate Duma Boko has said.

Delivering a keynote address, during the 2026 Botswana-China Friendship Evening event in Gaborone on Saturday, President Boko said his recent state visit to China had opened new opportunities for the country, raising its profile and heightening interest in its tourism, hospitality and investment sectors.

The visit, during which the Botswana delegation met Chinese, President Xi Jinping, business people, entrepreneurs and investors, was exceedingly successful and had strengthened relations between the two countries.

President Boko said the announcement elevating bilateral relations to a Comprehensive Strategic Cooperative Partnership was monumental and had shaped how the Chinese people viewed and related with Botswana.

Additionally, he said the visit had generated significant interest in Botswana, with about 200 million searches recorded across media platforms regarding the country, its tourism and hospitality sectors.

> "The increased interest presents an opportunity for Botswana to attract investment, expand trade and establish stronger people-to-people contacts and exchanges"

"The increased interest presents an opportunity for Botswana to attract investment, expand trade and establish stronger people-to-people contacts and exchanges," he said.

President Boko said Botswana had much to learn from China, particularly its development experience, technology, innovation, skills development and work ethic.

He observed that China had, within 40 years, lifted about 800 million people from conditions of abject poverty to levels of affluence, an achievement nothing short of a miracle.

After 58 years as an independent nation, he said Botswana had to confront the reality that it had not performed as expected in its development efforts.

He stressed that the country must learn from nations that had achieved development and find ways of addressing its pressing challenges within the shortest time.

Further, President Boko said Botswana had reached out to China, to learn from its experience and benefit from its skills, expertise, technology and innovation.

He expressed gratitude that the friendship between the two countries would open channels for trade, investment and development, adding that China's zero-tariff initiative for the African continent would also help open markets for Botswana's products.

However, President Boko said Botswana needed to improve the quality and volumes of its products to satisfy the needs of international markets.

He encouraged local companies and businesses to collaborate, form coalitions and work together to improve the quality of their products and increase production.

Botswana is strategically located and has an advantage due to its centrality, stability and credible institutions, it can provide a gateway into the African continent.

President Boko further said Botswana needed to move with speed, focus and precision, adding that many projects were expected to take off in the first quarter of 2027,



President Advocate Duma Boko (right) and Chinese Ambassador to Botswana, Mr Fan Yong (left) presenting the inaugural Botswana-China Diamond Friendship Award to Ms Barbara Mogae (second left), who received it on behalf of her late husband, former President Dr Festus Mogae during the Botswana-China Friendship Evening in Gaborone on Saturday. President Boko said Botswana's strategic location in Southern Africa positioned it as a gateway to the rest of the continent, offering opportunities for investment, trade and capital inflows, regardless of its population. Photo: Gaseitsiwe Moruakgomo

creating opportunities for citizens. He emphasised the need to ensure that Batswana acquired the requisite skills to harness the opportunities and benefit from investment and development.

Botswana-China Friendship Association executive chairperson, Mr Miles Nan, said Botswana must move fast to attract international investors and turn the opportunities opened by President Boko's state visit to China into action.

Mr Nan said the results of the state visit were already being seen, as the first Chinese business group had visited Botswana last week, just three weeks after the President returned home.

He said countries around the world were competing for investment and investors would not be beaten either, urging Botswana to move fast and make it easier for investors to do business.

"If permits took three months before, Botswana should work towards making it three days. If everything is ready, there was no reason why the process should take longer. We need a new Botswana spirit," he said.

He said Botswana had the right time, the right place and the right people, adding that what was needed now was action. ***BOPA***

Türkiye 103rd anniversary highlights long-standing relations

Tankiso Mogapi
GABORONE

Türkiye 103rd Republic Day, provides an opportunity to reflect on the 45 years of diplomatic relations between Botswana and Türkiye, established in 1981.

The event, hosted by Embassy of the Republic of Türkiye on Thursday, highlighted its long-standing diplomatic relations with Botswana and commitment to expanding cooperation in trade, investment, education and development.

Speaking at the ceremony, Türkiye's Ambassador to Botswana, Ms Ela Beşkardeş Karagöl, scalled for the two countries to build on the longstanding relationship and expand cooperation in areas of mutual benefit.

"This year, I am especially excited to assume my duties as the Ambassador of Türkiye to Botswana in this special year that marks both the 60th Anniversary of the Independence of the Republic of Botswana and the 45th anniversary of the establishment of diplomatic relations between Türkiye and Botswana," she said.

Ms Karagöl said Türkiye remained committed to deepening cooperation with Botswana, particularly in investment, trade, development cooperation and education.

She noted that Turkish companies were already involved in Botswana's energy, mining and infrastructure sectors, adding that there was room for further investment and increased trade between the two countries.



Minister for International Relations, Dr Phenyo Butale (left) and Türkiye Ambassador, Ms Vesime Ela Karagöl during the commemoration of the 103rd anniversary of the proclamation of Türkiye in Gaborone on Thursday. Dr Butale said the occasion celebrated not only Türkiye's national journey, but also the long-standing friendship between the two countries. Photo: Phenyo Ramatu

The ambassador also announced plans by the Turkish Cooperation and Coordination Agency (TİKA) to implement a project in Ghanzi and Charleshill before the end of the year, aimed at enhancing the capacity of schools.

On education, she revealed that 37 Batswana students had benefited from Türkiye scholarships, expressing hope that more young people would get opportunities to study at Turkish universities.

> "Over the last four decades, our countries have built a cordial and constructive relationship, supported by dialogue and a shared commitment to improving the lives of our peoples"
>
> **Minister for International Relations Dr Phenyo Butale**

Meanwhile, Minister for International Relations Dr Phenyo Butale said Botswana valued its longstanding relationship with Türkiye, which dates back to 1981.

"Over the last four decades, our countries have built a cordial and constructive relationship, supported by dialogue and a shared commitment to improving the lives of our peoples," he said.

Dr Butale said cooperation between the two countries had grown to cover agriculture, education, trade and investment, capacity-building and mining.

He encouraged Turkish companies and investors to explore opportunities in Botswana, saying partnerships could contribute to skills transfer, enterprise development and employment creation, particularly among young people.

The minister further welcomed the government's decision to establish a resident diplomatic mission in Ankara, describing it as a significant milestone that would strengthen political dialogue and facilitate trade and investment engagements.

He said Botswana looked forward to transforming the existing goodwill into practical outcomes that would benefit citizens and businesses in both countries.

"Botswana remains ready to deepen this relationship into a forward-looking strategic partnership based on mutual respect, shared interests and tangible benefits for our people," he said. ***BOPA***

Government to address SOEs underperformance

Thamani Shabani
FRANCISTOWN

Government will enforce transparency and clear consequences for persistent underperformance in State-Owned Enterprises (SOEs), to protect public resources.

Vice President and Minister of Finance, Ndaba Gaolathe, stated Thursday in Francistown, during a stakeholders consultative meeting on the SOEs Ownership Reform, that policy reform alone would not resolve every challenge.

Effective implementation will demand timely financial reporting and greater transparency around guarantees and contingent liabilities. Mr Gaolathe said the envisaged SOEs Ownership Policy would professionalise boards of directors, strengthen their capabilities and improve accountability, with transparent and merit-based appointments.

"Appointments will be supported by skills assessments, fit-and-proper checks, induction, performance reviews and safeguards against conflicts of interest," he said.

Mr Gaolathe said the policy provided direction, but legislation would give reform durability, while the next phase must establish a stronger legal and institutional framework that clarified ownership arrangements and



Vice President and Minister of Finance Ndaba Gaolathe

ensured consistent accountability.

"Durable reform must survive changes in administration, institutional structure and leadership," he said.

Mr Gaolathe said government wanted a state that exercised disciplined ownership, regulated fairly, safeguarded public resources and enabled economic growth.

With these reforms, SOEs can contribute more meaningfully to service delivery, national competitiveness and economic diversification, with citizens experiencing the difference through reliable water services, dependable electricity supply and stronger economic opportunities.

Meanwhile, Francistown deputy mayor, Mr Uyapo Nyeku, stated that Francistown was committed to working with government, SOEs and the private sector to build a diversified and resilient local economy in which businesses could thrive.

Mr Nyeku said the city was committed to ensuring that its people benefitted from expanding economic opportunities.

He said Botswana's tradition of therisanyo or consultation, reminded the nation that effective policies must be informed by the people and businesses they affected.

He therefore, encouraged the business community to share practical experiences, highlight operational challenges and propose solutions that would help ensure the policy supported enterprise development, investment and sustainable job creation. ***BOPA***

Dinokopila takes judicial oath

Bonang Masolotate
GABORONE

Professor Bonolo Dinokopila has been sworn in as a High Court judge, completing the latest batch of judicial appointments.

The appointment completes the latest batch of judicial appointments, intended to enhance access to justice and strengthening the judiciary.

Other appointments were of Justice Tshegofatso Mogomotsi to the Court of Appeal while Dr Tachilisa Balule and Prof Dinokopila were appointed to the High Court bench.

He was sworn in by President Advocate Duma Boko on Friday.

President Boko welcomed him to the Judiciary and counselled him that judges are subjected to the most probing by society, but said such scrutiny should be done respectfully. He noted that judges should not wilt under scrutiny.

He further expressed confidence in Professor Dinokopila, whom he described as a human rights lawyer and scholar, adding that he had no doubt about his ethical ability to execute the functions of a judge fairly.

President Boko further said it was his pleasure to see Professor Dinokopila rising to the office of a judge, saying his was a worthy appointment.

"I am very happy and confident that our judiciary is enriched," President Boko said.

Prof Dinokopila is an admitted attorney of the courts of Botswana. Prior to his appointment, he was an Associate Professor of Law in the Department of Public Law, Faculty of Law, at the University of the Free State in South Africa.

He has published books, several journal articles and book chapters on constitutional and human rights law and has participated in national, regional and international conferences to present his viewpoints on human rights issues.

He has served as a board member of Botswana Railways (2021–2024) and as a member of the Botswana Tax Board of Adjudicators (2024–present), a quasi-judicial body mandated to adjudicate appeals relating to decisions of the Commissioner General of the Botswana Unified Revenue Service (BURS).

A renowned academic, he obtained his Bachelor of Laws Degree (LLB) from the University of Botswana in 2007, his master's degree from the University of Pretoria and later a Doctor of Laws (LLD) degree from the same university with a thesis on the human rights mandate of the Pan-African Parliament. ***BOPA***



President Advocate Duma Boko (left) swearing in Professor Bonolo Dinokopila as a High Court judge at the Office of the President on Friday. President Boko expressed confidence in Professor Dinokopila, describing him as a human rights lawyer and a scholar whose ethical standing would enable him to discharge his judicial duties fairly and impartially. Photo: Phenyo Moalosi

Boko challenges MPs to drive wealth creation

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He said national metrics for agricultural success must shift from measuring inputs to evaluating actual productivity and harvest yields, adding that a diversified agricultural sector required a robust, performance-based approach. Through the Temo Letlotlo programme, President Boko said Batswana had proved that a hectare produced more than five hectares did in the past, hence sustainable, high-yield agriculture required smart climate-resilient farming, technical competencies and transformational agricultural schemes.

He challenged legislators to be open when serving people and most importantly, consult early enough to shape choices and not distort other MPs' views.

"Debates in Parliament must be based on facts and evidence that is verifiable to build credibility and you must refrain from insulting one another and advance your solid arguments," President Boko advised.

He thanked the United Nations Development Programme (UNDP) for its continuous support and playing a critical role in Botswana's success and growth.

For his part, UNDP Director, Regional Service Centre for Africa, Dr Jide Okeke, reaffirmed the organisation's commitment to supporting newly elected political leaders to achieve their ambition for sustainable development.

He said UNDP supported countries like Botswana through the Integrated National Financing Framework which was anchored on sustainable development.

Dr Okeke said Botswana should leverage digitisation by putting government services on a single online platform like Rwanda and Kenya.

The Speaker of the National Assembly, Mr Dithapelo Keorapetse, remarked that a strong Parliament rested on capable leadership, effective systems and a professional parliamentary administration.

He said the theme: Leading with Integrity. Shaping Transformation. Serving Batswana, spoke directly to the responsibilities entrusted to them as the National Assembly.

"We cannot claim success in public office unless our work improves the lives of the people we represent," said Mr Keorapetse. ***BOPA***



President Advocate Duma Boko (centre), Speaker of the National Assembly, Mr Dithapelo Keorapetse (second right), deputy speaker, Ms Helen Manyeneng (second left), leader of opposition Mr Dumelang Saleshando (second row second right) and legislators at the 13th Parliament Executive Leadership Workshop in Kasane yesterday. President Boko said the traditional focus on constituency-based demands needed to shift towards exploring ways of producing goods and services to diversify the economy.
Photo: Ogopoleng Kgomoethata

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BNF advocates policy shift

Anastacia Sibanda
GABORONE



Botswana National Front former president, Mr Otsweletse Moupo (left) and vice president, Mr Moeti Mohwasa at a party media briefing in Gaborone on Thursday. Mr Mohwasa encouraged party members to participate in shaping laws and policies to ensure that government programmes were implemented effectively. Photo: Felicity Male

Botswana National Front (BNF) has called for a clearly defined relationship between the ruling party and the government, emphasising the need for policies that advance the livelihoods of Batswana, while ensuring party members understand and support the government agenda.

Speaking at a press conference to update the media on party policies on Thursday, BNF vice president, Mr Moeti Mohwasa underscored the importance of strategic policy development, cadre deployment, decent wages, beneficiation, and the appointment of capable individuals to strategic positions.

Mr Mohwasa said being part of the ruling Umbrella for Democratic Change required members to participate in shaping laws and policies to ensure that government programmes were implemented effectively.

He said the party must remain involved in guiding the country's development direction, particularly in areas affecting employment and the economic well-being of citizens.

To address these needs, Mr Mohwasa noted that the BNF had been continuously developing and reviewing its policies to respond to contemporary challenges.

Former BNF president Mr Otsweletse Moupo, who also addressed the media, said cadre deployment was a standard aspect of exercising political power.

He argued that the practice could successfully help a ruling party implement its mandate when strictly guided by merit, competence and flexibility.

Mr Moupo observed that the concept was not foreign to the global political landscape, citing Brazil's Workers' Party and South Africa's African National Congress, as living examples of political organisations that had utilised cadre deployment.

He cautioned that cadre deployment should not be confused with nepotism a concern frequently raised in public debates over politically influenced appointments.

Mr Moupo maintained that a successful policy must carefully balance political alignment with professional merit and competence to guarantee effective government delivery. ***BOPA***

'Nurses operational conditions worrisome'

Portia Rapitsenyane
PALAPYE

The welfare and operational conditions of nurses have dropped to an all-time low and no longer meet the standards of decent work.

Speaking at the Botswana Nurses Union (BONU) Annual General Conference in Palapye Thursday, Minister of Labour and Home Affairs, Major General Pius Mokgware stated that the current state of nurses and nursing services across the country were undesirable.

He singled out critical institutional gaps such as the long-term stagnation of personnel on the same salary scales and the structural separation of married couples due to remote transfers as issues that needed urgent attention.

To reverse the trend, he requested a thorough re-examination of the legacy statutes governing the profession, emphasising that obsolete regulations drafted long ago must be amended to fit contemporary labour realities.

Major General Mokgware also validated grievances raised by the Botswana Nurses Union (BONU) president such as lack of consultation prior to the passing of the recent Nurses and Midwifery Act.

Laws should never be enacted without engaging those affected, Minister Mokgware said and promised to investigate the matter and ensure retroactive consultations were carried out to make necessary corrections.

He further challenged BONU and the general nursing body to audit the existing regulatory framework, identify sections requiring adjustments, and compile formal statutory recommendations for submission to Parliament.

BONU president, Mr Oreeditse Kelebakgosi, appealed to the government to halt the implementation of the newly gazetted Nursing and Midwifery Act until a comprehensive consultative process with all key stakeholders was conducted.

He called for a state of emergency to be declared on the nursing profession owing to severe staff shortage, poor working conditions, and a lack of consultation on laws affecting nurse's welfare.

The nursing cadre continues to face absolute precarity, and nurses in both state-of-the-art private facilities in Gaborone and under-resourced rural clinics remain overworked, underpaid, and undervalued, Mr Kelebakgosi said.

Mr Kelebakgosi warned against the growing trend of expanding health facilities and operational hours while keeping staffing numbers stagnant.

Nonetheless, he commended the ministry of labour for implementing the Employment and Labour Relations Act, 2025, which took effect on September 1, and celebrated its progressive milestones, including Section 217's mandate for safe night-shift transport, extended maternity and paternity leave to uphold family dignity and the historic introduction of 20 days of paid hospitalisation leave.

Despite these legislative achievements, Mr Kelebakgosi cautioned that enforcement remained low and urged the ministry to strengthen its labour inspection mechanisms, reporting that some employers were undertaking premature retrenchments and restructuring to bypass the new law's 12-month minimum requirement for short-term contracts.

He expressing disappointment over the Ministry of Health's handling of the revised Nursing and Midwifery Act, saying that the union was bypassed in the drafting process.

The new Act has turned the Nursing and Midwifery Council of Botswana into an entity with unchecked powers to penalise and suspend professionals without due process, Mr Kelebakgosi said, adding that any law made about nurses without their input, would disadvantage the profession. ***BOPA***

Govt sets up team to investigate audit matters

Ndingililo Gaoswediwe
GABORONE

Government is establishing a dedicated team of investigators to handle 80 serious matters identified in the National Forensic Audit Programme, involving suspected bribery, corruption, fraud, embezzlement, collusion, unlawful enrichment and other acts of serious misconduct.

Minister of International Relations, Dr Phenyo Butale, said the matters required follow-up investigations, asset tracking and assessment, recovery analysis and, where appropriate, criminal, civil, disciplinary or other enforcement action.

Responding to a question in Ntlo Ya Dikgosi on Wednesday, Dr Butale said the forensic audit, conducted by Alvarez & Marsal Middle East Limited (A&M), covered the period from April 1, 2014 to March 31, 2024.

The report was presented to the President on April 30, 2026.

He said the published summary report consolidated findings and recommendations from 30 forensic audits conducted across prioritised government ministries, departments, state-owned entities, regulatory bodies and oversight agencies.

However, the detailed reports containing entity-specific findings, supporting evidence and information relevant to possible investigations and remedial action have yet to be handed over to the Directorate on Corruption and Economic Crime (DCEC) and other relevant government agencies.

Dr Butale attributed the delay, in part, to challenges in procuring a secure electronic platform to transfer the audit materials from A&M's systems to a secure platform-owned and controlled by government. He said the process was at an advanced stage of completion.

The detailed reports contain information on individuals, companies and other entities whose levels of accountability have been assessed, including possible suspects.

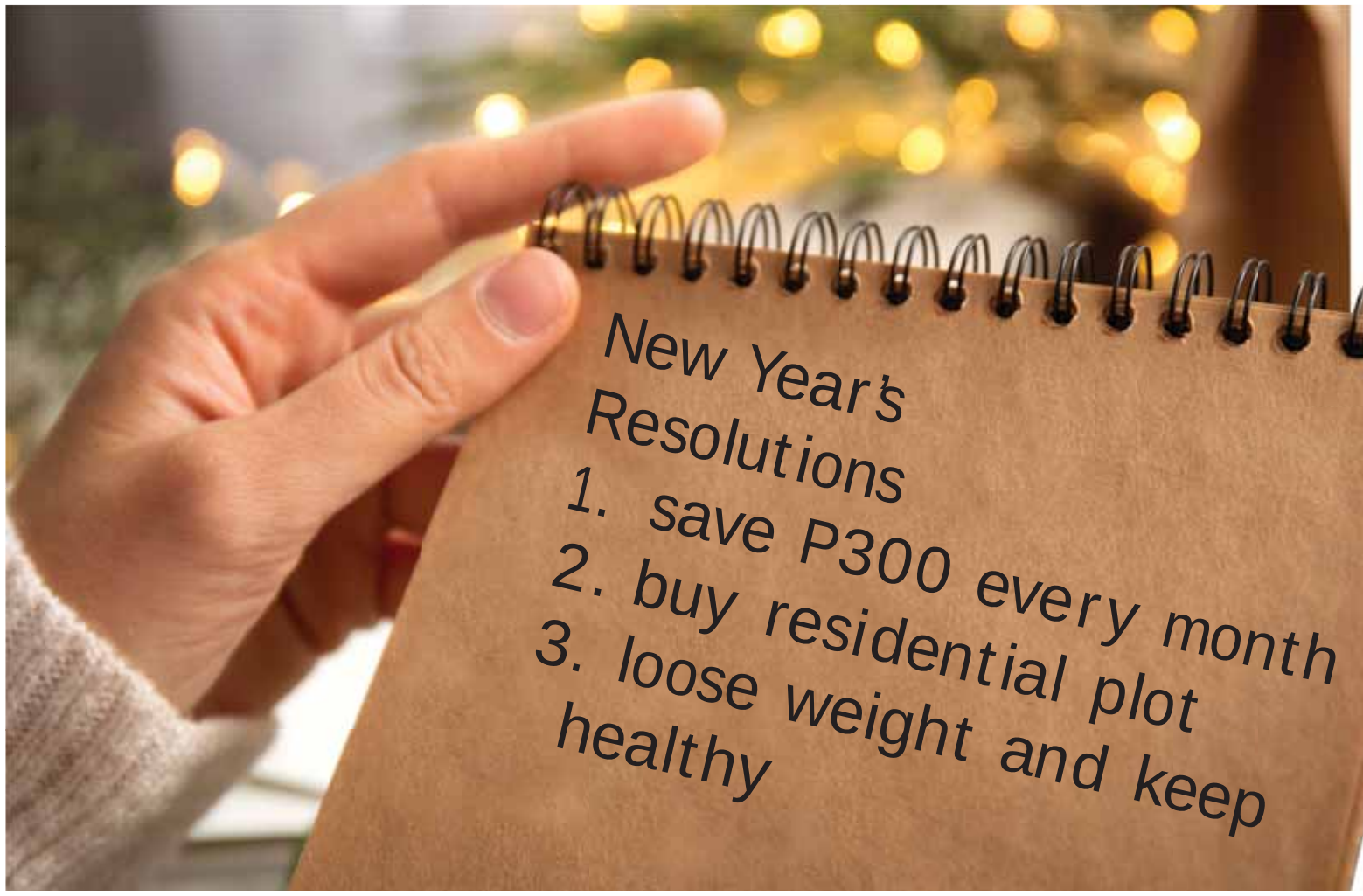
Meanwhile, the government is taking steps to strengthen the capacity of investigative agencies, particularly the DCEC, and improve the mechanisms for implementing reforms arising from the audit.

