


BOTSWANA Daily News

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South Africa implements temporary vehicle permit

Members of the public are informed that, effective June 1, travellers driving Botswana-registered vehicles into South Africa will be required to declare their vehicles at border posts. This follows South Africa Revenue Service (SARS) implementation of temporary importation declaration requirement for motor vehicles entering and leaving South Africa. SARS Commissioner, Dr Johnstone Makhubu said the measures aligned with international customs practice and formed part of SARS' ongoing programme to modernise border management, strengthen compliance and protect the integrity of the country's ports of entry. He said the permit would be valid for six months and may be used for multiple crossings during that period. He further added that failure to comply with new requirements may result in delays at ports of entry, administrative penalties and other enforcement actions. Photos: Felicity Male

Dikoloti Minister of Lands and Agriculture

Member of Parliament for Good Hope-Mmathethe, Dr Edwin Dikoloti, has been appointed Minister of Lands and Agriculture. A press release from the Office of the President further states that Member of Parliament for Charleshill, Mr Motsamai Motsamai, has been transferred from Ministry of Water and Human Settlement and appointed assistant minister at the Ministry of Lands and Agriculture. The changes effect immediately. **BOPA**

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Vivo Energy fuels FMD campaign

Gontle Merafhe
GABORONE

Vivo Energy has donated 10 000 litres of fuel to the Ministry of Lands and Agriculture to aid in the fight against Foot and Mouth Disease (FMD).

Receiving the donation in Gaborone on Tuesday, Minister of Lands and Agriculture, Dr Edwin Dikoloti said Botswana was not yet out of the woods though veterinarians worked hard to control the situation at Zone 3C and currently battling the tense situation in Zones 11 and 13.

Dr Dikoloti said the donation would alleviate the situation. He said a new containment zone was established to monitor the spread of the disease.

He also said in so doing, they were also blocking people who were moving cattle from one area to another with the view of avoiding specific affected areas.

He warned that moving cattle in this manner was putting the country in jeopardy. Dr Dikoloti said some farmers were obstacles in the fight against FMD, as they were reluctant to allow veterinary officers vaccinate their cattle, denying them access to their farms.

He said his South African counterpart, Mr John Steenhuisen had urged him to be agile in controlling the disease as it was quickly spreading in the country and across the borders.

“We have agreed with neighbouring states to coordinate vaccination because failure for one to vaccinate while the other did, would be in vain. We have done the same with Zimbabwe while President Boko and President Cyril Ramaphosa had the same agreement,” he elaborated.

Dr Dikoloti said misinformation had led some countries into the severe situation they were currently experiencing.

“We understand that response teams cannot reach affected areas, conduct assessments, support farmers and implement containment measures without reliable mobility and logistical support.”

He said it was time that those who misinformed were brought to book as well as those who were thwarting efforts to curb the spread of FMD.

“Foot and Mouth is a curse. Where it is found, it leaves poverty. No one wants that kind of poverty,” he said.

Handing over the donation, Vivo Energy General Manager, Mr Sesupo Wagamang said the outbreak of FMD posed a significant challenge to livestock farmers, rural communities, food security and employment as well as the export elements that were desperately needed.

He said protecting the sector was personal to Vivo Energy Botswana and to everyone.

He said giving government support to fight FMD spread, was guided by the understanding that swift coordinated response was critical.

“We understood that response teams cannot reach affected areas, conduct assessments, support farmers and implement containment measures without reliable mobility and logistical support,” he said.

He said fuel was a critical



Minister of Lands and Agriculture, Dr Edwin Dikoloti (centre) receiving a donation of 10 000 litres of fuel from Vivo Energy Botswana managing director, Mr Sesupo Kewagamang (second left) during a donation ceremony in Gaborone on Tuesday. With them are the ministry permanent secretary, Dr Mokganedi Mokopasetso (right), chairperson of the Steering Committee, and permanent secretary to the Vice President, Dr Gape Kaboyakgosi (second right) and deputy commander of Botswana Defence Force, Lt Gen. Joseph Seelo. Photo: Thompson Keobaletswe

resource though it seemed to be a simple contribution because it kept vehicles moving, response teams deployed, supplies delivered and essential interventions reaching communities where there was need.

Mr Wagamang said the donation also reflected their commitment as responsible partners to Botswana's development journey, embodying their business values rooted in partnership and resilience.

He said the company remained committed to supporting initiatives that advanced sustainable development, drove economic growth and improved the well-being of Botswana. **BOPA**

Council warns of service delivery pressure after budget cut

Lindi Morwaeng
MOLEPOLOLE

Kweneng District Council (KDC) has warned of mounting pressure on service delivery after a reduction in its development budget for the 2026/27 financial year.