Dr Butale said the measures would seek to ensure sufficient independence, technical capacity, credibility and authority to translate the audit findings and recommendations into a prioritised implementation plan. The reforms would also include legislative, policy, institutional and operational changes.

He added that the Forensic Audit Implementation Steering Committee was seeking a date to brief the Ntlo Ya Dikgosi on the report as part of its media and communication plan.

Dr Butale was responding to a question from Kgosi Khama IV of Ga-Mmangwato, who had wanted to know the current status of the forensic audit report, whether the DCEC had received and reviewed it and, if not, the reasons for the delay, as well as the steps being taken regarding matters arising from the report that may require further investigation. ***BOPA***

When January promises meet life realities



Kelebogile Taolo
FRANCISTOWN

Every new year begins with a notebook full of promises: to save money, lose weight, pray more, start a business. Psychologists call it the fresh start effect, the belief that a new calendar offers a chance to start again.

Research shows that the tradition is not new, the Babylonians, as early as 2000 B.C., made public promises during their 12-day new year festival called Akitu, celebrated mid-March at the start of the planting season.

They pledged to the gods to pay off debts and return borrowed farm equipment to earn favour for the coming year.

The ancient Romans adopted similar renewal practices. When Julius Caesar reformed the calendar in 46 B.C. to establish January 1 as the start of the year, the month was named after Janus, the two-faced god of beginnings and transitions who looked backward into the past and forward into the future.

In Botswana, like elsewhere, many set resolutions when the clock strikes midnight on January 1.

But by October, where do those resolutions stand?

Christ International Fellowship Church's Pastor John Ramotshabi, believes resolutions are important because they provide direction, bind oneself and help create goals to achieve within a certain period.

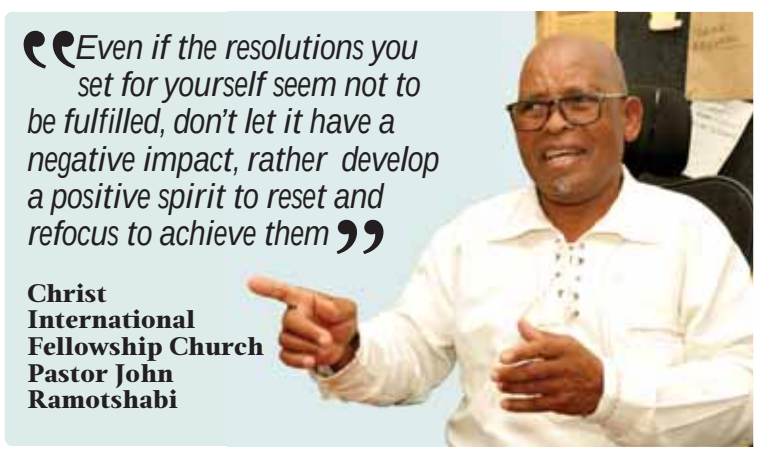
"Biblically, the idea of setting resolutions is not new. Although the Bible does not use the word resolution directly, the principle of making a deliberate commitment before God is seen throughout Scriptures. A clear example is in Genesis 28:18-22, where Jacob makes a vow to God at Bethel. After encountering God in a dream, Jacob responds with intentional commitment, saying that if God will be with him, then the Lord shall be his God. This shows us that a true resolution is more than a wish, it is a conscious commitment anchored in faith," he explains.

According to him, a resolution means binding oneself to a path.

"It helps to measure progress and to judge whether one is progressing or regressing. It means commitment and setting the path to walk on," he says.

However, Pastor Ramotshabi cautions that failure to achieve set resolutions should not lead to frustration or discouragement.

"Even if the resolutions you set for yourself seem not to be fulfilled, don't let it have a negative impact, rather develop a positive spirit to reset and refocus to achieve them," he notes.



For Mental Health and Psychosocial Support practitioner at Mumzo ProCare Health Clinic, Dr Blinkie Oteng, resolutions are personal commitments to positive change that give direction and purpose.

"The beginning of a new year offers an opportunity to reflect on past experiences, identify areas for growth and embrace fresh beginnings, commitments that promote self-awareness, personal responsibility and purposeful living," she says.

Dr Oteng notes that such commitments often falter due to unrealistic expectations, poor planning and over-dependence on motivation.

"Financial pressures, competing responsibilities, limited support, fear of failure, procrastination and negative self-talk can also interfere with progress," Dr Oteng explains.

The remedy lies in making resolutions SMART–Specific, Measurable, Achievable, Relevant and Time-bound.

"Committing to save P200 monthly, for example, is more practical than simply declaring a desire to become financially stable. Motivation may inspire the start, but discipline sustains consistency while community support provides encouragement and accountability," she says.

She believes that failing to achieve a resolution does not make someone a failure.

"The approach calls for self-compassion, acknowledging effort and reflecting on what prevented progress, with setbacks viewed as opportunities for learning and adjustment rather than reasons for self-condemnation," she said.

On the ground, the reality is mixed.

Ms Selindeni Sam, an elderly vendor from Senete who works at the Francistown bus rank, believes resolutions are important as they provide direction.

She resolved to complete her house and to plough her field.

However, due to unforeseen circumstances, her resolutions remain far from being achieved.

"Wheeew, it was a difficult year. As the year began, I got seriously sick. I was just lying at home with nothing to do. This was a big blow to my business," she says.

All is not lost for Ms Sam. She still believes in achieving her goals.

"My aim still stands, to complete the house and to plough my field. I am determined to work extra hard to see these goals fulfilled," says Ms Sam.

For Mr Johane Kesekile from Francistown, resolutions are part of life.

Mr Kesekile says resolutions make one grow by assessing where they are going and what they want to achieve within a certain period.

He promised himself that he will sell various commodities at the Francistown bus rank at the beginning of the year. Motivated by the financial uncertainty of temporary employment, he started immediately and 10 months later, his resolution is on track.

"I am able to feed myself and my family. I am happy to be providing basic essentials. That is what I really wanted. All I can say is that I am on the right track. Resolutions are very important as they keep you on track and motivate you to keep moving despite challenges," he says.

For Ms Masego Motingwa, her resolution was to ensure a healthy lifestyle by joining the gym. However, things did not go as planned due to financial constraints.

"I wanted to join a gym with a P300 subscription. But as priorities shift because of finances, we prioritise provision for the household. So I didn't manage," she explains.

Ms Motingwa still habours a desire to keep fit and suggests forming groups to exercise around homesteads and having partners to walk together.

From the pulpit, clinic and the bus rank, the message is the same. January may write the promise, but October reveals the resilience to keep it. Personal growth is not controlled by the calendar.

As Batswana approach 2027, the call is not merely to have more, but to become better, with a healthy mind, peaceful relationships and purposeful living as achievements worth pursuing. ***BOPA***

Ntsima reaffirms commitment to community engagement

Kelebogile Taolo
FRANCISTOWN

Government is working tirelessly to ensure residents access services despite economic pressures.

Addressing residents of Area S in Francistown on Friday, during a community consultative meeting to reaffirm the importance of listening to the people and keeping them informed, MP for Francistown East, Mr Tiroeaone Ntsima said shortage of medicines in health facilities was due to supply challenges as Botswana manufactured none and depends on external manufacturers.

He said government now purchased in bulk although the country's small quantities put it at a disadvantage.

Mr Ntsima also shared President Advocate Duma Boko's efforts to attract investment, strengthen international partnerships and open new markets to stimulate economic recovery, create jobs and ease the cost of living.

He said his commitment was to serve, listen, account and act, adding that he would continue engaging communities, championing their concerns and ensuring that their voices translated into meaningful action and improved service delivery.

Mr Ntsima cautioned residents against drug abuse and child negligence, urging them to report any such cases to the police without hesitation.

Assistant tribal secretary, Ms Boatametse Samuel, informed residents that registration fees for debt cases at the Customary Court had increased from P50 to P150, payable upon reporting the case.

She explained that the P150 would be paid by the debtor upon conclusion of the case, meaning the complainant would be paid the money once the case succeeded.

Francistown City Council principal parks and recreation officer, Mr Samuel Kwape, appealed to residents to take care of the cemetery, keep it clean and to handle tombstones with care.

He encouraged those who could erect tombstones to do so, since that made identification easier. ***BOPA***

BOTSWANA MERCANTILE EXCHANGE

BOTSWANA MERCANTILE EXCHANGE (BMX):
NOTICE OF NATIONWIDE AWARENESS CAMPAIGN-
NOVEMBER – DECEMBER 2026

Valued Stakeholders are hereby informed that the Botswana Mercantile Exchange (BMX) will be undertaking a nationwide awareness campaign aimed at educating the public on its mandate, raising awareness of the opportunities presented by the Exchange and facilitating stakeholder engagement and onboarding.

The campaign will provide a platform for BMX to engage directly with farmers, producers, cooperatives, traders, businesses and other interested stakeholders, highlighting the role of the Exchange in supporting organised commodity trading, improving market access and strengthening Botswana's agricultural and commodities sectors. **Stakeholders and members of the public are encouraged to attend the engagements scheduled for their respective towns and villages, as outlined below.**

November to December 2026

Date	Town / village	District	Venue	Time
Thu 5 Nov	**Bobonong**	Central	Kgotla	11:00-12:00
Mon 9 Nov	**Selebi-Phikwe**	Selebi-Phikwe	Community Hall	13:00–15:30
Tue 10 Nov	**Mmadinare**	Selebi-Phikwe	Kgotla	10:00–12:00
Wed 11 Nov	**Tonota**	Central	Kgotla	10:00–12:00
Mon 16 Nov	**Mahalapye**	Central	Community Hall	10:30–12:30
Tue 17 Nov	**Palapye**	Central	Community Hall	10:00–12:30
Thu 19 Nov	**Francistown**	North-East	Community Hall	10:00–12:30
Mon 23 Nov	**Sebina**	Central	Kgotla	11:30–13:30
Tue 24 Nov	**Tutume**	Central	Kgotla	10:00–12:00
Wed 25 Nov	**Sowa Town**	Central	Community Hall	08:30–10:30
Wed 25 Nov	**Nata**	Central	Kgotla	13:00–15:00
Thu 26 Nov	**Orapa**	Central	Community Hall	14:00–16:30
Fri 27 Nov	**Serowe**	Central	Community Hall / Kgotla	10:30–12:30
Mon 30 Nov	**Goodhope**	Southern	Kgotla	09:00–11:00
Mon 30 Nov	**Pitsane**	Southern	Kgotla	13:00–15:00
Tue 1 Dec	**Lobatse**	South-East	Community Hall	10:00–12:30
Wed 2 Dec	**Kanye**	Southern	Kgotla	09:00–11:00
Wed 2 Dec	**Jwaneng**	Southern	Community Hall	14:00–16:30
Thu 3 Dec	**Gaborone**	South-East	Community Hall	10:00–12:30
Fri 4 Dec	**Mogoditshane**	Kweneng	Kgotla	09:00–11:00
Fri 4 Dec	**Tlokweng**	South-East	Kgotla	14:00–16:00
Mon 7 Dec	**Molepolole**	Kweneng	Community Hall	10:00–12:30
Tue 8 Dec	**Moshupa**	Southern	Kgotla	10:00–12:30
Wed 9 Dec	**Thamaga**	Kweneng	Kgotla	10:00–12:30
Thu 10 Dec	**Mochudi**	Kgatleng	Community Hall	10:00–12:30
Fri 11 Dec	**Ramotswa**	South-East	Kgotla	10:00–12:30

For more details: **bmx@bmx.co.bw / (+267) 3100000**



El Niño threatens inflation outlook

Thato Mosinyi
GABORONE

El Niño effects including below normal rainfall, droughts, heatwaves, crop failure and livestock deaths present an additional upside risk to the inflation outlook.

Presenting the Monetary Policy Committee (MPC) report in Gaborone on Friday, Bank of Botswana Governor, Mr Lesego Moseki indicated that externally, elevated prices for oil, gas, fertilisers and industrial inputs resulting from the ongoing conflict in the Middle East, were also expected to continue exerting upward pressure on inflation.

Mr Moseki highlighted that increased global trade tensions and tariff measures were also expected to heighten inflationary pressures.

"However, inflation could be lower than projected if domestic and global economic activity remains subdued, fiscal space remains tight, or if international commodity prices fall.

The inflation outcome could also be affected by changes in administered prices that are not factored in the current projection," Mr Moseki said.

Against this background, he stated that continued vigilance and careful management of inflation expectations were necessary to ensure that inflation reverted to the medium-term objective range.

Mr Moseki noted that overall, risks to the inflation outlook were tilted to the upside mainly due to potential second-round effects stemming from the relatively higher domestic fuel prices and electricity tariffs, as well as the under-recovery in domestic fuel prices.

Moreover, Mr Moseki stated that the bank had reported a headline inflation decrease from 9.3 per cent in August to 7.8 per cent in September, remaining above the 3 – 6 per cent medium term objective range.

He attributed the decline mainly due to base effects associated with the increase in domestic fuel prices on 15 September 2025, which had added 0.93 percentage points to headline inflation.

This, he said was against a backdrop of global economic resilience, despite challenges arising from shifting trade relations, supply chain disruptions and geopolitical tensions, particularly the ongoing conflict in the Middle East.

He said the MPC nonetheless expects inflation to remain above the objective range because of higher cost of fuel and electricity and revert in the second quarter of 2027.

"Inflation is projected to average 8.1 per cent in 2026 before moderating to 5.4 per cent in 2027,"he said.

Mr Moseki cautioned that there was upward pressure on prices globally that could result in inflation remaining high in the short term due to higher commodity prices and continued uncertainty surrounding the duration and resolution of the conflict.

Additionally, he said Real gross domestic product (GDP) grew by 3.7 per cent in the twelve months to June 2026, compared with a contraction of 2.9 per cent in the corresponding period ending June 2025. The recovery in economic activity, he said were underpinned by a stronger performance of the mining sector adding that overall economic performance remains weak, constrained by subdued global economic conditions, slow progress in economic transformation and low productivity. He highlighted that overall, external developments had contributed to an increase in the cost of living in Botswana and may undermine the recovery of the global diamond market, thereby weighing on domestic economic performance. *BOPA*





Presenting the Monetary Policy Committee report in Gaborone on Friday, Bank of Botswana Governor, Mr Lesego Moseki (right) said elevated prices for oil, gas, fertilisers and industrial inputs, resulting from the ongoing conflict in the Middle East were expected to continue exerting upward pressure on inflation.



El Niño effects including below normal rainfall, droughts, heatwaves, crop failure and livestock deaths presented an additional upside risk to the inflation outlook.

Mmadinare Fish Hatchery restores production with Nile tilapia broodstock

Chendzimu Manyepedza
SELEBI PHIKWE

Addition of Nile tilapia broodstock at Mmadinare Fish Hatchery is expected to improve supply of quality fingerlings to support government fish stocking programmes and private fish farmers.

Speaking at the official reception of live Nile tilapia broodstock in Mmadinare on Friday, Minister of Lands and Agriculture, Dr Edwin Dikoloti said the initiative was an indication of government's commitment to prioritising aquaculture as contributor to agricultural transformation and economic growth.

"Fisheries and aquaculture represent significant opportunities along the value chain that can be utilised to facilitate agricultural transformation, promote economic diversification, and stimulate growth," he said.

He said strengthening these areas was essential not only to broaden the agricultural sector but also to create sustainable opportunities that could lead to creation of employment opportunities.

Dr Dikoloti said currently there were about 50 recognised fish farmers and their produce currently contributed to 117 metric tonnes to the country's fish production compared to the 5 000 tonnes required for food security in fish production.

Cont… page 8

BUSINESS BRIEFS

AMAVI turns used cooking oil into soap

COTONOU - Used cooking oil is finding a new lease on life in Benin, where a local company is turning the waste into useful products such as soap and biofuel. At Ouedo-Kpossidja, about 40 km north of Cotonou, founder of AMAVI, Carmel Djiha collects and processes used cooking oil from hotels and restaurants, helping reduce environmental pollution while exploring the potential of renewable energy. More than 100 restaurant operators are currently working with AMAVI to collect their used cooking oil. Once collected, the oil undergoes several stages of filtration and settling to remove water and solid residues. It is then processed into soap or converted into biofuel for use in power generators and agricultural machinery. Since launching operations in 2023, AMAVI has collected and recycled more than 150,000 liters of used cooking oil. ***Xinhua***

China offers opportunity to diversify exports

JOHANNESBURG - China has offered South Africa fruit growers an opportunity to diversify their export markets and reduce reliance on traditional destination. Information manager at Hortgro-Cherries, Pieter-Steyn de Wet, highlighted China's potential as a major export destination, noting that the country imported approximately 586,900 tonnes of cherries in 2025. South Africa and China have signed a protocol on phytosanitary requirements for fresh cherries, paving the way for South African cherries to enter the Chinese market. The fruit could also benefit from China's zero-tariff treatment for qualifying products from African countries with which it has diplomatic relations. ***Xinhua***

Zimbabwe exporters to showcase at CIIE

HARARE - A total of 17 Zimbabwe companies will showcase their products at this year's China International Import Expo (CIIE) in Shanghai from November 5 to 10. The country's national trade development and export promotion organisation, ZimTrade will lead the delegation comprising businesses from horticulture, manufacturing, handicrafts, leather, construction, tourism, and e-commerce at the ninth edition of the international trade exhibition. The exhibition comes as Zimbabwean exporters seek to capitalise on China's expanded zero-tariff arrangements starting from May 1, which have enabled local businesses to competitively introduce a wider range of products into the Asian market. The exhibition is expected to support Zimbabwe's broader efforts to diversify its export basket. *Xinhua*

Cooperative movement empowers youth

Marvin Motlhabane
JWANENG

Assistant Minister of Trade and Entrepreneurship, Mr Baratiwa Mathoothe, has called on the cooperative movement to play a central role in creating opportunities for young people to diversify the economy.

Speaking at the second edition of the Regional Cooperative Seminar held Saturday in Jwaneng under the theme: Cooperatives for Peaceful Communities – A Stepping Stone for Future Generations, Mr Mathoothe said cooperatives remained pillars of peace and inclusive development.

"Peace is not built at negotiation tables alone; it begins when people unite around a common purpose, work together towards shared goals, and make collective sacrifices for the benefit of all," he said.

Mr Mathoothe stressed that cooperatives were key drivers of economic diversification, youth employment and sustainable development. He noted that overdependence on diamonds, beef and tourism left the country vulnerable to external shocks, and called for deliberate efforts to broaden the productive base.

"Diversification is no longer an option to be postponed; it is an urgent national priority," Mr Mathoothe told delegates and challenged cooperatives to move beyond conventional activities and invest in viable enterprises across agriculture, manufacturing, agro-processing, tourism, renewable energy, technology and other emerging sectors.

He also highlighted the importance of the Presidential Youth Empowerment Campaign (PYEC), saying the cooperative sector must position itself as an active partner in creating pathways for young people in skills development, entrepreneurship and sustainable economic participation. Addressing young people present at the seminar, Mr Mathoothe said, "You have chosen to be part of a transformative movement. I challenge you to become ambassadors by encouraging your peers to embrace cooperatives, not as a relic of the past, but as a modern, innovative and technology-driven business model."

He further urged umbrella organisations, the Botswana Cooperative Association, Botswana Savings and Credit Cooperative Association and Botswana Agricultural Marketing Cooperative Union (BAMCU), to strengthen collaboration, mobilise members and champion innovative enterprises that created jobs and prosperity.

He expressed encouragement at the growing collaboration between the Department for Co-operative Development, the Citizen Entrepreneurial Development Agency and the Local Enterprise Authority, saying such partnerships help connected cooperatives to financing, business advisory services and market opportunities. Speaking on the sidelines of the main plenary, Kanye Region Cooperative Business Forum chairperson, Mr Koobakie Modukwane, said the day's event marked the second instalment of the seminar, following the first held last year.

Mr Modukwane said that upon assuming the chairmanship, they realised members of co-operatives needed deeper knowledge and insights into what the sector stood for. Management therefore, made a deliberate effort to leverage the fifth co-operative principle – education, training and information – which made the seminar possible.

He noted that the majority of challenges faced by cooperatives revolved around maladministration and fraud. Beyond this, he said the Kanye Region was vast, and in many cases cooperative workers lacked the capacity to attend council sessions, to gain a fuller understanding of issues affecting their sector. Recognising that many young people lagged behind in understanding what cooperatives stood for and how they should be run, the forum introduced primary school quizzes, debates and beauty contests as another way of taking the co-operative message to the youth through dialogue and social gatherings.Mr Modukwana said that last year alone, these platforms resulted in well-performing schools being invited to the National Cooperatives Day, helping to spread information about cooperatives. ***BOPA***



Minister of Lands and Agriculture, Dr Edwin Dikoloti (right) and Mmadinare Fish Hatchery Scientific Officer, Mr John Choto during the official reception of Nile tilapia broodstock on Friday. The introduction of the broodstock is expected to improve variety and quality of fishery produced at the hatchery.
Photo: Chendzimu Manyepedza

Mmadinare Fish Hatchery restores production with Nile tilapia broodstock

…from page 8

He said the figures demonstrated the need to expand fish farming to meet the country's demand for fish as the national consumption continue to exceed local production.

"Government aims to enhance fish farming and promote responsible fishing practices and investment in aquaculture technology to ensure environmental sustainability while meeting growing food demand," he said.

Dr Dikoloti pointed out that the fisheries and aquaculture sectors offered a wide range of opportunities throughout the entire value chain, adding that by tapping into these opportunities, the country could stimulate enterprise development, generate employment and enhance sustainable livelihoods.

The Minister further underscored that the country had significant potential to develop its aquaculture industry through the sustainable utilisation of natural resources such as dams, reservoirs, and other suitable water bodies.

Meanwhile the Member of Parliament for Mmadinare Constituency, who is also the Minister of Local Government and Traditional Affairs, Mr Ketlhalefile Motshegwa appreciated the addition of the Nile tilapia brood to the Mmadinare hatchery.

He said this would improve variety and quality of fishery produced at the hatchery, offering those into fishery and aquaculture business an opportunity to enhance their breeding.

He said fish farming presented better opportunities considering that government intends to include fish as part of the school-feeding programme, further saying this would be an income boost to those who ventured into the fish farming.

For his part, the acting Director from the Department of Fisheries and Apiculture, Mr Isaac Batsile explained that the arrival of the Nile tilapia broodstock at Mmadinare Fish Hatchery marked a step towards restoring production, following the temporary suspension of operations due Epizootic Ulcerative Syndrome. ***BOPA***

Botswana and China strengthen relations beyond economic cooperation

Lorato Gaofise
GABORONE

China is ready to strengthen co-operation with Botswana in digital transformation, agriculture, livestock industry, healthcare and education to implement the consensus reached by the two countries.

Speaking during the 2026 Botswana-China Friendship Evening Dinner in Gaborone on Saturday, Chinese Ambassador to Botswana, Mr Fan Yong described President Advocate Duma Boko's recent state visit to China as a milestone in the journey of mutual support and cooperation.

He said the visit had opened opportunities for stronger cooperation in areas of shared interest.

For Mr Fan, however, said the relationship between the two countries was not only about economic cooperation but also bringing people together and creating opportunities for them to understand and appreciate one another. This year's China-Africa Year of People-to-People Exchange, coincided with Botswana's 60th independence anniversary, providing an opportunity to strengthen connections.

Mr Fan said the Chinese Embassy in Gaborone had organised events in Botswana as part of the celebrations, including a spectacular show successfully staged September in Gaborone, which he believed would remain an evening many would remember.

The Friendship Evening is another expression of the commitment to strengthening relations between Botswana and China, by creating an opportunity for people to interact and celebrate friendship. Business Botswana chief executive officer, Ms Tumi Mbaakanyi, said Botswana and China relations presented opportunities that went beyond trade and investment.

"Successful business partnerships begins with relationships and an understanding of one another, and such friendship and cultural exchange are important in building lasting commercial relationships," she said Ms Mbaakanyi said Business Botswana and the Botswana China Friendship Association (BOCFA), signed a Memorandum of Understanding to provide a framework for collaboration in promoting friendship, cultural exchange, business connections and stronger people-to-people relations.

The partnership, recognises the opportunity to bring the two communities closer, build greater cultural awareness and develop friendships that extends across generations. Culture has a unique way of bringing people together, because it tells stories, reflects values and gives others an opportunity to understand who they are.

"Through cultural exchange, people learn about each other's traditions, languages, arts and ways of life. They also begin to appreciate their differences, while recognising the values they share," said Ms Mbaakanyi and explained that when people understood one another, they were better positioned to work together, support one another and build lasting relationships.

Ms Mbaakanyi also recalled the recent state visit to China, during which Business Botswana led a delegation of over 40 businesses and participated in a business forum organised by the Botswana Investment and Trade Centre and the Botswana Embassy in China. The delegation also attended the launch of the Botswana Pavilion - a showcase of Botswana products and services that continues beyond seasonal exhibitions. ***BOPA***

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Republic of Botswana

Government Enclave
Private Bag 005
Gaborone, Botswana

REF: MESD 4/2/4 II (50) **DATE: 03 November 2026**

EXTERNAL RE-ADVERTISEMENT

Applications are invited from highly motivated, energised, enthusiastic, well experienced and self – driven qualified citizens of Botswana for the below listed position tenable in the Ministry of Child Welfare and Basic Education.

VACANCY CIRCULAR NO. 37 OF 2026
VACANCY: DIRECTOR, DEPARTMENT OF TECHNICAL SERVICES – E1 X 1 POST
(DEPARTMENT OF TECHNICAL SERVICES)

SALARY: **E1 (P512, 148 – P532, 860 per annum)**
LEAVE: **30 Working days per annum**
BENEFITS:

i) Optional medical aid scheme with the Botswana Public Officers Medical Aid Scheme (BPOMAS – Government pays 50% and employee pays 50%).

ii) A contract of 24-36 months with gratuity payable at the rate of 30% upon the expiry of contract.

iii) Housing and Upkeep Allowance (2% of basic salary).

QUALIFICATION: Applicants must have at least a Bachelor's Degree in Engineering or Architecture or Quantity Survey or Project Management.

Must be registered as a Professional Quantity Surveyor/Engineer/ Architect with Botswana's Quantity Surveyor's Registration Council (QSRC)/Engineers Registration Board (ERB), Architects' Registration Council (ARC Botswana) and in possession of a valid practising certificate.
EXPERIENCE: At least sixteen (16) years relevant work experience, two (2) should have been served as Deputy Director at E2 salary scale in Botswana Government or Equivalent position and duties in the Private Sector or Parastatal Organisations.

MAIN PURPOSE OF THE JOB
To coordinate, direct and oversee infrastructure development, facilities Management and contract management of Education Institutions.

KEY PERFORMANCE AREAS:
- Interpret and oversee implementation of infrastructure development policies and standards.
- Coordinate development and implementation of Project Management Plans and Programmes.
- Develop project management strategies in line with relevant laws, policies and regulations and facilitate its implementation.
- Manage, oversee planning, design, construction and maintenance of Infrastructure in accordance with the set standards.
- Provide advice on technical matters regarding project status, progress and resources allocated for informed decision making.
- Conceptualise strategies for improved stakeholder engagement and advocacy.
- Establish and maintain close linkage with regional and other similar institutions for purposes of sharing experiences expertise and develop and implement collaborative Programmes.
- Represent the Ministry in various for at Regional and National level and International level.
- Undertake any other related duties as may be assigned by Management.

REQUIRED SKILLS AND COMPETENCIES

- Deciding and Initiating Action
- Leading and Supervising
- Adhering to Principles and Values
- Analysing
- Formulating Strategies and Concepts
- Planning and Organising
- Delivering Results and meeting Customer Expectation
- Adapting and Responding to Change

APPLICATIONS:
Applicants should quote the reference and vacancy circular number and provide the following:

- Detailed and updated Curriculum Vitae
- Certified copy of the National Identity Card (Omang).
- Certified copies of Certificates (academic and professional) together with their transcripts.
- Two (2) recent work related references (not more than (6) six months old).
- Applicants should indicate:
- Date of first appointment, current position, date into current position and salary scale.
- Actual salary per month (attach proof) for applicants from Parastatals and the Private Sector.

IMPORTANT
- All applications should be routed through Heads of Departments and Permanent Secretaries for those candidates serving in Government.
- Applicants who do not meet minimum requirements stipulated above will not be responded to.

NOTE: By submitting your application or CV, you acknowledge that the processing of your personal data is solely for recruitment purposes.
Your information may be shared with authorised personnel and approved recruitment partners in line with the Botswana Data Protection Act, 2024".

Applications should be addressed to:
Permanent Secretary
Ministry of Child Welfare and Basic Education
Private Bag 005
Gaborone

Or Hand delivered to:

Ministry of Child Welfare and Basic Education
Headquarters, Records Management Unit
Floor 2, Office 25 (RMU)

CLOSING DATE: 17 November 2026
For further information contact The Human Resource Office at, 3715127, 3715126, 3715128 and 3715127.

"From Education Crisis to Education Boom!"
VISION BOTSWANA

REPUBLIC OF BOTSWANA

PUBLIC PROCUREMENT REGULATORY AUTHORITY | TENDERING PROCEDURES | T 1.1 TENDER NOTICE and INVITATION TO TENDER

Ministry for State President, Defence and Security

Tender Reference No. MSPDS/DBS/008/2026-2027

• Tender Title: **SUPPLY, INSTALLATION AND COMMISSIONING OF SOLID STATE MEDIUM WAVE TRANSMITTER AND UPGRADING OF THE ANTENNA SYSTEM AT MMATHETHE FOR THE DEPARTMENT OF BROADCASTING SERVICES.**

Sealed Tender offers are invited for **SUPPLY, INSTALLATION AND COMMISSIONING OF SOLID STATE MEDIUM WAVE TRANSMITTER AND UPGRADING OF THE ANTENNA SYSTEM AT MMATHETHE FOR THE DEPARTMENT OF BROADCASTING SERVICES.**

• The Procuring Entity is **Department of Broadcasting Services**

• Procurement Method is: **OPEN DOMESTIC METHOD**

The Tenderer shall furnish the following documentary evidence to demonstrate that it meets the compliance criteria:
(i) Local companies should be registered with the Public Procurement Regulatory Authority (PPRA) in the following categories:
Code: 116 Broadcasting and Audio-Visual Services
Sub code: 01 –Installation and Maintenance of broadcasting audio-visual equipment

• The tender is reserved for 100% citizens owned companies as stated under Section 76 (2) of the Public Procurement Act.
• Local Procurement Scheme Presidential Directive 19 (B)/2013 – which is in line with the Citizen Economic Empowerment Policy and Presidential Directive Cab no. 34 (B)/2014 & 11(A)/2010 on the "Economic Diversification Drive" will be applied in this tender.

• The physical address for collection of tender documents is:
Department of Broadcasting Services, Procurement Office no: 13, Transport Block, Mass Media Complex, Plot 37795, Wellie Seboni Rd, G/West Phase 2, Gaborone, Botswana
• Documents may be collected during working hours between 0800 hrs to 1230 hrs and 1400 hrs to 1530 hrs effective from **02/11/2026.**

• A non-refundable deposit of **P250.00** payable in cash must be made out in favour of the Government of Botswana or the entity stated in the tender document and must be paid on collection of the tender documents. Youth Companies shall purchase the ITT at 50% of the fee as per Presidential Directive CAB 14 (B) 2015 **(P125.00)** should be paid to: **Revenue office ,029, Administration Block (GROUND FLOOR), Mass Media Complex, Plot 37795, Wellie Seboni Rd, G/West Phase 2 , Gaborone ,Botswana**
• **(Cheques will not be accepted)**

• Queries or clarifications relating to the issuance of these documents may be addressed in writing not later than three (3) working days before the tender closing date to Mr Topo Kootswele, **3653284** Email: **tkootswele@gov.bw**

• The closing date and time for receipt of sealed tender offers is **1000 hours** on the **24/11/2026.**
• Late tender offers will not be accepted.

• The Bid Submission Method is: Two Envelope Submission Method in which the sealed original and all the sealed copies of the Technical Offer are placed in one separate sealed envelope, whilst the sealed original and all the sealed copies of the Financial Offer are enclosed in another separate sealed envelope. The two sealed envelopes are then placed in one outer securely sealed envelope. Failure to comply with bid submission method shall result in disqualification.
The Evaluation Method is: **Least Cost Selection Evaluation Method-Services**

• A compulsory joint site visit and clarification meeting shall be held on 12/11/2026 at 1000 hrs to 1245 hrs. All concerned are to meet at Mmathethe Medium Wave (MW) transmitter site. Failure to attend the site visit and clarification meeting will result in disqualification of the bidder.

• Submit One (1) original tender document marked **"ORIGINAL"** and two **(2)** duplicate copies of the original document marked "COPY" in one sealed envelope clearly marked
Tender Reference No: MSPDS/DBS/008/2026-2027
SUPPLY, INSTALLATION AND COMMISSIONING OF SOLID STATE MEDIUM WAVE TRANSMITTER AND UPGRADING OF THE ANTENNA SYSTEM AT MMATHETHE FOR THE DEPARTMENT OF BROADCASTING SERVICES.

• Personal data shall only be processed for the purposes of the contract, kept confidential, protected against unauthorized access or disclosure and securely returned or destroyed upon termination of the contract. The contractor/supplier shall promptly notify the Ministry of any personal data breach and shall not appoint subcontractors to process personal data without prior written approval from the Ministry.

• The Tender documents shall be delivered to:
The Government Buyer, Ministry for State President, Defence and Security
Finance House Building, Floor 4,
Office 401 Government Enclave,
Gaborone
The name and address of the bidder should be clearly marked on the envelope.

The Public Procurement Regulatory Authority Standardised Conditions of Tender for Services shall apply to this procurement, for which all the applicable Tender Data is contained in the tender documents.

(Notwithstanding anything in the foregoing, the Government of Botswana is not bound to accept the lowest or any tender offer)

Government Buyer
Ministry for State President, Defence and Security

Shabane shares cancer survival journey

Lesedi Thatayamodimo
GABORONE

Fourteen years after her first breast cancer diagnosis, Ms Mpho Shabane stands as a reminder that even in the face of adversity, there is life beyond cancer.

Ms Shabane's story is one of courage, resilience and an unwavering determination to live. Having survived breast cancer twice, she is using her personal journey to encourage others to listen to their bodies, seek medical attention early and never to lose hope.

Her journey began in 2012 when she discovered a lump in the upper part of her right breast. Concerned, she immediately sought medical help and a biopsy confirmed stage two breast cancer.

What followed was a difficult journey involving a mastectomy and chemotherapy.

At the time, one of her greatest fears was the thought of leaving behind her young children, including a three-and-a-half-year-old.

Although she completed chemotherapy that same year, her battle was far from over. The following year, she began experiencing severe pain in her left breast.

Despite suggestions from some people that the pain could be psychological, 'I trusted my instincts and insisted on further medical investigations.'

Her concerns were confirmed when doctors discovered another cancer, this time stage one.

"I underwent yet another mastectomy and chemotherapy before completing treatment and beginning a 10-year course of medication," she said.

Reflecting on her experience, Ms Shabane explained that surviving cancer does not mean the emotional battle ends.

"Even 14 years after my initial diagnosis, ordinary discomfort, such as back pain, can trigger fears that the disease may have returned," she said.

She also spoke openly about undergoing a bilateral mastectomy, the physical discomfort following lymph node removal, the financial burden of breast prostheses and the social pressures women face regarding their appearance after losing their breasts.

Despite these challenges, she refuses to allow her experience to define her negatively.

"I am a two-time breast cancer survivor, but there is life after breast cancer, I am living it positively and am very proud to say I survived," she said.

Beyond sharing her survival story, Ms Shabane emphasised the importance of early detection and encouraged people not to ignore unusual changes in their breasts.

She reminded Batswana that proper medical examinations and investigations are essential in determining whether a symptom is cancer-related.

She also called on families, employers and communities to show greater understanding towards people undergoing cancer treatment, noting that chemotherapy can leave patients physically exhausted and in need of continued support.

"Behind every diagnosis is a real human being, we really need you," she said.

Her message is that cancer affects more than the body; it touches families, emotions, finances and everyday life, adding that every survivor's journey is different and that compassion can make a significant difference.

She encouraged people to act early and get examined when they feel something does not feel right.

Her story is not just about surviving cancer twice; it is about choosing hope, embracing life and turning personal pain into a source of strength for others. ***BOPA***



Breast cancer survivor, Ms Mpho Shabane sharing her journey during Botswana -Harvard Health Partnership's Pink and Powerful cancer awareness and advocacy event in Gaborone on Saturday. She said she hoped her story would encourage others to seek medical help early. Photo: Phenyo Ramatu

District observes breast cancer awareness month

Kedirebofe Pelontle
GUMARE

Early detection for early of breast cancer can increase survival rate.

This was said by Gumare Primary Hospital family physician, Dr Ditiro Goitsemang at a breast cancer awareness event organised by Okavango District Council recently.

Breast cancer is the second prevalent among women in Botswana after cervical cancer.

Dr Goitsemang said according to statistics a total of 424 women in Botswana were diagnosed with breast cancer in 2024, and most were diagnosed when the disease was at advanced stages.

She encouraged people to seek medical attention whenever they detected lumps in their breasts, bloody or smelly discharge from nipples or discoloration of breasts.

"Learn to know your breast, to press them and squeeze nipples to check for any signs of breast cancer," said Dr Goitsemang noting that young women were now increasingly diagnosed with the disease compared to the past when it was common in elderly women aged 40-years and above.

She explained that all women were at risk of breast cancer, as well as people with obesity, while smoking and drinking alcohol increased risks of all types of cancer. Cases of breast cancer detected in men were rare, said Dr Goitsemang.

Okavango District Council deputy chairperson, Mr Brian Samoka, said the disease not only affected individuals but communities, countries and the world and was among the leading causes of death.

Mr Samoka urged the community not to stigmitised breast cancer patients. Instead, he said people should render support and that everyone must be a cancer ambassador and encouraged early screening to increase survival rate. ***BOPA***

Dikgang
PAMPIRI YA THUTO LE DIKITSISO

Ipapatse Fa
Leletsa
659 6315 | 625 0353 | 533 0379 | 297 8237
261 0480 | 241 3402 | 365 3500

Banni ba lebogetse thuto

Kefilwe Selotlegeng
MAHALAPYE

Banni ba kgaolo ya Mahalapye Botlhaba ba lebogetse thuto ka mogopolo wa go tlhomiwa ga kgotla ya molao-motheo

Fa a tlhalosa moono wa dipuisano kwa Mahalapye ka Labone, mmueledi go tswa kwa Nsala Law Chambers kwa Palapye, Rre Owen Nsala, are ba ne ba ala kgang ka bomosola jwa kgotla ya molao-motheo, le go tlhatswa ketsaetsego e Batswana ba nang le yone ka go tlhongwa ga yone.

Rre Nsala a re kgotla ya molao-motheo e tlaa bo e ikemetse, ebile e tlaa thusa go sireletsa ditshwanelo tsa batho.

A re botlhokwa jwa yone gape ke gore e tlaa fokotsa mosuke wa dikgang tsa molao-motheo kwa makgotleng a mangwe a ditsheko le go atlholwa ga tsone ka bonako.

Rre Nsala o ne a tlhatswa kgang e Batswana ba reng ke eng e dirwa ka bonako le gore ke eng go sa baakanngwe molao-motheo pele, kana tsa dirwa ka nako e le nngwe.

A re paakanyo ya molao-motheo e dingalo, ka e na le dikgang tse di ntsi mme kgotla ya molao-motheo e ka thusa go dirarabolola.

Rre Nsala a re puso ga e a tsaya tshwetso, se se dirwang mo nakong ya gompieno ke morero o o tlaa latelwang ke ditlhopha tsa patlo maikutlo tsa ee kana nnyaa.

Mmueledi go tswa kwa Kambai Attorneys, Mme Lesegolarona Boikanyo, ene o tlhalositse fa kgotla ya molao-motheo e le e e faphegileng ebile e e le botlhokwa ka lefatshe le fetogile le melao mengwe e fetogile.

Mme Boikanyo a re diphetogo tse di gwetlha gore go dirwe kgotla e, go sireletsa lefatshe le ditshwanelo tsa Batswana.

Mopalamente wa kgaolo ya Mahalapye Botlhaba, Rre Augustine Nyatanga o kaile fa go tlhongwa ga kgotla e, go sa amane gope le sepolotiki.

O lebogile dibui tsa dipuisano tseo a re ba tlhalositse kgang ka botlalo, a bo a supa fa kgotla ya molao-motheo e le botlhokwa ka e tlaa araba dilelo tsa bone.