Council Chairperson, Mr Ontefetse Rankhibidu recently told a full council meeting that KDC's development budget had dropped from P232.7 million in the 2025/26 financial year to P197 million this financial year, a reduction attributed to national fiscal pressures.

The budget cut he said meant new projects and initiatives would be limited, with available funds expected to focus mainly on completion of ongoing developments. “This

situation is more than likely to place considerable pressure on service delivery and the implementation of planned programmes and projects,” Mr Rankhibidu warned.

Among projects affected is the much-anticipated A12 asphalt overlay project in Molepolole, which council had hoped would receive P10 million in funding.

He said the setback was expected to frustrate motorists and residents who had long raised concerns over deteriorating road conditions in the district.

Mr Rankhibidu said council had been unable to issue work instructions to contractors engaged under framework agreements for routine road maintenance due to financial limitations, despite urgent

need for such services.

Amid financial strains, Mr Rankhibidu acknowledged that government had still prioritised several infrastructure developments during the DDP9 period, including refurbishment of Molepolole College of Education and the Molepolole-Gamononyane North South Carrier connection project.

Again he said the council banking on P16.6 million under the Road Fund Levy Programme to procure road maintenance equipment and support maintenance of plant machinery and streetlights.

Mr Rankhibidu said the district remained committed to prudent spending and ensuring that limited resources produce meaningful development outcomes. **BOPA**

Inefficiency stalls GaMalete developments - Motsage

Baleseng Batlotleng
RAMOTSWA

GaMalete District Council Chairperson, Mr Matlhomola Motsage has expressed concern about the pace in which socioeconomic developments are moving within his jurisdiction.

Speaking during a full council session on Monday, Mr Motsage said potential investors had approached the council willing to help develop the village but their efforts were frustrated by prolonged processes, inadequate assistance and poor feedback mechanisms.

“Investors have walked away from potential projects in our village. They did not leave because they lacked financial capacity or commitment. They left because of unnecessary delays and a lack of urgency in our systems,” said Mr Motsage.

He said the situation was

disturbing because the greatest burden of these missed opportunities fell on unemployed youth, struggling families and future generations who were looking up to council to create an environment where development could thrive and livelihoods improve.

“Let me take the proposed mall project as a practical example. For the past ten years this project has remained ‘on the cards’. Ten years of discussions, ten years of promises, ten years of endless consultations without implementation. Frankly speaking, I am tired of talking and our people are equally tired of hearing promises without results.

I therefore want to make it absolutely clear today that this mall project must be delivered this year and it will be delivered,” said Mr Motsage.

He said despite these shortcomings businesses and investors were still willing to work with the council as they possessed

the resources, expertise and capability to transform the village.

Mr Motsage said what potential partners required was support, cooperation, efficiency and a conducive environment in which to do business.

“It is worth noting that when development takes place, lives change for the better. Employment opportunities are created during construction and during operations.

Small businesses grow, infrastructure improves and the village becomes more attractive to further investment,” he added.

He said delaying investors could not be treated as a minor administrative matter as it ultimately led to delays in job creation.

He added that delay in approvals was a delay in development, while a delay in decision-making was a delay in transforming people's lives. In other matters Mr Motsage said GaMalete council remained

steadfast in reinforcing prudent financial management and enhancing spending efficiency by ensuring that the current financial year's budget, actions remained consistent with the economic realities of the country.

He acknowledged the progress made on the asphalt overlay and road marking project for the Boale-Ramotswa road.

He said it was important to highlight the significant challenges affecting project implementation as works were currently behind schedule with 48 per cent completion achieved against the planned 55 per cent.

“The main challenges have been abnormal rainfall, bitumen shortages, and limited availability of 6.7mm aggregates from Belabela Quarry. These challenges have slowed construction activities and measures are being implemented to recover lost time, including increasing the contractor's

truck fleet and strengthening coordination with stakeholders to minimise further delays. We remain hopeful of seeing the road completed as envisaged” he said.

Mr Motsage reported that plans to monetise the 72-hectare council-owned recreational park in Magope had officially commenced and through the development planning department a draft rezoning plan had been prepared with the intention of integrating smart growth principles, mixed-use developments, vertical infrastructure and diverse transport systems including non-motorised mobility.

He said given the complexity and consultative nature of the project the final product was expected by August 2026 and that it was a strategic long-term investment spanning five to 30 years laying the foundation for sustainable economic returns for future generations. **BOPA**

Employment act comes into effect July 1

New Act unifies fragmented labour laws under one framework

Minister of Labour and Home Affairs,
Major General Pius Mokgware



Booster Mogapi
MOLEPOLOLE

The recently passed Employment and Labour Relations Act of 2025 will come into effect on July 01, 2026.

Speaking during a kgotla meeting at Ga-Masilwana kgotla in Molepolole on Tuesday, the Minister of Labour and Home Affairs, Major General Pius Mokgware said the Act came about as a consolidation of the previously fragmented labour laws which were now brought together under a single comprehensive framework.