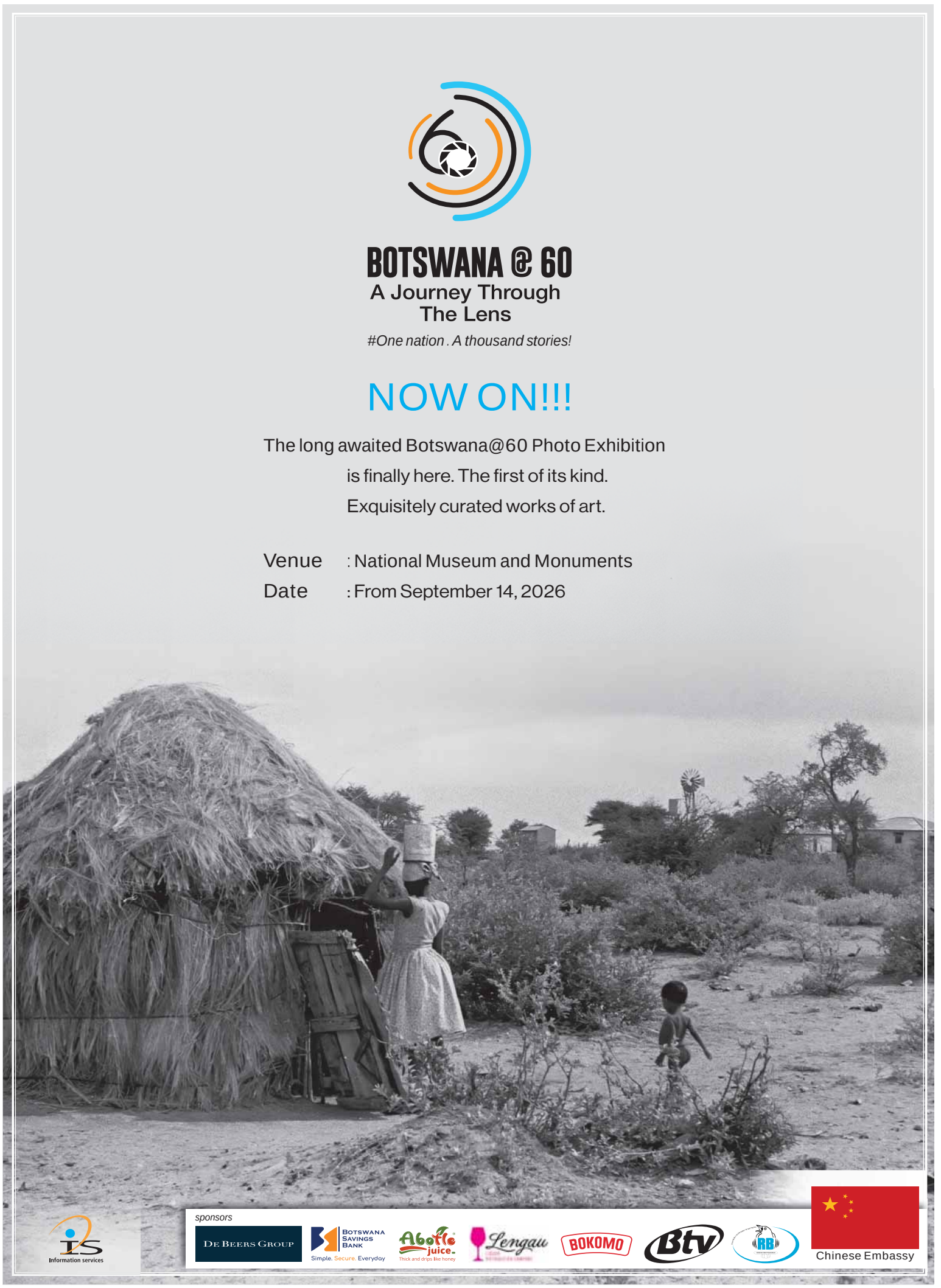
Bangwe ba ne ba botsa gore ke eng puso e batla, go tlhoma kgotla e ka lepotlapotla ebile lefatshe le se na madi, go na le dikgwetlho tse dingwe.

Ba ne gape bare go tlhomiwa ga yone ke eng go sa tshwaragangwe le paakanyo ya molao motheo.

Bangwe ba ne ba supa fa ba ema mogopolo nokeng ka dipuisano di ba butse matlho ebile ba lemoga botlhokwa jwa yone. *BOPA*



Rre Owen Nsala





JMS
THE BEST I CAN
Est 1899

JOHN MACKENZIE SCHOOL

VACANCIES : TEACHING POSITIONS

Location: Francistown, Botswana | **Curriculum:** Cambridge International

John Mackenzie School invites applications from suitably qualified, experienced and professionally compliant educators for the following positions:

HIGH SCHOOL

1. Biology Teacher
2. Art and Design Teacher
3. Geography Teacher
4. History Teacher

https://forms.gle/RNNF9HFwi51bCXNf9

PRIMARY SCHOOL

1. Early Childhood Development (ECD) Teacher (Citizen Only)
2. Junior Primary Teacher

https://forms.gle/AbuDa8BvusdUtseh8

MACKENZIE HOUSE

1. Boarding House Matron

https://forms.gle/qyKCYjGWALGpWLv49

Minimum requirements

Applicants must:

1. Hold a relevant, recognised teaching qualification appropriate to the position applied for:
   - Biology Teacher – Bachelor of Education
   - Art and Design Teacher – Diploma in Education
   - Geography Teacher - Bachelor of Education
   - History Teacher - Bachelor of Education
   - Pre-Primary Teacher - Early Childhood Development (ECD) Diploma
   - Junior Primary Teacher – ECD Diploma
2. Meet the applicable Botswana Qualifications Authority (BQA) qualification recognition requirements.
3. Hold a valid teaching permission to teach and the required professional registration and teaching licence, including BOTEPCO registration/licensing where applicable under current requirements.
4. Demonstrate sound subject knowledge, effective classroom practice and the ability to deliver an engaging, learner centred curriculum.
5. Demonstrate professionalism, integrity, initiative and a commitment to the holistic development of learners.
6. Be willing to contribute actively to the wider life of the school.
7. Experience in an ISAB School is an added advantage.

Child safeguarding and professional conduct

John Mackenzie School is committed to safeguarding and protecting children. All appointments are subject to satisfactory safeguarding and background checks, including police clearance, verification of qualifications and professional credentials, and satisfactory professional references.
Candidates must be willing to comply with the school's child protection, safeguarding and professional conduct policies.

Please note: Applicants who do not meet the mandatory qualification, teaching permit and applicable professional registration/licensing requirements should not apply. Incomplete applications or applications that do not meet the minimum requirements will not be considered.

How to apply

Apply online: links to the job application portals are available herein and on our online platforms. Applications must be submitted through the designated online application form for the relevant school section. Applicants must provide their CV and supporting professional documentation as requested in the form.

Closing date: Friday, 26 November 2026
Closing time: 12:00 noon

Only shortlisted candidates will be contacted.

BLUE RHINOS
Rumble Like A Rhino
#team JMS

ISAB
EMPOWER. INSPIRE. SERVE.

Cambridge Assessment International Education
Cambridge International School

P.O. BOX 121 FRANCISTOWN • Telephone 241 2326
Fax 241 6005 • **E-mail** admin@jms.ac.bw

BENEFICIARY
ASSESSMENT NOTICE

nmg Administrators Botswana

CALL FOR BENEFICIARIES - DEATH BENEFITS CLAIMS

In line with the provisions of the Retirement Funds Act (2022) (the Act) which require retirement funds administrators to trace beneficiaries of death claims, NMG Administrators Botswana is currently assessing beneficiaries for deceased members of the Botswana Public Officers Pension Fund listed below. Therefore, all possible beneficiaries/dependants should liaise with the Administrator. This is to ensure that all beneficiaries or dependants are known and considered by the Trustees in apportioning the Death Benefits in pursuit of their fiduciary responsibility.

Kindly contact NMG Administrators Botswana within 14 days from the date of this Publication.

MEMBER NAME	EXIT DATE
Keleeme Bahakgametse	23/11/2025
Cheneso N Chilume	22/11/2013
Lonyalo Diraditsile	10/11/2025
Olositswe Elias	09/09/2026
Ogomoditswe Elifase	21/07/2026
Kgoberego Keosedile	24/05/2026
Nelson Kekopile Keretetse	13/02/2013
Edward Mochele Kgaupe	06/10/2017
Bokamoso Kgosi	02/07/2026
Tlhotlhomiiso Kgosietsile	09/07/2022
Bonyana Konkonyana	27/03/2026
Mpho Kwenaeetile	18/06/2026
Mogakolodi Lejowa	07/11/2020
Alfred Mackson	08/04/2026
Mogami Malebye	17/02/2026

MEMBER NAME	EXIT DATE
Mosamarea Malema	26/05/2026
Loago Medupe	03/07/2026
Othusitse Justice Mmereki	23/02/2015
Olebile Modibe	03/12/2021
Donald Modongo	25/10/2019
Moatlhodi J Moepeng	07/10/2023
Gobuamang Mokao	31/07/2026
Bashi Molosiwa	12/08/2026
Tlhabololo Mooka	08/08/2026
Lewetse Moremedi	01/09/2025
Moneedi Mosala	02/09/2026
Tshwanelo Mosikari	05/07/2026
Keemtseng Moffat Motsholopi	11/08/2016
Justice Mphale	15/12/2016
Sakhile Mphose	26/01/2026

MEMBER NAME	EXIT DATE
Oratile Mwezi	27/09/2025
Segolame Nkgageng	08/01/2019
Kakwenga Nyeru	24/01/2007
Gaemelwe Obuseng	10/04/2026
Goitseone Otukile	08/12/2025
Chadza Pitse	30/10/2025
Nkhwanana Musa Quite	02/12/2012
Bonang Ramokununu	27/10/2009
Boago Selaelo	07/11/2012
Thabang Selaledi	22/05/2026
Moemedi Senau	28/04/2016
Lisbon B. Tamuthe	28/10/2021
Moremedi Tathelelo	01/10/2017
Milton Tshikinya	01/10/2008

Please contact NMG Administrators Botswana at: +267 318 6820/ 241 2562/ 588 1236/ 686 0597 or Toll Free: 0800 600 177

Finding A Better Way

Johane on bail for defilement charge

Gaolethoo Kgatitswe
MAUN

A legal matter in which Omphile Johane popularly known as Obzar Modidima faced a defilement charge is scheduled for November 26, for case management conference and setting of trial dates.

Maun Chief Magistrate Reuben Sebetela, granted bail to Johane on Friday, subject to conditions intended to ensure his court attendance and does not interfere with witnesses.

Johane, pleaded not guilty to the charge, which relates to an alleged offence committed February 2017 at or near Botshabelo Ward in Maun. Reading the charge to the accused before court, the prosecutor stated that Johane allegedly had unlawful carnal knowledge of a girl who was under the age of 16 at the time, a charge under Section 147(1) of the Penal Code.

Granting bail, Chief Magistrate Sebetela ordered the accused to bind himself for P2 000 and provide one surety who would bind themselves for Pl 000.

"The accused is granted bail under the conditions that he attends court whenever required and not to interfere with witnesses," he said.

Johane informed the court that he had engaged legal representation, but his lawyer was absent from the hearing.

Chief Magistrate Sebetela ordered the accused to ensure that his legal representation filed with the court to indicate power of attorney and to have a written statement to present before court if he would not be present on the next court hearing. *BOPA*

REPUBLIC OF BOTSWANA

BOTSWANA PUBLIC SERVICE COLLEGE

EXTERNAL ADVERTISEMENT

REF: BPSC 4/2/5 IV (37) | DATE: 22 October 2026

VACANCY NUMBER NO. 9 OF 2026

Botswana Public Service College (BPSC) invites applications from suitably qualified, talented and motivated citizens of Botswana and serving Public Servants to apply for the following vacancies tenable at BPSC, Gaborone.

VACANCY: SENIOR TRAINER, PUBLIC SECTOR MANAGEMENT & LEADERSHIP

SALARY: D2 Salary Scale (P337, 008.00 – P371, 628.00) per annum.
LEAVE: 30 working days per annum

QUALIFICATION:
Degree in Public Administration, Management, Human Resource Management or any related field. A Masters Degree in any of the above fields including Strategic Management will be an added advantage.

BENEFITS:
i) Optional contributory Medical Aid Scheme (Government pays 50% and employee pays 50%).
ii) Contributory Pension Fund Scheme (Government pays 15% and employee pays 5%).
iii) Housing and Upkeep Allowance (P709 per month).

EXPERIENCE:
A minimum of ten (10) years' relevant work experience in field related to subject of training, two (2) years of which should have been served as Trainer, D3 salary scale in the Public Service or equivalent position in Parastatal or private sector.

MAIN PURPOSE OF THE JOB
To design, develop and facilitate training in Public Sector Management and Leadership programmes using face to face, virtual, online and blended modes methodologies.

KEY PERFORMANCE AREAS
1. Designs, develops, reviews and delivers assigned training programmes to stakeholders.
2. Coordinates course delivery by internal and external facilitators.
3. Provides course management services.
4. Contributes to course evaluation.
5. Conducts research to enhance training programme development.
6. Provides technical advice on areas of specialization.
7. Benchmarks and develops best practice training programmes and delivery strategies.
8. Develops various course delivery methods, instructional and assessment materials.
9. Assist Principal Trainer in identification of program needs.

REQUIRED SKILLS AND COMPETENCIES

- Technical Skills
- Presenting and Communicating Information
- Use of educational technologies
- Learning and Researching
- Leading and Supervising
- Adhering to Principles and Values
- Applying Expertise and Technology
- Planning and Organizing

VACANCY NUMBER NO. 10 OF 2026

VACANCY: SENIOR TRAINER, PUBLIC FINANCE & PROCUREMENT

SALARY: D2 Salary Scale (P337, 008.00 - P371, 628.00) per annum.
LEAVE: 30 working days per annum

QUALIFICATION:
Degree in Finance, CIPS Level 6, Business Administration, Accounting or any related field. Masters in any of the above is an added advantage.

BENEFITS:
i) Optional contributory Medical Aid Scheme (Government pays 50% and employee pays 50%).
ii) Contributory Pension Fund Scheme (Government pays 15% and employee pays 5%).
iii) Housing and Upkeep Allowance (P709 per month).

EXPERIENCE:
A minimum of ten (10) years' relevant work experience in field related to subject of training, two (2) years of which should have been served as Trainer, D3 salary scale in the Public Service or equivalent position in Parastatal or private sector.

MAIN PURPOSE OF THE JOB
To design, develop and facilitate training in Public Finance and Procurement programmes using face to face, virtual, online and blended modes and methodologies.

KEY PERFORMANCE AREAS
1. Designs, develops, reviews and delivers assigned training programmes to stakeholders.
2. Coordinates course delivery by internal and external facilitators.
3. Provides course management services.
4. Contributes to course evaluation.
5. Conducts research to enhance training programme development.
6. Provides technical advice on areas of specialization.
7. Benchmarks and develops best practice training programmes and delivery strategies.
8. Develops various course delivery methods, instructional and assessment materials.
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REQUIRED SKILLS AND COMPETENCIES
- Technical Skills
- Presenting and Communicating Information
- Use of educational technologies
- Learning and Researching
- Leading and Supervising
- Adhering to Principles and Values
- Applying Expertise and Technology
- Planning and Organizing

APPLICANTS:
Applicants should quote the reference and vacancy circular number and provide the following details:
a) Detailed Curriculum Vitae.
b) Certified copies of Certificates
c) Certified Omang
d) At least two (2) work related references of less than six (6) months old confirming the required experience.
e) Applications should indicate date of first appointment, present position, date of appointment to the current position and salary scale.

IMPORTANT:
All Applications from serving Public Officers must be routed through their Permanent Secretaries/Heads Department. Applications not so routed will not be considered.

Note: Only candidates who meet the requirements of the advert and short listed will be responded to.

Applications should be addressed to:
The Executive Director
Botswana Public Service College
P.O. Box 10026
Gaborone

Or Hand Delivered at;
Botswana Public Service College Records Management Unit.
Administration Block N, Ground Floor, Room 001.

For any clarification, contact Human Resource Unit at
Tel: 3684200

Closing Date: 06 November 2026



Classified Ads

BUSINESS | FARM WORKERS | MISCELLANEOUS | PROPERTIES | VACANCIES

FARM WORKERS

HERD BOY NEEDED a Serungwane ranch, contact: Mr Brendon Rankgomo on 71718701 or 71316172

HERD BOY/ FARM WORKER needed at Senyeletsane farm wanted Mr Michael. M. Molefe on 71302828/ 71718701

FARM WORKER NEEDED in Diphiring experience with vegetable cropping required. Contact: Leatile Nthaga. lettie.16@hotmail.com- email/ CV or Whatsapp +267 75532914. It is for a contract worker.

FARM WORKER WANTED at Bobonong. Moeti Masole 71630864

3 X FARM WORKERS wanted. Mpaphi Phumaphi seeks farm workers in Letlhakane. Apply to: Box 118, Gaborone. 77220330. Closing date: 12/11/2026

FARMWORKER NEEDED; KEISANE farm- Bobonong. 71682748 L. Sekwababe

FARM WORKER WANTED at Ramakgetlang farm. Box 292 Moshupa call Letlhaku Morolong 75009385.

FARM WORKER / HERD BOY wanted at Kgare-Sebotswane lands P.O Box 392 Letlhakeng, Gakeanna Maripe 71661199/ 71483388

KATHLEEN KAYEMBE. 3 farm workers wanted in Malotwana. Experience in mixed farming environment. The farm Manager, P/Bag 00324 Gaborone. 71750458

GENERAL FARM WORKER wanted. General full-time worker wanted at Malotwane farm. Call David Eisen 71326577. Closing date 30 November 2026

LOOKING FOR A livestock worker to work at Ncojane, Plot 1143 Tshwaraganyo Ward. Only male aged 25-35, should be a citizen of Botswana. Contact Mr Badisa Motshabi 72842763/ 71572081/ 73026080.

NEIGHBOUR CONSULTATION

THE OWNER OF plot 222 Mogoditshane would like to change land use from residential to multi-residential. Objections may be submitted to the relevant physical planner. Enquiries: Tell 3105615 Mogoditsahne-Thamaga District Council

OWNER OF PLOT NO. Z497 Botshabelo, Tlokweng notifies the nebouring residential plots the intetion to build a boundary wall. Any objections contact Tlokweng council 3925242

OWNER OF PLOT 581 Sojwe village, Difetlhamolelo ward intends to change land use from residential to commercial. Anyone with objections, contact Molepolole Council Physical Planning at 5922100 within 14 days of publication of this notice.

THE OWNER OF plot 254 located at Kasane wishes to change land use from residential to commercial use. Any objection contact CHDC at 62500868

THE OWNER OF lot 750-12P Mmatshipa would like to change the land use from horticulture to mixed use commercial. Any objections should be forwarded to Kgatleng district council, physical planning unit at 5777411

OWNER OF PLOT 33481, Bopedi Ward, Serowe wish to inform the public concerning change of landuse from residential to commercial guest house. Contact Serowe District Council Physical Planning on 4631138 if any objections.

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: -**ESHGB 001053-24**

IN THE ESTATES of the late **BAOLWETSE E. OTISITSWE** who died at Makolojane Ward, Serowe, Central-Serowe District, Botswana on the 18th October 2020

NOTICE IS HEREBY GIVEN that Debtors and Creditors in the above Estate are hereby required to pay their debts and file claims of whatever nature with the undersigned within thirty (30) days after the publication hereof.

DATED at ……on this ……day of…… 2026.

The Executrix
Nomhle Otisitswe
P O BOX 471
MOGODITSHANE
Cell: 71309379

NOTICE OF NEXT OF KIN MEETING
Administration of Estates Act
(Cap. 31:01)

NOTICE IS HEREBY given that by virtue of **section 31 of the Administration of Estates Act (Cap: 33:01),** heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Mahalapye High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
BOJOTLHE MAUTENYANE	ESHMY 000566-26	26.11.26	0900HRS	SARM

DATED AT MAHALAPYE THIS 22ND OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

NOTICE OF NEXT OF KIN MEETINGS
Administration of Estates Act
(Cap 31:01)

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (cap 33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the master of the high court on the date and time specified opposite the names of their deceased relatives for the purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
KOOBOTSE GABONAKITSO	ESHMY 000355-26	03.12.26	0900HRS	SARM

DATED AT MAHALAPYE THIS 27TH OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

DIAMOND CUTTING & POLISHING PRODUCTION MANAGER

A diamond cutting and polishing company is looking for Production Manager (1 Post) with the following background or experience:

Requirements

* A minimum of 23 years of experience in diamond cutting and polishing, of which 16 years should have been spent at technical management level
* Must be conversant with rough & polished diamonds import/export requirements
* Must have a good knowledge of diamond cutting and polishing processes
* Knowledgeable with Fantasy system and production stock reporting system

Key Responsibilities

* Performing production technical and administrative responsibilities to ensure success in the company's strategic goals
* Production planning and scheduling by developing daily, weekly and monthly production plans
* Management of all cutting and polishing operations
* Establishing and maintaining quality control standards
* Production performance management, and staff training and development
* Staff management and supervision
* Inventory and cost control
* Diamond security and accountability
* Machinery and Equipment management

Applications should be accompanied by copies of certificates, I.D, references, CV and addressed to:

The Human Resources Manager, Dalumi Botswana (Pty) Ltd, Private Bag 004, Gabane,

Closing Date: 13 November 2026

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

ESHGB-000715/23

IN THE ESTATE OF THE LATE **JANET LUSATI SAMUZALA** who died at 256 km from Pandamatenga, Chobe District , Botswana on 3rd day of October 2010.

THE FISRT AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will lie open for inspection at the offices of the Master of the High Court at Gaborone for a period of twenty-one **(21) days** from the date of publication hereof.

DATED AT GABORONE ON THE 30th DAY OF October 2026

NOTICE OF NEXT OF KIN MEETINGS
Administration of Estates Act
(Cap. 31:01)

NOTICE IS HEREBY given that by virtue of **section 31 of the Administration of Estates Act (Cap. 33:01),** heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the **Master of the High Court at Mahalapye High Court** on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment of a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
KERENG MOTSAMAIESHMY	0000564-26	26.11.26	0900HRS	SARM

DATED AT MAHALAPYE THIS 21ST OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

NEIGHBOUR CONSULTATION

OWNER OF PLOT 26007 Mogoditshane would like to change land use from single family residential to multi residential. For any objections, contact Mogoditshane physical planning office on 3105651 within 14 days of this publication.

REHABILITATION TECHNICIANS AND PHYSIOTHERAPIST WANTED

We are looking for Rehabilitation Technicians and Physiotherapists with 5 years' experience.

(Tenable at Mogoditshane and Palapye). Degree /Diploma in Physiotherapy , (must be registered with BHPC) and (Certificate in Rehabilitation Technician,.

Apply:
The Executive Director
Cheshire Foundation of Botswana
P.O.Box 1232, Mogoditshane

Email: services@cheshire.org.bw

Closing date: 20 November, 2026

MEMBERS OF THE public are informed of my plan to convert my residential plot number 114 into a multi residential plot at Mmokolodi at Kweneng District

FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master's Reference: ESHGB 000725/26

IN THE ESTATE of the late **RAJESH CHANDRA,** who died at Plot 10009, Royal Aria, Tlokweng, Tlokweng District, Botswana, on 7th June 2026.

THE FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will be open for inspection at the offices of the Master of the High Court at Gaborone for a period of (Twenty-one) 21 days from the date of publication hereof.

Any Objection to the Estate Account may be lodged with the Master within the 21 days stated above.

DATED AT GABORONE this 29th Day of October 2026.

Executrix Dative Sugandha Chandra
P O Box 3011 **GABORONE**
CELL: 74595048 / 76994367

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master's Reference: **ESHGB-000498/23**

IN THE ESTATES OF THE LATE **OBAKENG KELETSO E KOTI** who died at Masetlheng Ward, Tlokweng, Tlokweng District, Botswana on the 5th June 2023.

THE FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will lie open for inspection at the offices of the Master of the High Court at Gaborone for a period of twenty-one **(21) days** from the date of publication hereof.

Any objection to the Estate Account may be lodged with the Master.

DATED AT …… ON THE …… DAY OF ……2026

The Executrix
Tshenyetso M Koti
P O Box 30079 **TLOKWENG** **CELL:72262755**

NOTICE OF NEXT OF KIN MEETING
Administration of Estate Act (Cap. 31:01)

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap: 33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Mahalapye High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
BOIKHUTSO NTALAGWE	ESHMY 000280 – 26	26.11.26	0900HRS	SARM

DATED AT MAHALAPYE THIS 22TH OCTOBER 2026

MASTER OF THE HIGH COURT

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

ESHGB-000142/26

IN THE ESTATE OF THE LATE NOEL RICHARD GONSALVES who died at Gaborone Private Hospital, Gaborone District, Botswana on the 15th day of August 2025.
THE FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will lie open for inspection at the offices of the Master of the High Court at Gaborone for a period of twenty-one (21) days from the date of publication hereof.

DATED AT GABORONE ON THE 29TH DAY OF OCTOBER 2026

Elaina Gonsalves C/O Mere Attorneys
P O Box 201406 GABORONE 3190377

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT FRANCISTOWN

ESHFT 000653-26

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the late **GABARATE SUMBOLU ESHFT 000653-26** who died at **TUTUME PRIMARY HOSPITAL, TUTUME DISTRICT on the 08TH day of JUNE 2026.**
NOTICE IS HEREBY given that Debtors and Creditors in the above Estate are hereby required to pay their claims of whatever nature with the undersigned within 30 days after the publication hereof.

DATED AT FRANCISTOWN THIS 29TH DAY OF OCTOBER 2026

OLORATO CHARITY OTUKILE
EXECUTOR DATIVE
P O BOX 1252 **ORAPA**

AND TO: Master of the High Court
Private Bag F13
FRANCISTOWN

NEIGHBOUR CONSULTATION

CHANGE OF LAND USE, owner of plot 1000 at Mookane layout in Mookane, wishes to change land use from single-family residential to multi-family residential. For objections contact Mahalapye District Council, Physical Planning Office on 4718636/16 within 14 days of publication.

THE CHURCH OF Jesus Christ of Latter-day Saints gives notice of its intention to consolidate plots 12994, 12995 and 12996 in Monarch Francistown, and change land use from residential to Civic & Commuity (Church). Any objections should submit them to the City Of Francistown within 14 days of the publication or call 2411050

NEIGHBOR CONSULTATION OWNER, of plot 16066 would like to consult his neighbors about balcony development any objections contact Palapye Council at 4930800 or Palapye Physical Planning Committee

NEIGHBOR CONSULTATION OWNER of plot 3226-KO at Sentlhane would like to consult her neighbors about boundary wall development. any objections contact Ramotswa council at 5381200 or Ramotswa Physical Planning Committee

OWNER OF PLOT 24 in Digawana would like to apply for a road junction for truck stop filling station to their property and surrounding plots. All owners of neighbouring plots are asked to contact 76183322 / fibonakconsultingengineers@gmail.com or Kanye Roads Maintenance on 5441446 for any objections.

OWNER OF TRIBAL lot 16 in Dukwi would like to apply for a road junction for a shopping complex to their property and surrounding plots. All owners of neighbouring plots are asked to contact 77445446 / wla@wla.bw or Tati Roads Maintenance on 6211214 for any objections.

NEIGHBOURHOOD PLOTS NUMBER 97, 98, 99 113, 115 are duly informed of my plan to build boundary wall at my plot number 114 at Mmokolodi in Kweneng District

PROOERTIES

MMOPANE 900m2 P360 000. Gaborone / Phiring 12 rooms P720 000. Tsolamosese 850m2 P360 000. Mogoditshane Blk 4 1060m2 P460 000. Mmatseta 1 Hectre P250 000. Old Naledi 375m2 P500 000 78796509

RESIDENTIAL PLOT FOR sale located in Central region Goo-Tau 826M2 at P25,000.00. Prefrenace will be given to citizens. Contact: 77522382/73688260

VACANCIES

CAREGIVER WANTED IN Ramotswa. Apply to P.O Box 301028 Tlokweng

WANTED EXTRA HEAVY duty driver with PSV contact 72103317

EXPERIENCED AND APPROPRIETLY qualified gym instructor needed at Jacks gym (CBD) Gaborone Botswana. Phone : +2673951248

AdverTise HERE!

CALL MARKETING
365 3587/3591/3592/ 3593

NOTICE OF APPLICATION FOR A CERTIFIED COPY OF A LOST TITLE DEED

NOTICE IS HEREBY GIVEN that the undersigned intends to apply for a certified copy of lost Deed of Transfer/Tribal Grant No. TF TG 227/2014 dated 10th October 2014 made in favour of **SPYROS NICOLAOU** in respect of the following property:

CERTAIN:	Piece of land being Tribal Grant 263-PM
SITUATE:	At Maun Village in the Batawana Tribal Territory
MEASURING:	15.8884 Ha (Fifteen point eight eight eight four Hectares)
HELD UNDER:	Deed No. TF TG 227/2014 dated 10th October 2014

All persons having objections to the issue of such copy are hereby required to lodge the same in writing with the Registrar of Deeds for Botswana at Francistown within three (3) weeks from the last publication of this notice.

DATED at Maun on this 26th day of October 2026.

SPYROS NICOLAOU (The Applicant) P.O. Box Maun, Botswana Contact: 74159558

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT FRANCISTOWN
ESHT 001434-25
NOTICE TO DEBTORS AND CREDITORS
IN THE ESTATE of the late Kanganangwane Makgabana, ESHT 001434-25 who died at Ditladi Farms, **NORTH EAST DISTRICT** on the 11 day of November 2025.

NOTICE IS HEREBY given that Debtors and Creditors in the above Estate are hereby required to pay their claims of whatever nature with the undersigned within 30 days after the publication hereof.

DATED AT FRANCISTOWN THIS 30 DAY OF OCTOBER 2026

Kelebogile Makgabana
P O Box 1271, Francistown
Contact No's: 7178946/78441052
AND TO: Master of the High Court
Private Bag F13
Francistown

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHGB 000667/24

IN THE ESTATE of the late **SIMON UPE DIKHUDU** who died at Princess Marina Hospital, Gaborone, Gaborone District, Botswana on the 28th August 2023
NOTICE IS HEREBY GIVEN that Debtors and Creditors in the above Estate are hereby required to pay their debts and file claims of whatever nature with the undersigned within thirty(30) days after the publication hereof
DATED at…… On this …….. Day of ……2026

Executrix Dative
Mokgothu Dikhudu
Lesetlhana Ward, RAMOTSWA
Cell:72253267

NOTICE OF NEXT OF KIN MEETINGS
Administration of Estates Act (Cap.31:01)

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap:33:01),heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Mahalapye High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment ,a person or persons as Executor / Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

GASENONE MHALAD	**ESHMY 000308-26**	**01.12.26**	**09000HRS**	**SARM**
Name of Deceased Person	Estate Number	Date of Meeting	Time	Master

DATED AT MAHALAPYE THIS 28TH OCTOBER 2026 MASTER OF THE HIGH COURT

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act(Cap.31:01)

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap:33:01),heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Mahalapye High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment ,a person or persons as Executor / Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
GOITSEMANG ABEDI	ESHMY 000361-26	03.12.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 26TH OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHGB 000538-26

IN THE ESTATE of the late **BOAGO G NTHOBATSANG & MOSETSANAGAPE L. NTHOBATSANG-ESHGB 000433-26** Who died at Sekgoma Memorial Hospital, Serowe, Central- Serowe District, Botswana on the **06th day of May 2010** & Sir Ketumile Masire Hospital, Gaborone, Gaborone District, Botswana on the **01st day of April 2026.**

NOTICE IS HEREBY GIVEN that Debtors and Creditors in the above Estate are hereby required to pay their debts and file claims of whatever nature with the undersigned **within thirty (30) days** after the publication hereof.

DATED at Gaborone on this 28th Day of August 2026

The Executor Testamentary | POKE NTHOBATSANG
P O BOX 510, ID NO. 853912105 | 492 3174

LOST BOND

NOTICE IS HEREBY GIVEN that the undersigned intends applying for a certified copy of COVERING MORTGAGE BOND No. 2856/2007 dated the **15th** day of **OCTOBER 2007** made in favour of **SUMMIT ZONE ENTERPRISES PROPRIETARY LIMITED** in respect of the below mentioned property, namely;

CERTAIN:	piece of land being Lot 8903 Gaborone;
SITUATE:	in the Gaborone Administrative District;
MEASURING:	2011 m2 (Two Thousand and Eleven square metres);

All **persons objecting** to the issue of such copy are hereby requested to **lodge such objection in writing** with the Registrar of Deeds, Private Bag 0020, Gaborone **within 3 (Three) weeks** from the last publication of this notice.

DATED AT GABORONE ON THIS 16th DAY OF OCTOBER 2026

AJA LAW OFFICES OF AKHEEL JINABHAI & ASSOCIATES | MCL MOKE COMMERCIAL LAW

DRIVING SUCCESS THROUGH LEGAL STRATEGY

AJA House, Unit 2, Matante Mews
Plot 54373 CBD, Gaborone
P O Box 20575, Gaborone Botswana
Plot 17396 Boseja Ward Maun, Botswana

Tel: (+267) 316 3125 **Fax:** (+267) 316 3124
Email: info@aja.co.bw
Web: www.aja.co.bw

Partners Akheel Jinabhai |
Consultant Partners Mark Mckee | Obrien Bvindi (F I Arb) | Lebogang George
Associates Mary Maeda | Juwairiyyah Maher | Seabo Kgwadi | Tiso Boiteto

CHANGE OF MARRIAGE PROPERTY REGIME

Pursuant to section 8(1) of the Married Person's Property Act, 2014. NOTICE is hereby given that TEBOGO CHAKLAS MATHIBA and BRENDAH MATHIBA married in Community of property on the 26th of October 2018 in the District of Moshupa, wish to change their property regime to out of Community of property.

The parties intend to apply the High Court of Botswana after the expiration of the three (3) consecutive weeks from date of this publication hereof.

Any person, creditor or debtor, who may have interest in the assets and / or liabilities of the parties estate, should they have objections to the parties changing their property regime, are to inform the parties before the expiration of the said three (3) weeks period, or make representations before High Court of Botswana once the contemplated application is lodged.

DATED AT GABORONE THIS DAY 22nd OCTOBER 2026

2nd PUBLICATION

TEBOGO CHAKLAS MATHIBA AND BRENDAH MATHIBA
P O BOX 10261, GABORONE
(+267) 72 302 520/74 604 357

Ndlelayande

VACANCIES

NDELAYANDE (PTY) LTD IS INVITING QUALIFIED INDIVIDUALS TO APPLY FOR THE FOLLOWING POSTS URGENTLY:

- MINING ENGINEER
- BLASTER
- GEOLOGIST
- ENVIRONMENTAL ENGINEER
- OPERATOR
- ADMINISTRATOR
- MARKETING AND SALES MANAGER

APPLICATIONS SHOULD BE SENT VIA EMAIL AND SHOULD BE SIGNED BY THE APPLICANT BY THE 15TH OF NOVEMBER, 2026

APPLICATIONS SHOULD BE ADDRESSED TO THE ADMINISTRATOR
Email: drchileshe@gmail.com

NOTICE TO DEBTORS AND CREDITORS

Masters Reference: ESHMY 000249-26

IN THE ESTATES of the late GOSALAMANG MATISHA who died Chichana Ward, Serowe, Central –Serowe District, Botswana on the 10th December 2025.

NOTICE IS HEREBY GIVEN that Debtors and Creditors in the above Estate are hereby required to pay their debts and file claims of whatever nature with the undersigned within thirty (30) days after the publication hereof.

DATED at ..... on this ..... day of 2025

The Executrix | Godiramang Mothomogolo
P.O BOX 1826, Serowe
Cell: 71736953

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHMY 000503-26

IN THE STATE of the **Late GAONGALELWE PHUTHEGO** who died at Mahalapye Hospital, Mahalapye ,Central-Mahalapye District,Botswana on the 17th July 2024.

NOTICE IS HEREBY GIVEN that Debtors and creditors in the above Estate are hereby required to pay their debts and file claims of whatever nature with the undersigned within **thirty (30) days** after the publication hereof

DATED at ..... on this ..... Day of 2026

The Executor | Ezekiel Ace Phuthego
P O Box 2736, **Mahalapye**
Cell: 71636441

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master's Reference: ESHMY 000250-26

IN THE ESTATES of the late **KABELO KGOPEDI** who died at **Sidilega Private Hospital,** Gaborone District, Botswana on the **20th of February 2026.**

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will lie open for inspection of Chambers of the **Registrar and Master of the High Court, Mahalapye** for a period of **Twenty-One (21) days** from the date of publication thereof.

DATED at Mahalapye on this 31st day of July 2026.

EXECUTRIX DATIVE | Gaone Tonic Kgopedi
P O Box 518, Mahalapye | **Cell:** 72 654 892

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act
[Cap.31:01]

NOTICE IS HEREBY given that by virtue of **section 31** of the **Administration of Estates Act (Cap:33:01),** heirs and next of kin of the deceased and all persons having claims against the above estate ,are being called upon to attend before the **Master of High Court at Maun High Court** on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment ,a person or persons as Executor /Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative .

Name of Deceased Person	Estate Number	Date of Meeting	Time
Gakeboneelwe Silence Ditlhabang Setima	ESHMN 000094-26	19-01-2027	1030 AM

DATED AT MAUN THIS ___22ND DAY OF _ OCTOBER____ 2026

MASTER OF THE HIGH COURT

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT FRANCISTOWN

ESHFT 000266-22

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the late **MMONIEMANG ETSILE ESHFT 000266-22** who died at **NYANGABGWE REFERAL HOSPITAL, FRANCISTOWN,DISTRICT** on the **27th day of November 2020**

NOTICE IS HEREBY given that Debtors and Creditors in the above Estate are hereby required to pay their claims of whatever nature with the undersigned **within 30 days** after the publication hereof.

DATED AT FRANCISTOWN THIS 19th DAY OF SEPTEMBER 2024

Goememang Ontshofetse | **Executor Dative**
P O BOX 70, Moiyabana

AND TO: Master of the High Court
Private Bag F13, FRANCISTOWN

GMC MARUDING RESOURCES PROPRIETARY LIMITED

GMC Maruding is an equal opportunity employer and are committed to creating an inclusive environment for all employees. We are glad to announce that we have a vacancy for the following:

Senior Welding & Fabrication Integrity Specialist

- Must have Diploma in International Welding Inspection
- Certificate in Quality management systems/Lead Auditor
- Certificate in safety and N3
- Minimum 10 years in a heavy steel fabrication workshop and/or mining environment and a minimum of 5 years in a senior welding inspector
- Experience in heavy steel fabrication and installation of mining type equipment such as chutes, silos, Ultra-seps, bins, Pachukas, screens, crushers , mills, boilers, etc
- Previous experience as a Project Manager in a mining environment will be an added advantage

- **Technical competencies for both disciples must include:**
  - Ability to read/interpret Engineering drawings
  - Excellent HSE Knowledge
  - Thorough understanding of the MQWM Act, Botswana
  - Ability to develop basic risk assessment and associated risk mitigation strategies

Please note that we will only contact shortlisted candidates.
Apply to:

The Human Resources Department
Private Bag 047
LOBATSE
OR EMAIL TO:boitshwarelo@gearmc.africa

Closing Date: 15th NOVEMBER 2026

NOTICE OF NEXT OF KIN MEETINGS
Administration of Estates Act
(Cap 31:01)

NOTICE IS HEREBY given that by virtue of section 31 of the Administration of Estates Act (Cap:33:01), heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Mahalapye High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor / Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
ROSE SETHUNYA SIKWA	ESHMY 000483-26	24.11.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 20th OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act (Cap. 31: 01)

NOTICE IS HEREBY given that by virtue of **section 31** of the Administration of **Estates Act (Cap: 33:01)**, heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Mahalapye High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as Executor/Executrix Dative as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
KABELO MBE	ESHMY 000454-26	07.12.26	0900HRS	SARM

DATED AT MAHALAPYE THIS 30TH OCTOBER 2026

DEPUTY REGISTRAR & MASTER HIGH COURT MAHALAPYE

PRIME MOTIVE (PTY)LTD

We are seeking an experienced and hardworking **Farm Manager** to oversee day-to-day farm operations.

Key responsibilities

- Plan, manage and supervise all farming activities and farm workers
- Manage crop and/or livestock production to meet targets
- Monitor soil, pests, diseases, water and animal health
- Manage farm budgets, inputs, stock and equipment
- Keep accurate production, financial and staff records
- Report regularly to the owner/ management

Requirements

- Diploma or degree in Agriculture, Agronomy or a related field
- Minimum 2 years' experience in farm management
- Strong leadership, planning and record-keeping skills
- Good knowledge of modern farming practices
- Computer literacy (Excel/Word)
- Valid driver's licence (preferred)
- Willingness to work on-site and flexible hours

Offer

Competitive salary based on experience, Accommodation provided

How to apply

Send your CV, certified copies of qualifications and contact details of two referees to **:Prime motive (pty)ltd,P.O.Box 1944, Mogoditshane, primemotive26@gmail.com. Contacts: 316 0155 / 390 6640**

CLOSING DATE: 16th NOVEMBER 2026

Only shortlisted candidates will be contacted.

VACANCY: TECHNOLOGY DIRECTOR

LANE 267 (PTY) LTD | Gaborone | **3-year renewable contract**

Lane 267 (Pty) Ltd, a real estate company, invites applications for Technology Director to lead the company's technology strategy, systems, data and cybersecurity.

Requirements : Bachelor's degree in IT, Computer Science or a related field; minimum 2 years' relevant experience, 1 in senior management; strong knowledge of cybersecurity, cloud systems and project management.

Apply : CV, certified qualifications, Omang/Passport copy and three referees to: P. O. Box 10183, Gaborone | **Email:** ktsonope@msn.com

Closing date: 25th November 2026.

Only shortlisted candidates will be contacted.

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHGB – 001176 – 24

IN THE ESTATE of the **late RAMOKGELE MACK MOLOME & NTEBOGANG KOMME MOLOME** who died at Renal Care Institute, Gaborone, Gaborone District Republic of Botswana on the 24th December 2020 and Princess Marina Hospital, Gaborone, Gaborone District Republic of Botswana on the 18th April 2021and respectively.

NOTICE IS HEREBY GIVEN that Debtors and Creditors in the above Estate are hereby required to pay their debts and file claims of whatever nature with the undersigned **within (30) days** after the publication hereof.

DATED at Gaborone on this 30 Day of October 2026

The Executor Dative | Magogodi Ellen Molome
PO Box 592, **MOGODITSHANE | Tel: 71554100**

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT FRANCISTOWN

ESHFT 000610 - 26

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the late Bernard Majama ESHFT 000610 – 26 who died at Nyangabgwe North East District on the 09th day of June 2026.

NOTICE IS HEREBY given that Debtors and Creditors in the Estate are hereby required to pay their claims of whatever nature with the undersigned within 30 days after publication hereof.

DATED AT FRANCISTOWN THIS 23 DAY OF OCTOBER 2026.

Executor Dative
P O Box 46
Matsiloje

P. Majama
Executor Dative
Private Bag 0057, Selebi Phikwe

AND TO: Master of the High Court
Private Bag F13
FRANCISTOWN

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHMY 000218-26

IN THE ESTATE of the Late **SENKOPO MOSINYI** who died at Sebinanyana Ward, Serowe, Central-Serowe District, Botswana on the **22nd October 2000.**

NOTICE IS HEREBY GIVEN that Debtors and Creditors in the above Estate are hereby required to pay their debts and file claims of whatever nature with the undersigned **within thirty (30) days** after the publication hereof.

DATED at Mahalapye on this 30th Day of October 2026.

THE EXECUTOR | Mosinyi Mosinyi
P O Box 1365, Serowe | **Cell:** 71 658 533

LAWRENCE & ASSOCIATES
Attorneys, Notaries & Conveyancers
Plot 766, Tati Road, Extension 2 | Gaborone | P. O. Box1886 AAD | Poso House
lawrencejer0302@gmail.com | (+267) 311 7892 | 76 499 366

NOTICE IN TERM OF SECTION 34 OF TRIBAL LAND ACT 2018

PLEASE TAKE NOTICE IN TERMS 34 (1) (a-e) OF TRIBAL LAND ACT, 2018 THAT LESEGO LEKONE OF P. 0. BOX 447, GABANE INTENDS TO ENTER INTO A SALE AGREEMENT WITH MADIO INVESTEMENTS (PTY) LTD, A BENEFICIARY COMPANY OWNED BY A NON-CITIZEN, IN RESPECT OF THE UNDERMENTIONED PROPERTY FOR THE SUM OF P 700 000.00 NAMELY.

CERTAIN: A piece of land being a portion of a Ploughing Field, Metsimotlhabe
SITUATE: Dikgatlhong/Metsimotlhabe
MEASURING: 2.0076 Hectares
HELD UNDER: certificate of Lentsweletau sub land board and made in favour of Lesego Lekone. By virtue of this notice, any citizen of Botswana interested in entering into a similar transaction in respect of the above-mentioned property shall be given priority notwithstanding the agreement reached by the parties.

Any citizen objecting to this transaction should do so, in writing, to Lentsweletau Land Board within thirty days (30) days of this publication of this notice.

ORAPA FOOTBALL CLUB

Wishes to invite suitable candidates for **the positions of goalkeepers, defenders, midfielders & strikers who possesse the following** – A well developed professional player – played in africa with a traceable football record.

A national team call up will an added advantage. Applications together with updated CVs should be shared to:

The Secretary General
Orapa United Football Club | **Email:** tphiri@debswana.bw

Before: 30 November 2026

CHANGE OF LAND USE / NEIGHBOUR CONSULTATION

Notice is hereby given that Conti_ Kenta (PTY) LTD, the owner of Plot No. 7798, Phase 2 Extension, Letlhakane, intends to apply for a Change of Land Use from
Residential to Multi-Residential.
Any person or neighbouring property owner who may have an objection to the proposed change of land use is requested to submit such objection, in writing, to the Physical Planning Office, Boteti District Council, within fourteen (14) days from the date of publication of this notice.
For further information, please contact:
Owner: Conti_Kenta (PTY) LTD
Plot: 7798, Phase 2 Extension
Letlhakane
Telephone:
+267 71 439 781/ 71219489
Local Authority:
Boteti District Council

DailyNews
READ DIGITAL: https://dailynews.gov.bw

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act (Cap.31:01)

NOTICE IS HEREBY given that by virtue of section 31 of the **Administration of Estates Act (Cap:33:01),** heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before **the Master of the High Court at Mahalapye High Court** on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment, a person or persons as **Executor / Executrix Dative** as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
Keonyatse Precious Ogopotse	ESHMY 000352-26	26.11.26	09000hrs	Sarm

DATED AT MAHALAPYE THIS 22nd OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act (Cap.31:01)

NOTICE IS HEREBY given that by virtue of section 31 of the **Administration of Estates Act (Cap:33:01),**heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Mahalapye High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment ,a person or persons as **Executor / Executrix Dative** as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
LILIAN MOSEKI-THOMAS	ESHMY 000549-26	03.12.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 29th OCTOBER 2026

MASTER OF THE HIGH COURT

LETLHABILE INTERNATIONAL PRIMARY SCHOOL

2027ADMISSIONS NOW OPEN!

From Pre-reception to Standard 7

Registration Fee: P100
Sibling Discount Available
No Development Fee!

Give your child a strong start with a **Cambridge education** in a caring and supportive environment.

Contact our Admissions Team:
Tel: **3190728 or 74491000**
Email: letlhabileprimary@yahoo.com
Website: www.letlhabileprimary.ac.bw
Visit us: Plot 23182, Phase 4, Gaborone West (opposite Sweets Flats)

LETLHABILE - EDUCATION FOR A BRIGHTER FUTURE!

CAMBRIDGE International Education
Cambridge International School

NITI DISTRIBUTORS (PTY) LTD
P O Box 45731,Gaborone

JOB ADVERTISEMENT : REGIONAL SALES CO-ORDINATOR (for Botswana territory)
Location : Gaborone, Botswana **Industry :** Computer Distribution

A leading and reputed company in the Computer Distribution sector, Based in Gaborone, is seeking a dynamic and results-driven Regional Director to oversee the operations and drive growth across the region.

Key Responsibilities:

- Lead and manage regional Operations, Sales & Distribution strategies
- Overall Branch performance ensuring alignment with company goals
- Foster strong relationships with clients, vendors and key stake holders
- Annelyse market trends and identity opportunities for expansion
- Ensure effective team leadership and development across departments

Requirements:

- Minimum of 5 years of managerial experience, preferably in Computer Distribution of related IT Sectors
- Proven leadership and strategic planning skills
- Strong Understanding of supply chain & distribution operations
- Excellent communication, organizational & decision making skills/abilities
- Bachelor's Degree in any field (Master's degree is an added advantage)

Why join us?

- Be a part of well-established and growing company with a solid reputation
- Lead dedicated team in a fast paced tech driven environment
- Attractive remuneration and other benefits/packages etc.

How to apply:

Qualified Candidates are invited to submit their CV & their cover letter to **accounts.bw@nitimea.com**

DEADLINE IS 15 NOVEMBER 2026

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act (Cap.31:01)

NOTICE IS HEREBY given that by virtue of section 31 of the **Administration of Estates Act (Cap:33:01),**heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the Master of the High Court at Mahalapye High Court on the date and time specified opposite the names of their deceased relatives for purposes of recommending for appointment ,a person or persons as **Executor / Executrix Dative** as well as identifying beneficiaries and to discuss any other business relating to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
LILIAN MOSEKI-THOMAS	ESHMY 000549-26	03.12.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 29th OCTOBER 2026

MASTER OF THE HIGH COURT

GORILLA FENCING PRODUCTS

An excellent opportunity has become available for a Management Accountant to join a company manufacturing high-grade security protection fences and fabricating heavy steel profile structures, based in Francistown. The successful candidate will be responsible for the entire Accounting and Administration function whilst reporting to the Director.

Key Responsibilities;

- Update the Standard Operating Procedures (SOPs) for production, administration and accounts department.
- Maintain and update Bill of Materials (BOM) for all the products in the system.
- Perform monthly yield and waste analyses in the production process.
- Produce monthly contribution analysis and marginal analysis reports by product.
- Implement and improve the material tracking schedules for all produced jobs and/or goods.
- Update the company's balanced score board for circulation with the board.
- Perform regular feasibility analysis for all the company products and make recommendations for new products and/or services.
- Prepare company forecasts and rolling budgets and thereafter manage working capital.
- Prepare monthly management accounts and quarterly board packages in time.
- Prepare year-end financial statements for external auditors and facilitate the audit process.
- Oversee the overall compliance of the company in taxes and applicable statutory obligations.
- Evaluate the performance of the accounts team based on set KPIs.
- Liaison with all relevant stakeholders including banks, BURS, suppliers, customers, auditors, etc.

Qualifications and Requirements;

- Degree in Accounting or equivalent. Master's degree is an added advantage.
- The person must a BICA member in good standing.
- Membership of another professional body such as ACCA or CIMA is an added advantage.
- At least 15 years' experience in steel manufacturing industry.
- Working knowledge of Pastel Accounting system is a must.
- A strong analytical mindset and attention to detail.

Interested and qualified candidates should forward their CVs, Certificates and any other relevant documents for consideration by not later than Tuesday 10 November 2026 to:
rizwan@gorillafencing.co.bw

JOB ADVERTISEMENT

AR5 (PTY) LTD has opportunity for the following personnel:

1. FARM WORKER

MINIMUM REQUIREMENTS

- Must be able to work under unfavourable conditions
- Must be able to work for long hours
- Must be able to perform other Farm duties
- Must be able to work under less supervision
- Must be fluent in Setswana and English

Serious applicants must email their applications to:

AR5 (PTY) LTD | P O Box 13, Sherwood Botswana
OR **email to:** accounts@ar5.co.za

NB: The above mentioned farm is located in a remote area.

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master's Ref: *ESHGB-000183/23*

IN THE ESTATE of the **Late EMANG VICTORIA MOSIMANE** who died at Mogoditshane Senior School, Mogoditshane, Kweneng District, Botswana on the **26th September 2022.**
THE FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will lie open for inspection at the offices of the Master of the High Court at Gaborone for a period of **twenty-one (21) days** from the date of publication hereof.
Any objection to the Estate Account may be lodged with the Master.

DATED at Gaborone on the 30th day of October 2026

The Executor | Wame Mosimane
P O Box 373, **METSIMOTLHABE**
Cell: 74641826

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: **ESHGB-000186/24**

IN THE ESTATE of the late **ANDREW G. MOLEFHI** who died at Princess Marina Hospital, Gaborone, Gaborone District, Botswana on **11th November 2023.**

NOTICE IS HEREBY GIVEN that Debtors and Creditors in the above Estate are hereby required to pay their debts and file claim of whatever nature with the undersigned within thirty (30) days after the publication hereof.

DATED at ___on this___Day of ___2026

Executrix Dative
Neo Molefhi
Private Bag 001 GABORONE
CELL: 77799589

BOTSWANA DailyNews

ADVERTS
BOOKINGS
IN
FRANCISTOWN
241 3402
241 3403
KASANE
625 0353
LETLHAKANE
297 8237
MAUN
686 0294
SELEBI
PHIKWE
261 0480

REPUBLIC OF BOTSWANA

MINISTRY OF CHILD WELFARE AND BASIC EDUCATION

REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTANCY SERVICES – INDIVIDUAL FINANCIAL MANAGEMENT CONSULTANT)
Country: Botswana
Name of Project: Promoting Participation and Enhancing Learning (PROPEL)
Project ID: P516058
Loan No: /Credit No./Grant No: TF-D1581
Assignment Title: Recruitment of Individual Financial Management Consultant for World Bank Project Delivery Unit (PDU)

Reference No: BW-MOCWBE-570977-CS-INDV
The Government of Botswana is undertaking the Promoting Participation and Enhancing Learning (PROPEL) (P513800) project supported by the World Bank.
The Project Development Objective (PDO) is to increase participation in preprimary and senior secondary education and improve learning conditions in supported schools, particularly at the junior secondary level. The Project consists of the following four components:
• Component 1: Increasing participation in education
• Component 2: Enhancing the learning environment
• Component 3: Strengthening system capacity for quality education service delivery
• Component 4: Project management and implementation support

The Ministry of Child Welfare and Basic Education (MCWBE) is the implementing entity for the Project. A Project Delivery Unit (PDU) (or Program Coordinating Unit) is being established within MCWBE to support the effective implementation of project activities, including procurement and contract administration; monitoring, evaluation and reporting of progress under the project; fiduciary management; and environmental and social risk management. Specifically, the PDU will be responsible for ensuring that financial management aspects under the Project are conducted in an efficient, transparent, and compliant manner. To strengthen implementation capacity and support timely delivery, the Client seeks to engage an **Individual Financial Management Consultant** as a core member of the PDU.

The objective of this assignment is to **provide financial oversight, maintain a financial management system and prepare financial statements** in accordance with consistently applied accounting standards acceptable to the Bank and the Government of Botswana. Specifically, the consultant is expected to handle and provide support for all the financial and accounting components of the Project including the timely processing of payments, submitting disbursement requests and documentation of expenditures, monitoring expenditures re-imbursement from the Bank, submitting financial reports and audits (external/internal), and following up on audit findings.

The Financial Management Consultant will perform duties that include, but are not limited to, the following:

i Budgeting and Planning
-Provide oversight to the overall Project's financial management functions including recording, reporting, budgeting, accounting and banking and treasury activities ensuring full compliance with the LA and the Project Operations Manual (POM).
-Support the project team in preparing annual work plans for the Project.
-Prepare project's annual cash plan on the basis of the work plan and related procurement plan.
-In accordance with the Government of Botswana's budgeting rules and regulations, prepare annual budget estimates and revise estimates based on work plan/cash plan. Submit the estimates to MCWBE for inclusion in the annual budget in accordance with the annual Ministry of Finance budget call circular for the relevant year. Follow-up and periodically report on the release of funds for the approved budget.
-Prepare timely annual and quarterly disbursement forecasts for all components of the Project in line with the Project's procurement plan.
-Ensure adequate funds are allocated in the MCWBE budget for Project activities supported through Performance Based Conditions (PBCs) and timely releases to associated parastatals.

ii.Funds Management
-Ensure compliance with the internal control framework (Operations Manual and the Bank's fiduciary guidelines, etc.) and Government of Botswana's rules and procedures when processing payments.
-Analyze, plan, design, implement and monitor GABS to augment internal controls in line with best practices in the process of payment and expenditure management.
-Ensure compliance with accounting policies and practices as stipulated in the accounting regulations and procedures agreed for the Project.
-Manage financial aspects of the contracts under implementation, including payment terms, purchase orders and variation orders.
-Executing comprehensive bank reconciliations and conducting timely follow-up on all identified reconciling items.
-Liaise with MCWBE officials and World Bank in overseeing and managing Project bank accounts established for the implementation of activities under the Project.

iii. Expenditure/Payment Processing
-Ensure that only eligible payments are forwarded for the Project Coordinator's approval and drawing funds from the designated accounts.
-Apply pre-audit checks on all payments before payment from designated accounts including budget availability, sanction of competent authority and compliance with applicable financial rules and regulations.
-Facilitate issuance of a "No Objection Letter" by the Bank as necessary.
- Prepare monthly bank reconciliation statements of designated accounts in Pula and United States Dollars (USD).
-Prepare monthly payroll and submit to the Project Coordinator for approval, prior to making any payment under salaries.
-Ensure that payments for all Project related expenditures are made in a timely manner.

iv. Accounting and Records Management
-Maintain all project accounting books and records strictly on a cash basis.
-Record all transactions timely and accurately in the books of accounts in the local currency and ensure that no expenditure remains unaccounted for.
-Process monthly project payroll, enforcing proper payroll controls, and executing direct bank account transfers for eligible employees.
-Ensure that the fixed assets records are maintained for the project, identifying the location and the user of each asset and arrange for the annual and periodical inventory of the assets and updating the records.
-Ensure the safe custody of all financial records for review by Bank Missions, third party monitoring agents and external and internal auditors.

v. Financial Reporting
-Prepare and submit to the Bank, no later than 45 days after the end of each calendar quarter, interim unaudited financial reports (IFRs) for the Project covering the quarter in form and substance acceptable to the Bank. The IFRs will include quarterly cash forecasts, prepared in coordination with the project team and submitted to the World Bank for advance and replenishments of advance.
-Prepare and process withdrawal applications in accordance with the Bank's Disbursement Guidelines.
-Ensure that all government financial reporting requirements are complied with.
-Prepare monthly financial reports based on standard accounting principles with all necessary qualification documentation (invoice, bank drafts, bank reconciliations etc.)

vi. Audit
-Arrange for annual external audit of program accounts in accordance with provision in the Loan Agreement and World Bank requirements and ensure that the report produced is in compliance with the audit requirements of the Bank.
-Attend entry and exit meetings with external auditors, facilitate timely completion of audits by arranging timely submission of annual financial statements in the appropriate format, supply information and documents in response to queries, initiate actions for holding tripartite meetings and coordinate with various units in meeting audit objectives.
-Ensure audit matters are resolved on timely basis.
-Prepare audit schedules and files.
-Collaborate with the World Bank and Government of Botswana to improve Project financial management, particularly in terms of following up on the action points agreed to in the project's legal documents, during the Bank's supervision missions, aide memoires and the recommendations of external and internal auditors.

vii. Perform any other procurement related tasks assigned by the supervisor within the scope of the assignment.

The Consultant will work as an integral member of the PDU and report to the Project Coordinator. The Consultant will work in close coordination with PDU and MCWBE staff and liaise with the World Bank task team, as required.

The duration of the assignment is an initial period of 2 years from contract signature with a probationary period of three (3) months. A formal performance evaluation shall be conducted at the end of the first twelve (12) months by the MCWBE evaluation committee. Continuation of the contract for the second year shall be subject to a satisfactory performance assessment and availability of project funding. The performance assessment will consider, among other factors, the quality and timeliness of deliverables, compliance with the Terms of Reference, and overall effectiveness in supporting project implementation. After the initial period of 2 years, the contract will be renewable for the duration of the project based on satisfactory performance and project needs.

The Ministry of Child Welfare and Basic Education now invites eligible individual consultants to indicate their interest in providing the services. Interested consultants must provide information demonstrating that they have the required qualifications and relevant experience to perform the services.
The consultant shall have;
-A Bachelor's degree in Financial Management, Accounting, Business Administration, or equivalent discipline or a professional accounting qualification (ACCA, CPA, CIMA or Chartered Accountant) from a recognized university/ institute.
-At least **eight (8) years** relevant work experience in finance and administrative functions.
-Preferably at least 3 years of post-qualification experience in financial management directly relevant to public sector and/or international development organization and/or private sector projects;
-Good knowledge of Botswana's financial and audit regulations, public sector accounting and reporting procedures, and international accounting and auditing standards.
-Excellent written and oral communication skills in English.
-Proficiency in standard office software applications

The position offers competitive remuneration for the selected individual.
The Consultant will be selected in in accordance with the "World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" (July 2016) revised in November 2017, August 2018, November 2020 & September 2023. A time-based contract will be signed for the agreed duration of the services.

Candidates who meet the required qualifications will be assessed based on the following evaluation criteria. The first ranked candidate will be invited for contract negotiations.

Criterion	**Points**
General Qualifications	30
Adequacy for the Assignment	60
English Language Proficiency	10
Total	**100**

Further information, including the full Terms of Reference, can be obtained at the address below during office hours from **Monday to Friday, 0800 hours to 1630 hours (local time).**
Expressions of interest must be delivered in written form to the address below, whether in person, by mail, or by email, no later than **9th November 2026 at 1600 hours (local time).**

2

REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTANCY SERVICES – INDIVIDUAL CONSULTANT)
Country: Botswana
Name of Project: Promoting Participation and Enhancing Learning (PROPEL)
Project ID: P516058
Loan No: /Credit No./Grant No: TF-D1581
Assignment Title: Recruitment of Individual Consultant – Project Operations Manual (POM) for World Bank Project Delivery Unit (PDU)

Reference No: BW-MOCWBE-570977-CS-INDV
The Government of Botswana (GoB) is undertaking the Promoting Participation and Enhancing Learning (PROPEL) (P513800) project supported by the World Bank (WB).

The Project Development Objective (PDO) is to increase participation in preprimary and senior secondary education and improve learning conditions in supported schools, particularly at the junior secondary level. The Project consists of the following four components:
•Component 1: Increasing participation in education
•Component 2: Enhancing the learning environment
•Component 3: Strengthening system capacity for quality education service delivery
•Component 4: Project management and implementation support

The Ministry of Child Welfare and Basic Education (MCWBE) is the implementing entity for the Project. A Project Delivery Unit (PDU) (or Program Coordinating Unit) is being established within MCWBE to support the effective implementation of project activities, including procurement and contract administration; monitoring, evaluation and reporting of progress under the project; fiduciary management; and environmental and social safeguards management. Specifically, the PDU will be responsible for preparing the Project Operations Manual (POM) to guide the implementation of the project. The MCWBE seeks to engage an **Individual Consultant** to support the preparation of the POM.

The objective of this assignment is to support the PDU in the development and finalization of the POM to clearly describe how the project will be implemented to achieve the expected development objectives and outcomes.

The POM is expected to be the key document which describes the structure of the project and the many stakeholders that are going to be involved in its implementation, including defining the roles and responsibilities of the various stakeholders under each component and sub-component and clarifying the implementation arrangements for all the components and sub-components.

The POM should include (i) detailed description of Project activities; (ii) the specific roles and responsibilities of the Project Steering Committee (PSC), PDU, and other entities participating in the implementation of the project and the arrangements for ensuring coordination among them; (iii) arrangements on fiduciary matters, including financial management, audit, and procurement; (iv) institutional administration coordination and day to day execution of project activities; (v) selection criteria and modalities for technical assistance in project supported activities; (vi) monitoring and evaluation; (vii) reporting arrangements; (viii) social and environmental safeguards requirements and procedures; and (ix) other technical and organizational arrangements and procedures as shall be required for the Project.

The POM will be organized or structured as follows:

•Section 1 will describe the Project Context. This will include a brief background to the development of the project; state the Project Development Objective (PDO) and the indicators that will be used

to measure progress towards the achievement of the objective; clarify the project target beneficiaries; and define the scope of the project.
•Section 2 will discuss implementation arrangements by components, sub-components and activities of the project. It will include detailed implementation plan (IP) for each activity under the sub-components with clear selection criteria for specific activities. This will also include a detailed section on implementation modalities for activities related to civil-works and community driven development.
•Section 3 will describe the institutional administrative and implementation arrangements of the project by entity-roles, attributions and responsibilities.
•Section 4 will discuss the Monitoring and Evaluation Framework and the data collection arrangements to effectively measure project results and communicate them to the project stakeholders.
•Section 5 will clarify the roles and responsibilities related to the financial management arrangements of the project, including the fiduciary responsibilities, reporting requirements, disbursement arrangements and financial controls and auditing of the project.
•Section 6 will expand on the procurement management and guiding principles. This will also include updating the procurement plan and preparation of Annual Work Plans and Budget (AWPB).
•Section 7 will discuss social and environmental safeguards requirements and procedures.
•Section 8 will discuss Grievance Redress Mechanisms, (GRM), Citizen's Engagement, Gender and Climate actions.
•Section 9 will discuss the communication plan for the project.
•Section 10 will discuss training and capacity building plan under the project.
•Section 11 will discuss other provisions.

The Consultant shall deliver the following products:

•Outline of the Project Operations Manual.
•Draft version of the POM
•Final version of the POM

The assignment is planned for up to 3 months between November 2026 and January 2027 and the expected level of efforts is 35 working days. The initial two (2) weeks will be earmarked for the outline of the POM, six (6) weeks for the draft version of the POM and the last four (4) weeks for the final version of the POM.

The consultant will report to the Project Coordinator at the Ministry of Child Welfare and Basic Education, Gaborone. The Consultant will work in close coordination with PDU and MCWBE staff and liaise with the World Bank task team, as required.

The Ministry of Child Welfare and Basic Education now invites eligible individual consultants to indicate their interest in providing the services. Interested consultants must provide information demonstrating that they have the required qualifications and relevant experience to perform the services.
The Consultant shall have:
•At least a master's degree in economics, social sciences, law, business administration, management or a related field. Background in engineering/architecture will be an added advantage.
•At least 8 years of experience in Project Management and monitoring.
•At least 3 years of direct relevant experience in preparing similar POMs, particularly in projects implemented in sub-Saharan Africa.
•Knowledge and experience of World Bank procedures and familiarity with World Bank financed projects.
•Knowledge of Botswana's education system.
•Ability to deliver under tight deadlines and produce high quality outputs.
•Strong analytical, drafting, and organizational skills.
•Excellent written and oral communication skills in English.
•Proficiency in standard office software applications.

The Consultant will be selected in in accordance with the "World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" (July 2016) revised in November 2017, August 2018, November 2020 & September 2025. A lump sum contract will be signed for the agreed duration of the services.

Candidates who meet the required qualifications will be assessed based on the following evaluation criteria. The first ranked candidate will be invited for contract negotiations.

Criterion	**Points**
General Qualifications	30
Adequacy for the Assignment	60
English Language Proficiency	10
Total	**100**

Further information, including the full Terms of Reference, can be obtained at the address below during office hours from **Monday to Friday, 0800 hours to 1630 hours (local time).**

Expressions of interest must be delivered in written form to the address below, whether in person, by mail, or by email, no later than **05th November 2026 at 1600 hours (local time).**

3

REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTANCY SERVICES – INDIVIDUAL PROCUREMENT CONSULTANT)
Country: Botswana
Name of Project: Promoting Participation and Enhancing Learning (PROPEL)
Project ID: P516058
Loan No: /Credit No./Grant No: TF-D1581
Assignment Title: Recruitment of Individual Procurement Consultant for World Bank Project Delivery Unit (PDU)

Reference No: BW-MOCWBE-570977-CS-INDV
The Government of Botswana is undertaking the Promoting Participation and Enhancing Learning (PROPEL) (P513800) project supported by the World Bank.
The Project Development Objective (PDO) is to increase participation in preprimary and senior secondary education and improve learning conditions in supported schools, particularly at the junior secondary level. The Project consists of the following four components:
•Component 1: Increasing participation in education
•Component 2: Enhancing the learning environment
•Component3: Strengthening system capacity for quality education service delivery
•Component 4: Project management and implementation support

The Ministry of Child Welfare and Basic Education (MCWBE) is the implementing entity for the Project. A Project Delivery Unit (PDU) (or Program Coordinating Unit) is being established within MCWBE to support the effective implementation of project activities, including procurement and contract administration; monitoring, evaluation and reporting of progress under the project; fiduciary management; and environmental and social safeguards management. Specifically, the PDU will be responsible for ensuring that procurement activities are conducted in an efficient, transparent, and compliant manner. To strengthen implementation capacity and support timely delivery, the Client seeks to engage an **Individual Procurement** Consultant as a core member of the PDU.

The objective of this assignment is to provide hands on procurement support to the PDU to ensure that the procurement of goods, works, non-consulting services and consulting services is carried out in full compliance with the World Bank Procurement Regulations for IPF Borrowers (as applicable), the approved procurement arrangements, and good international procurement practice.

The Procurement Consultant shall support the PDU throughout the entire procurement cycle, including planning, preparation, processing, contract award, and contract administration. The Consultant's responsibilities include, but are not limited to, the following:
i)Procurement Planning and STEP Management
•Prepare, update, and monitor the Procurement Plan in line with implementation schedules
•Register, update, and maintain all procurement activities in STEP
•Advise the PDU on appropriate procurement methods, market approaches, and packaging strategies
•Monitor procurement timelines and flag implementation risks

ii) Preparation of Procurement Documents
•Support technical teams in the preparation of technical specifications, terms of reference (TORs), and cost estimates
•Prepare and/or review Requests for Expressions of Interest (REoIs), Requests for Proposals (RFPs), and bidding documents
•Prepare procurement notices and manage publication and disclosure requirements
•Ensure procurement documents are consistent with the approved Procurement Plan and World Bank requirements

iii) Management of Procurement Processes
•Organize and support bid/proposal openings, as applicable
•Manage clarifications, addenda, amendments, and responses to queries
•Support evaluation committees during technical and financial evaluations
•Ensure evaluations are conducted strictly in accordance with the criteria set out in procurement documents

iv) Evaluation, Negotiation, and Contract Award
•Prepare technical, financial, and combined evaluation reports using World Bank standard formats
•Submit evaluation reports and draft contracts for World Bank review and no objection, as applicable
•Participate in negotiations and provide guidance on negotiable aspects
•Prepare contract award notices and ensure timely publication and disclosure

v) Contract Management and Administration
•Support contract signature and effectiveness
•Assist with contract administration, including amendments, variations, and extensions
•Track contract implementation milestones and support contract closure procedures
•Ensure procurement and contract records are complete and auditable

vi) Reporting, Records, and Complaints Handling
•Establish and maintain a procurement tracking and filing system
•Maintain complete and well organized procurement files (electronic and/or physical)
•Prepare responses to procurement related complaints and requests for clarification
•Contribute to periodic procurement and implementation reports
•Support audits, reviews, and World Bank supervision missions

vii) Perform any other procurement related tasks assigned by the supervisor within the scope of the assignment

The Consultant will work as an integral member of the PDU and report to the Project Coordinator. The Consultant will work in close coordination with PDU and MCWBE staff and liaise with the World Bank task team, as required.

The duration of the assignment is an initial period of 2 years from contract signature with a probationary period of three (3) months. A formal performance evaluation shall be conducted at the end of the first twelve (12) months by the MCWBE evaluation committee. Continuation of the contract for the second year shall be subject to a satisfactory performance assessment and availability of project funding. The performance assessment will consider, among other factors, the quality and timeliness of deliverables, compliance with the Terms of Reference, and overall effectiveness in supporting project implementation. After the initial period of 2 years, the contract will be renewable for the duration of the project based on satisfactory performance and project needs.

The Ministry of Child Welfare and Basic Education now invites eligible individual consultants to indicate their interest in providing the services. Interested consultants must provide information demonstrating that they have the required qualifications and relevant experience to perform the services.

The Consultant shall have:
•A university degree in **economics, engineering, law, business administration, or a related field**
•At least **[10] years** of overall professional experience
•At least **[5] years** of relevant experience in procurement under public procurement and/or **donor financed projects procurement.**
•Demonstrated experience with **World Bank procurement rules and procedures,** would be an advantage.
•Proven experience in procurement planning, evaluation, and contract management
•Strong analytical, drafting, and organizational skills
•Excellent written and oral communication skills in **English**
•Proficiency in standard office software applications

The position offers competitive remuneration for the selected individual.
The attention of interested consultants is drawn to Section 111, paragraphs 3.14,3.16 and 3.17 of the World Bank's Procurement Regulations for IPF Borrowers (February 2025 version), setting forth the World Bank's policy on conflict of interest.

The Consultant will be selected in accordance with the **World Bank Procurement Regulations for IPF Borrowers,** using the **Selection of Individual Consultants (IC)** method.

Candidates who meet the required qualifications will be assessed based on the following evaluation criteria. The first ranked candidate will be invited for contract negotiations.

Criterion	**Points**
General Qualifications	30
Adequacy for the Assignment	60
English Language Proficiency	10
Total	**100**

Further information, including the full Terms of Reference, can be obtained at the address below during office hours from **Monday to Friday, 0800 hours to 1630 hours (local time).**

Expressions of interest must be delivered in written form to the address below, whether in person, by mail, or by email, no later than **9th November 2026 at 1600 hours (local time).**

4

REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTANCY SERVICES – INDIVIDUAL CONSULTANT)
Country: Botswana
Name of Project: Promoting Participation and Enhancing Learning (PROPEL)
Project ID: P516058
Loan No: /Credit No./Grant No: TF-D1581
Assignment Title: Recruitment of Individual Social Development Consultant for World Bank Project Delivery Unit (PDU)

Reference No: BW-MOCWBE-570977-CS-INDV
The Government of Botswana is undertaking the Promoting Participation and Enhancing Learning (PROPEL) (P513800) project supported by the World Bank.

The Project Development Objective (PDO) is to increase participation in preprimary and senior secondary education and improve learning conditions in supported schools, particularly at the junior secondary level. The Project consists of the following four components:
•Component 1: Increasing participation in education
•Component 2: Enhancing the learning environment
•Component 3: Strengthening system capacity for quality education service delivery
•Component 4: Project management and implementation support

The Ministry of Child Welfare and Basic Education (MCWBE) is the implementing entity for the Project. A Project Delivery Unit (PDU) (or Program Coordinating Unit) is being established within MCWBE to support the effective implementation of project activities, including procurement and contract administration; monitoring, evaluation and reporting of progress under the project; fiduciary management; and environmental and social safeguards management. Specifically, the PDU will be responsible for ensuring that implementation of social risk management activities is conducted in an efficient, transparent, and compliant manner. To strengthen implementation capacity and support timely delivery, the MCWBE seeks to engage an **Individual Social Development Consultant** as a core member of the PDU.

The objective of this assignment is to ensure that project activities comply with relevant national regulatory requirements as well as the World Bank's Environmental and Social Framework (ESF) and applicable Environmental and Social Standards (ESSs). This includes identifying and mitigating potential social risks, instrument preparation, monitoring, and reporting, overseeing stakeholder engagement and grievance redress processes, and building the capacity of MCWBE to manage social issues effectively throughout project implementation.

The Social Development Consultant will perform duties that include, but are not limited to, the following:
•Social Risk Management: (i) Support PDU in establishing social risk management systems, screening tools, and procedures in line with Project Environmental and Social Commitment Plan (ESCP) requirements, including contributions to the Project Operations Manual (POM); (ii) lead or support the preparation of E&S instruments required under the ESCP and oversee fulfillment of ESF commitments, review site-specific Environmental and Social Management Plan (ESMP), conduct field visits, and maintain supervision records; and (iii) ensure E&S requirements (ESMP, LMP, Code of Conduct) are reflected

in bidding documents and contracts prior to issuance; review contractor-submitted E&S plans and verify implementation on site.
•Gender Based Violence (GBV) and SEA/SH (Sexual Exploitation and Abuse and Sexual Harassment): Work closely with the GBV Specialist on the development and implementation of the SEA/SH Action Plan, and its integration into project activities.
•Stakeholder Engagement: Implement the Stakeholder Engagement Plan (SEP), lead consultations with stakeholders including communities, schools, and government partners, and ensure inclusion of vulnerable groups.
•Grievance Redress Mechanism: Facilitate establishment and operation of an accessible GRM, with appropriate channels to receive SEA/SH complaints, monitor resolution of complaints, and ensure confidential handling of SEA/SH cases, including adequate dissemination of information regarding GRM reporting channels to stakeholders and affected communities.
•Labor and Working Conditions: Monitor contractor compliance with Labor Management Procedures (LMP) under ESS2.
•Monitoring, Reporting, and Capacity Building: Prepare quarterly monitoring reports, contribute to mid-term and final evaluations, and strengthen capacity for MCWBE staff, school administrators, and project partners on E&S requirements. Develop guidance notes, checklists, and practical tools to support social risk management of the project.
•Perform any other related tasks assigned by the supervisor within the scope of the assignment.

The Social Development Consultant will work as an integral member of the PDU and report to the Project Coordinator. The Social Development Consultant will work in close day-to-day coordination with the Environmental Consultant, GBV Consultant and other PDU staff and will maintain regular communication with the MCWBE and the World Bank Social Specialist assigned to the project.

The duration of the assignment is an initial period of 2 years from contract signature with a probationary period of three (3) months. A formal performance evaluation shall be conducted at the end of the first twelve (12) months by the MCWBE evaluation committee. Continuation of the contract for the second year shall be subject to a satisfactory performance assessment and availability of project funding. The performance assessment will consider, among other factors, the quality and timeliness of deliverables, compliance with the Terms of Reference, and overall effectiveness in supporting project implementation. After the initial period of 2 years, the contract will be renewable for the duration of the project based on satisfactory performance and project needs. The Ministry of Child Welfare and Basic Education now invites eligible individual consultants to indicate their interest in providing the services. Interested consultants must provide information demonstrating that they have the required qualifications and relevant experience to perform the services.

The Social Development Consultant shall have the following minimum qualifications:
•Master's degree in social sciences, sociology, anthropology, social work, gender studies, development studies, human geography or another relevant discipline.
•Advanced training or specialization in areas such as social risk management, stakeholder engagement; training in gender and social inclusion will be an added advantage.
•At least 5 years of relevant professional experience in social development, social safeguards, or related fields in the context of development projects.
•Proven experience with infrastructure projects, with education sector experience being highly desirable.
•Demonstrated experience with social sustainability issues in education sector or infrastructure projects, including gender mainstreaming, GBV prevention and response, inclusion of vulnerable groups, stakeholder engagement, and community grievance redress mechanisms.
•Experience implementing and monitoring social risk management instruments (Environmental and Social Management Plan (ESMP), Stakeholder Engagement Plan (SEP), Resettlement Action Plan (RAP), Grievance Redress Mechanism (GRM)) in projects financed by the World Bank or other international financial institutions.
•Solid understanding of the Environmental and Social Framework (ESF) and Environmental and Social Standards (ESSs).
•Experience working in Botswana or the Southern Africa sub-region is strongly desirable.
•Familiarity with Botswana's national legislation on social protection, gender, labor, and child welfare is an advantage.
•Ability and willingness to undertake regular field travel.
•Strong analytical, communication, and report-writing skills in English and Setswana.
•Excellent interpersonal and facilitation skills, with demonstrated ability to engage diverse stakeholders including government officials, school communities, civil society, and vulnerable groups.
•Computer literacy, including proficiency in standard office software and data management tools.

The position offers competitive remuneration for the selected individual.
The attention of interested consultants is drawn to Section 111, paragraphs 3.14,3.16 and 3.17 of the World Bank's Procurement Regulations for IPF Borrowers (February 2025 version), setting forth the World Bank's policy on conflict of interest.

The selection will be made in accordance with the "World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" (July 2016) revised in November 2017, August 2018, November 2020 & September 2025.

Candidates who meet the required qualifications will be assessed based on the following evaluation criteria. The first ranked candidate will be invited for contract negotiations.

Criterion	**Points**
General Qualifications	30
Adequacy for the Assignment	60
English Language Proficiency	10
Total	**100**

Further information, including the full Terms of Reference, can be obtained at the address below during office hours from **Monday to Friday, 0800 hours to 1630 hours (local time).**

Expressions of interest must be delivered in written form to the address below, whether in person, by mail, or by email, no later than **9th November 2026 at 1600 hours (local time)**

5

REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTANCY SERVICES – INDIVIDUAL CONSULTANT)
Country: Botswana
Name of Project: Promoting Participation and Enhancing Learning (PROPEL)
Project ID: P513800
Loan No: /Credit No./Grant No: P516058
Assignment Title: Recruitment of Individual Environmental Consultant for World Bank Project Delivery Unit (PDU)
Reference No: BW-MOCWBE-570977-CS-INDV
The Government of Botswana is undertaking the Promoting Participation and Enhancing Learning (PROPEL) (P513800) project supported by the World Bank.

The Project Development Objective (PDO) is to increase participation in preprimary and senior secondary education and improve learning conditions in supported schools, particularly at the junior secondary level. The Project consists of the following four components:
•Component 1: Increasing participation in education
•Component 2: Enhancing the learning environment
•Component 3: Strengthening system capacity for quality education service delivery
•Component 4: Project management and implementation support

The Ministry of Child Welfare and Basic Education (MCWBE) is the implementing entity for the Project. A Project Delivery Unit (PDU) (or Program Coordinating Unit) is being established within MCWBE to support the effective implementation of project activities, including procurement and contract administration; monitoring, evaluation and reporting of progress under the project; fiduciary management; and environmental and social risk management. Specifically, the PDU will be responsible for ensuring that implementation of Environmental risk management activities are conducted in an efficient, transparent, and compliant manner. To strengthen implementation capacity and support timely delivery, the MCWBE seeks to engage an **Individual Environmental Consultant** as a core member of the PDU.

The objective of the assignment is to provide dedicated environmental risk management support to the PDU, to ensure that all project activities are prepared and implemented in compliance with the World Bank's Environmental and Social Standards (ESSs), WBG Environmental Health and Safety (EHS) Guidelines, and Botswana's national environmental regulatory framework. The consultant will be the primary technical resource for environmental risk identification, instrument preparation, monitoring, and reporting across various project activities, overseeing stakeholder engagement and grievance redress processes, and building the capacity of MCWBE to manage environmental issues effectively throughout project implementation.

The Environmental Consultant will perform duties that include, but are not limited to, the following:
•Support the PDU in establishing environmental risk management systems, screening tools, and procedures in line with Project Environmental and Social Commitment Plan (ESCP) requirements, including contributions to the Project Operations Manual (POM).
•Lead or support the preparation of E&S instruments required under the ESCP — including the project-level Environmental and Social Management Plan (ESMP), site-specific Contractor ESMPs (C-ESMPs) — ensuring coverage of key risks such as construction Occupational Health and Safety (OHS), community health and safety (CHS), waste management, Asbestos Management, including life and fire safety (LFS) plans for school facilities, and other project-specific risks, in compliance with applicable World Bank ESSs, WBG EHS Guidelines, and Botswana's national environmental regulations.
•Ensure E&S requirements (ESMP, LMP, Code of Conduct) are reflected in bidding documents and contracts prior to issuance; review and approve Contractor ESMPs prior to site mobilization at each location and monitor implementation on site.
•Conduct regular field visits to monitor ESMP compliance, OHS and CHS performance, and contractor adherence to agreed E&S measures across project sites.
•Notify his/her supervisor and the World Bank of any serious environmental, OHS, or CHS incident; participate in investigations and prepare corrective action plans per ESCP timelines.
•Prepare and submit quarterly E&S monitoring reports and provide environmental inputs to World Bank supervision missions and implementation status reports.
•Support implementation of the Stakeholder Engagement Plan (SEP) on environmental matters, facilitate community consultations at project sites, and ensure timely in-country disclosure of all cleared E&S instruments.
•Develop and deliver training for PDU staff, supervision engineers, contractors, and government counterparts on ESF requirements, ESMP implementation, OHS, and other relevant topics.
•Work closely with the Social Consultant / GBV Consultant and liaise regularly with the World Bank Environmental and Social Specialists, national regulatory agencies, and other relevant stakeholders.
Undertake any other tasks related to the environmental management of the project, including the preparation for complaints recorded in the project's Grievance Redress System (GRS) as well as others that the project and the Bank could receive.

The Consultant will work as an integral member of the PDU and report to the Project Coordinator. The Consultant will work in close day-to-day coordination with the Social Specialist, GBV Specialist and other PDU staff and will maintain regular communication with MCWBE, and the World Bank Environmental and Social Specialists assigned to the project.

The duration of the assignment is an initial period of 2 years from contract signature with a probationary period of three (3) months. A formal performance evaluation shall be conducted at the end of the first twelve (12) months by the MCWBE evaluation committee. Continuation of the contract for the second year shall be subject to a satisfactory performance assessment and availability of project funding. The performance assessment will consider, among other factors, the quality and timeliness of deliverables, compliance with the Terms of Reference, and overall effectiveness in supporting project implementation. After the initial period of 2 years, the contract will be renewable for the duration of the project based on satisfactory performance and project needs.

The Ministry of Child Welfare and Basic Education now invites eligible individual consultants to indicate their interest in providing the services. Interested consultants must provide information demonstrating that they have the required qualifications and relevant experience to perform the services.

The required qualifications and experience for shortlisting are as follows:
•A minimum of a Bachelor's degree (BSc) in Environmental Science, Environmental Engineering, Natural Resource Management, or related field. A Master's degree (MSc) in a relevant discipline is an advantage.
•A minimum of **5 years** professional experience of which at least 2 years involve construction – stage environmental monitoring, including environmental assessment, preparation of environmental risk management instruments, and monitoring.
•Proven experience with infrastructure projects (education sector experience is highly desirable).
•Experience preparing and implementing Environmental and Social Management Plans (ESMPs) or equivalent environmental instruments.
•Prior experience working under the World Bank's Environmental and Social Framework (ESF) or predecessor Operational Policies (Safeguards) and/or under other donor funded projects is a strong advantage.
•Demonstrated experience in OHS management in civil works; a relevant OHS certification (e.g., NEBOSH, IOSH, or equivalent) is an advantage.
•Proven experience with Botswana's national environmental policies, laws, and institutional frameworks.
•Ability and willingness to undertake regular field travel.
•Strong technical writing skills, with proven ability to prepare clear, well-structured E&S reports and instruments in English.
•Strong organizational and coordination skills, with ability to manage multiple sites and stakeholders simultaneously.
•Computer literacy, including proficiency in standard office software and data management tools.

The position offers competitive remuneration for the selected individual.

The selection will be made in accordance with the "World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" (July 2016) revised in November 2017, August 2018, November 2020 & September 2025.
Candidates who meet the required qualifications will be assessed based on the following evaluation criteria. The first ranked candidate will be invited for contract negotiations.

Criterion	**Points**
General Qualifications	30
Adequacy for the Assignment	60
English Language Proficiency	10
Total	**100**

Further information, including the full Terms of Reference, can be obtained at the address below during office hours from **Monday to Friday, 0800 hours to 1630 hours (local time).**

Expressions of interest must be delivered in written form to the address below, whether in person, by mail, or by email, no later than **9th November 2026 at 1600 hours (local time).**

Ministry of Child Welfare and Basic Education
Attention: (PERMANENT SECRETARY, MINISTRY OF CHILD WELFARE AND BASIC EDUCATION)
Government Enclave, P/bag 005 Gaborone, Botswana
Telephone: +267 371 5252/ +267, 71 370 727
Email: thpontsho@gov.bw

Arts & Culture



Oageng Ras Logic Lemogang performing Mmaabo O Thaile Bomo *during the Ras Logic One Man Show media briefing in Gaborone on Thursday. The second edition of his one man show is scheduled for November 7.* **Photo: Felicity Male**

Mmaabo o Thaile Bomo second edition on

Loago Thomas
GABORONE

Oageng Lemogang, widely known as Ras Logic, is set to return with the second edition of his one man show, Mmaabo o Thaile Bomo, on November 7. Together with Molapo Creative Hub, he held a press conference at Molapo Piazza to give the media and supporters a taste of what to expect.

He left the room in awe as he showed the media how he builds a song, layering chord tones and different instruments one at a time.

The melodies and the blending of instruments mesmerised everyone with their authenticity and uniqueness.

Ras Logic explained that music comes to him naturally.

He can wake up in the middle of the night, record a song and go back to sleep.

His sound draws on a mix of acoustic guitar, whistle, drums and percussion, among other instruments.

For the show itself, he wants every audience member to feel at home and to feel that they belong.

He also promised to deliver a show of a lifetime.

Laurel Motswapong, venue operations manager at Molapo Creative Hub, expressed gratitude for the opportunity to sponsor the event.

He explained that the hub would fully sponsor the show, covering lighting, security, sound systems and housekeeping among other needs.

"We want to go all out to make sure the event becomes a success," said Motswapong.

He urged the public to come out and support Ras Logic so that the show becomes a success.

Ras Logic is an extraordinarily talented artist, well loved and respected for his music. He describes himself as a one man show, performing without a band. ***BOPA***

Batswana authors earn continental recognition with nominations

Keetile Bontsibokae
MOLEPOLOLE

Five Batswana authors have earned nominations for the 2026 African Authors Recognition Awards (AARA), marking a significant milestone for Botswana's literary sector.

The nominees are Benjamin Ntsayakgosi, popularly known as BENZEPOET; Keaobaka Kgosi, Gothata Gopolang, Botshelo Sethomolane and Poloko Otlogetswe.

For the nominees, the recognition reflects different personal journeys, creative inspirations and a shared commitment to using literature to tell stories that resonate beyond national borders.

In the Poetry category, Ntsayakgosi received a nomination for his collection, *Trace the Tracks of My Tears*, a deeply personal work exploring grief, loss, love and resilience.

He said the collection was inspired partly by the loss of his father in June 2021, which prompted him to explore the emotional journey of bereavement through poetry.

"The idea was not just to write poetry but to map out the internal landscape of human grief, showing how love, loss and resilience intertwine during difficult moments," he said and explained that the collection had previously won Best English Poetry at the 2025 Botswana Literature Awards, making the AARA nomination another meaningful achievement.

As for Kgosi, nominated in the Best Debut Author category for Subtle Letters: *Your Venting Journal*, he said the book grew out of her personal journaling experience.

She explained that writing had provided her with a safe space to express emotions she often struggled to communicate.

"A particular journal entry in which I expressed how tired I was of hurt and pain became a turning point. It made me realise how much I had been carrying and how journaling had helped me process those emotions," she said.

Kgosi said the nomination was humbling and demonstrated how private experiences could connect with and inspire others.

Meanwhile, Gopolang earned a nomination in the Motivational Inspirational Speaker category for *Roses Will Bloom Again.*

Gopolang said the book was conceived during the COVID-19 pandemic, when widespread loss of life and grief created a need for messages of hope, faith and encouragement.

The book also drew on testimonies of answered prayers in her life and the lives of people around her.

In the Fiction category, Sethomolane was nominated for, *From Tswapong Hills to the White Shores of Sicily*, a historical-inspired fictional account influenced by his late grandfather's experiences during the Second World War.

He said his grandfather served in the African Auxiliary Pioneer Corps, which fought on behalf of Britain, and family accounts of his wartime experiences sparked his interest in documenting the largely overlooked history of African soldiers.



Sethomolane said the nomination had strengthened his confidence as a fiction writer. Completing the Botswana nominees is Otlogetswe whose book, *The Silence is Heavier* earned a nomination in the Non-Fiction category.

Otlogetswe said the book was inspired by an interest in sexual assault awareness, particularly the experiences of victims who often remain silent about their trauma.

She described the nomination as deeply rewarding. ***BOPA***



President Boko acknowledging the performers at the conclusion of the show.



BDF music legends, Lister Boleseng (left) and Major Amantle Nage, entertaining the audience.

BDF Bands thrill audience at 32nd annual concert



Charma Gal entertaining the audience with her hit song, Maselesele.

Photos: Felicity Male

President Advocate Duma Boko, Vice President Ndaba Gaolathe and Minister for State President, Defence and Security, Moeti Mohwasa, were among dignitaries who attended the 32nd Annual Presentation of the Botswana Defence Force (BDF) Bands in Concert Style at the Sir Seretse Khama Barracks (SSKB) auditorium in Mogoditshane, which continued into the early hours of Saturday morning. The bands entertained the audience with a variety of musical genres, including string orchestra, acappella, disco, hip-hop as well as rock and roll. One of the highlights of the evening was the performance by the South African National Defence Force, which presented eight musical pieces, including jazz songs by the late Tshepo Tshola and the Sankomota group. In support of the charitable initiative, President Boko and Gaolathe each pledged P10,000, while Mohwasa pledged P5,000.



BDF Commander, General Mpho Mophuting (left), presenting a segaba instrument as a gift to SANDF Chief Director of Human Resource Management, Major General Donald Mumanyi.



South African National Defence Force performers entertaining the audience.



A BDF member from Mapharangwane Camp performing ATI's song, Khiring Khorong.



A pantsula dance group from SSKB performing at the concert.

Maotoanong laid to rest

Tumisang Moilwa
GABORONE

Former Botswana athletics team sprinter and Olympian, Leaname Maotoanong was laid to rest in Tlokweng, Saturday.



Pall bearers carrying the coffin of the late former Botswana athletics team sprinter and Olympian, Leaname Maotoanong to his last resting place in Tlokweng on Saturday. He was described as a committed and resilient athlete who represented Botswana with humility on the international stage. Photo: Baleseng Batlotleng

He succumbed to short illness on October 26.

Maotoanong's good heart and his outstanding achievements on the race tracks were the order of the day during a short funeral service in Kumakwane, before he was finally laid to rest in Tlokweng.

Everyone who took to the dais spoke warmly of Lux as Maotoanong was fondly called, and his selfless contribution to Botswana's sporting success.

Childhood friend and neighbour, Koketso Modisaotsile, said Maotoanong's departure had left a gaping hole and painful memories to everyone who was close to him.

She said Maotoanong was more of a brother to her as they grew up together in Kumakwane, and his unmatched personality would be greatly missed.

Former teammate and high school colleague, Keene Motukisi, said Maotoanong taught them to smile, laugh, live and love without judgment.

"Young or old, you treated all the same and left a little light in every heart that knew your name. Together we ran, together we raced, shared victories, laughter and memories time cannot erase," he said.

Motukisi said though Maotoanong's race had ended, his spirit lived on in every heart he touched and in every race they ran.

"Today, we pass this baton with heavy hearts and tears, thanking you for the laughter, the love, the shared years. Rest now, our brother, your race of life is done, we will carry your legacy in every race we run," he added.

His uncle, Suzie Mooketsi, said from a young age, Maotoanong had shown a remarkable talent for athletics, which led him to join the national team.

"His dedication and hard work earned him an opportunity to represent the country on numerous international stages. His commitment to excellence and his passion for athletics inspired many young athletes locally," he said.

Throughout his athletics career, Maotoanong achieved remarkable success securing silver and gold in the relay events, including the prestigious Commonwealth games, African championships and the IAAF world championships.

After retiring from competitive athletics in 2023, Maotoanong pursued further education and obtained certification from World Athletics.

He yearned to share his expertise with those he crossed paths with, especially the next generation of budding athletes. ***BOPA***

Kelebeng appreciates Royal Bafokeng support

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He further thanked Mosimanyane for his contribution toward sport development and commitment to nurture and develop talent in Ngamiland region.

For his part, Kgosi Molotlegi explained that their relationship with Dose organisation stemmed from a strategic partnership in sport development and that he was impressed by Mosimananye's dedication to sport.

"I invited him together with the Olympics champion, Letsile Tebogo, to learn how he manages to support grassroots development and produce elite champions. I realised that we can work together as we share the same ambition, hence my support to his organisation," said Kgosi Molotlegi.

He also stated that they had a legal binding agreement with Botswana Athletics Association and Botswana National Sports Commission, to ensure the equipment served its purpose of developing elite athletes.

On behalf of Dose organisation, Tebogo thanked the Royal Bafokeng nation, stating that the community in Maun treasured sports hence believed that the donation would match the organisation's ambition of producing talented athletes who would excel nationally and internationally.

"As athletes, we are proud that we have a modern equipped space to condition our body and rehabilitate from injuries," said Tebogo.

Maun North MP, Dumelang Saleshando, concurred that quality sports infrastructure was the backbone of modern athletics.

For athletes to excel, they need to train safely, for weeks and months and without the right equipment, they cannot go far, Saleshando said. ***BOPA***



Minister of Sport and Arts, Jacob Kelebeng (second right) and Kgosi Leruo Molotlegi of Bafokeng (right) during the handing over of specialised gym equipment to Dose Organisation for Sports Excellence at Maun Sports Complex on Friday. The equipment comprises indoor bikes, power racks, rowing machines, bumper plates, treadmills and hurdles among others. Photo: Esther Mmolai

SVM tackles drug abuse through sport

Bakang Raphala
LOBATSE

Sport Volunteers Movement (SVM) Lobatse Region will hold its annual community engagement activity against drugs and substance abuse in Lobatse on Saturday.

The event will be held under the theme: SVM Against Drugs and Substance Abuse, and will feature a 5km walk, aerobics and presentations.

SVM Lobatse Region chairperson, Selebatso Keabetswe, said SVM was part of the community and through day-to-day interactions, they got first-hand information on challenges faced by the community, hence they use such gatherings to share information.

He said the theme was ideal for Lobatse because the town was among the hardest hit by use of drugs, a situation that had destroyed many lives especially among the youth.

"Youth in Lobatse are involved in alcohol abuse and drugs including marijuana and methcathinone commonly known as katse, and a good number of youth have resorted to drugs due to unemployment" he said.

Keabetswe said addiction to such drugs had brought negative effects to their well-being, with some being mentally affected and engaging in social ills such as robbery, rape and street fights, while S'brana Psychiatric Hospital was overwhelmed with victims who needed rehabilitation.

He said the issue was critical because even school going children were involved.

Keabetswe appealed to the community and other stakeholders to support SVM, saying as a sport movement, they were able to reach a large number of people and touch many lives, but were limited by resource shortage hence appealed to partners who could sponsor their programmes. ***BOPA***

DailySport

Maotoanong laid to rest

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Botswana's Kutlwano Ogaketse (right) landing a straight punch on Amphiwe Mboyiya of South Africa during a bout for the International Boxing Organisation All Africa Junior Welterweight title in Gaborone on Friday. Ogaketse was crowned champion after unanimous decision over 10 rounds. Photos: Washa Bofelwang

Ogaketse IBO All Africa champion

Baleseng Batlotleng
GABORONE

Hard hitting local boxer, Kutlwano Ogaketse has been crowned the new International Boxing Organisation (IBO) all Africa junior welterweight champion.

Chino, as Ogaketse is fondly called, made history on home soil Friday night at the perfectly illuminated ring at the Protea Hotel rooftop terrace in Gaborone

Ogaketse was crowned champion after a 10-round unanimous decision against KuGompo city boxer, Aphiwe Mboyiya from South Africa.

The high-octane action was initially scheduled to be staged in April but owing to financial hiccups was postponed to May where match promoters hit another snag.

Despite these slight shake ups Ogaketse came through the ropes highly charged and confident of landing resounding victory at the last bell.

On paper, he approached the fight as an underdog having lost five times with just eight victories.

Four of his five losses were suffered against Mboyiya's homeboys namely Kaine Fourie, Jeff Magagane, Talent Baloyi and Anthony Moloisane.

Against Mboyiya on the night, Ogaketse faced an unknown enemy who nevertheless boasted an impressive record.

Swagger, as Mboyiya is fondly known, was also looking to revive his professional boxing career after a long absence inside the ring.

Ogaketse made his intentions clear from the first bell. His cleaner counters and defensive work against the taller Mboyiya earned him scores from all the judges.

The visiting boxer pressed forward without connecting cleaner shots as he had desired.

The last four rounds produced furious action with Mboyiya hurt in the process, but recovered well to continue fighting.

It was sweet victory for Ogaketse as the five judges unanimously waved to his favour.

Other interesting supporting bouts were also lined up for the night.

In the Professional Boxing Association of Botswana super lightweight title, Tshiamo Malabola beat Tebogo Senete to scoop the belt.

In the junior middleweight class, spectators were treated to a top tier contest as traditional rivals, Mmusi Tswiige and Kagiso Bagwasi faced off.

A tactical bout with both boxers displaying sharp counter punching skills.

The bout began cagily with neither fighter willing to commit holding their guard tight.

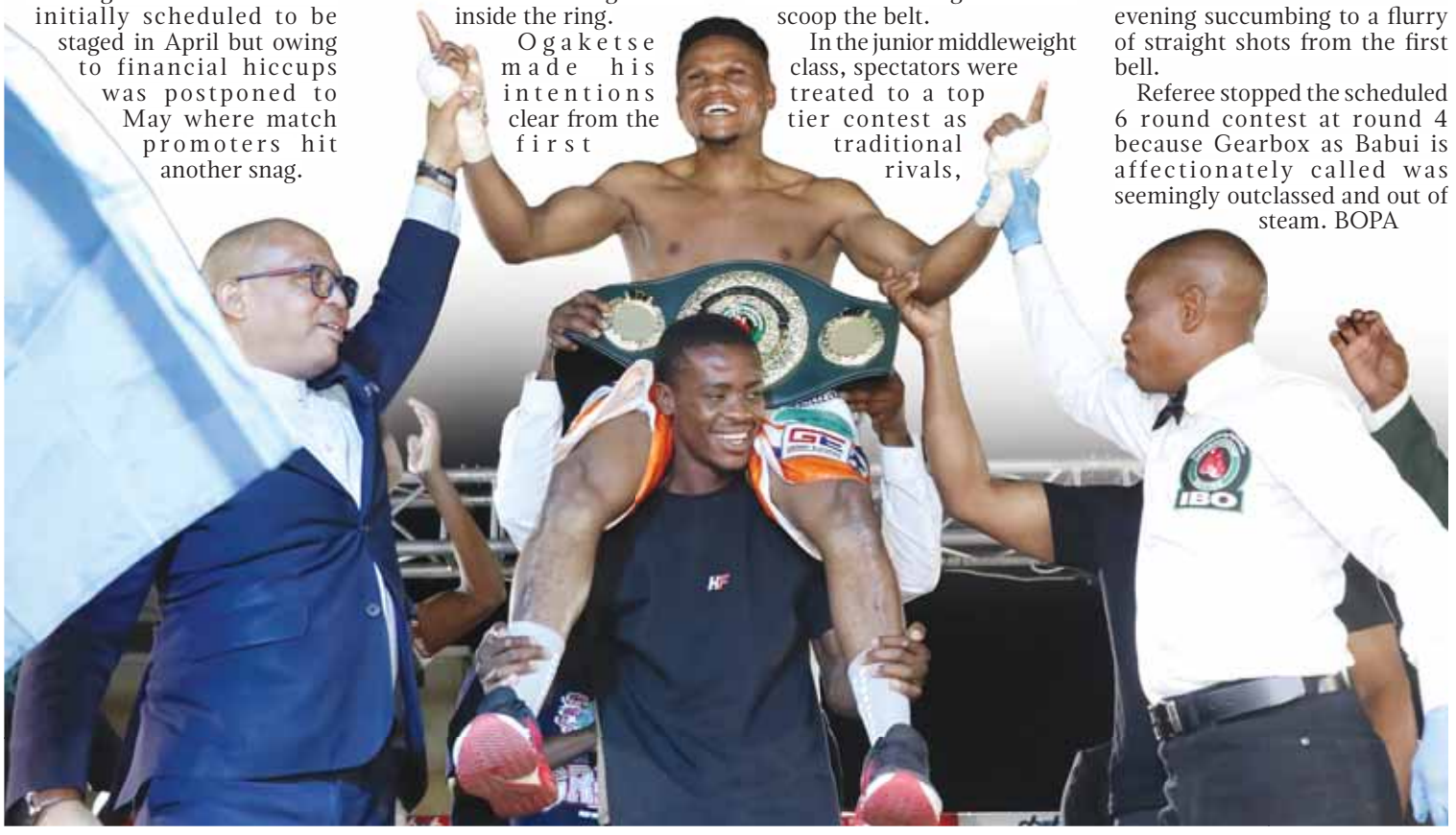
Tswiige, a slick southpaw, dictated the pace of the contest in the closing rounds but Bagwasi an equally fearsome southpaw stood tall in defence.

They both threw anything on offer much to the delight of a sizeable crowd in attendance until they shared the spoils at the sounding of the last bell.

Tshephang Babui squared up against Boifang Kenaope in the lightweight class.

The former had a much harder evening succumbing to a flurry of straight shots from the first bell.

Referee stopped the scheduled 6 round contest at round 4 because Gearbox as Babui is affectionately called was seemingly outclassed and out of steam. BOPA



Ogaketse (centre) celebrating after defeating Mboyiya to be crowned the International Boxing Organisation All Africa Junior Welterweight champion in Gaborone on Friday.

Kelebeng appreciates Royal Bafokeng support

Esther Mmolai
MAUN

The government has reaffirmed commitment to elite sport development, by providing modern infrastructure and equipment in Maun so that athletes train safely.

About 80 per cent of athletes in the national team come from Ngamiland, making it important to support talent development by availing necessary facilities and equipment with the goal to groom world-class competitors, Minister of Sports and Arts said.

Jacob Kelebeng remarked during the handing over of specialised gym and athletics equipment donated by Kgosi Leruo Molotlegi of Bafokeng, to the Dose Organisation for Sports Excellence, a Maun-based athletics development organisation that supports athletics clubs in the Ngamiland region.

Led by coach Kebonyemodisa 'Dose' Mosimanyane, the organisation helps nurture some of the country's leading and emerging talent.

The donated equipment that was handed over at Maun Sports Complex on Friday, comprised of indoor bikes, power racks, rowing machines, bumper plates, treadmills, hurdles, and a high jumping area among others.

Kelebeng said Ngamiland region, boasted a wealth of talent in sport performance and development.

He thanked Kgosi Molotlegi and the Bafokeng for the equipment that would help to groom aspiring and emerging athletes not only in Maun but the entire region.

"This is more than a donation, it is testament to our strong friendship, a shared vision and commitment, collaboration and a belief that sport has the potential to transform livelihoods," he said, adding that sport was a powerful tool for change, community building and economic improvement.

Kelebeng said the donation spoke volumes about the long existing relationship between Botswana and South Africa, particularly the Royal Bafokeng nation who had shown commitment to sport development.

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