He said all employers in the country should prepare themselves for several changes that were expected by the new legislation.

Maj. Gen Mokgware further said the legislation modernised worker rights, aligned with international labour standards and improved enforcement mechanisms across the country. He said the new law limited fixed term contracts to 12 months unless objectively justified and that those employed on contracts should be treated equally

“Employers in the country should prepare themselves for several changes expected in the new legislation.”

like permanent staff.

He said government had promised Batswana decent jobs and that temporary employment continued to take advantage of employees by giving them short term contracts of one to three months.

He further said the decision to do away with temporary work would benefit many to have better lives instead of short term contracts that denied them consistency.

Minister Mokgware cautioned employers to make sure that they had signed contracts with their employees including house helpers, construction workers and farm

workers, adding that those who failed to oblige would face penalties.

He said the employment and labour relations law had enhanced leave entitlements that extended maternity leave to 14 weeks at 70 per cent salary pay. The minister said previously some employers denied workers maternity leave and some were not paid salaries for the duration of their leave.

Minister Mokgware said the new law had also introduced five days paternity leave for men to bond with their children, 10 days of adoption leave and 20 days of hospitalisation leave.

Maj. Gen Mokgware said the labour and employment law broadly prohibited discrimination of employees based on sexual orientation, health status, pregnancy and disability, and explicitly outlawed sexual harassment requiring employers to enforce strict complaint mechanisms. He said the law would also streamline labour disputes by establishing a unified mediation and arbitration commission replacing fragmented district labour offices and Industrial

Court. Maj. Gen Mokgware said unfair dismissals had been a song of the day for many employees adding that the new legislation safeguarded fair dismissals and establishes structured, negotiated retrenchment packages.

He stressed the importance of timeous payment of salaries to employees cautioning employers that there was no excuse for not paying their employees and those who did not oblige would face penalty fee of P10 000 or 12 months imprisonment.

He added that the new law gave the Director of Labour the powers to sell an employer's assets if they failed to pay employees on time.

Some residents decried employers who treated their employees unfairly and discriminated them for voicing out their concerns while others said many were working without contracts and could easily be dismissed from work without proper procedures.

Mr Dimpho Dichaba who represented cleaners from Scottish Livingstone Hospital told the minister that they had not been

paid their salaries for the past three months and their employer had cited non-payment from the Ministry of Health.

Mr Moreri Motlhobogwa applauded government for the changes in labour relations but decried that Ipelegeng workers did not have protective clothing to carry out their work and that was contrary to what the minister had said in his address.

Minister Mokgware assured them that new Act would deal with those who undermined their employees and urged companies to have a backup plan to continue paying their employees in a case where they experienced delays in payments from whoever had engaged their services.

Member of Parliament for Molepolole South, Mr Shima Monageng stressed the importance of employers adherence to the new employment and labour relations act. He said the government was committed to making sure that employees were taken care of and their rights were not trampled upon. **BOPA**

SADC fortifies anti-money laundering efforts

Thato Mosinyi
GABORONE

The Southern African Development Community (SADC) has escalated its regional fight against financial crime by operationalising the SADC Anti-Money Laundering and Combating the Financing of Terrorism (AML/CFT) committee.

The establishment of the SADC AML/CFT Committee demonstrates the unwavering commitment of SADC member states to combating money laundering and terrorism financing, marking a significant step toward safeguarding the region's financial integrity.

Delivering a keynote address

during the fifth meeting of SADC (AML/CFT) committee in Gaborone on Monday, Acting Minister of Finance, Mr Wynter Mmolotsi, applauded the committee for its continued dedication to mitigate the effects of criminal economic activity and promote the integrity and stability of the financial markets.

He said the meeting came at a time when member states were grappling with socio economic spill-over effects of prevailing geopolitical developments world wide.

Such dynamics, he said had

exposed structural vulnerabilities in SADC economies including dependence on imports, constrained fiscal space, limited diversification and exposure to limited shocks affecting trade, food security, energy and financial stability.

He said it was against that backdrop that the region was called upon to strength collaboration and to turn challenges and vulnerabilities into opportunities.

“By addressing illicit financial flows, money laundering and terrorism financing, the SADC region could reinforce domestic

resource mobilisation and drive economic growth as well as transform regional stability,” he said. In that regard, Mr Mmolotsi indicated that Botswana had undertaken significant reforms to strengthen its anti-money laundering policies and counter financing of terrorism frameworks.

He said government was particularly proud of the establishment of the institute for combating illicit financial flows in 2024 in collaboration with the University of Botswana.

“The institute serves as a center

for research and capacity building as well as knowledge exchange within Botswana, with plans to expand its reach across the region in the near future,” he said.

The initiative, he said reflected government's strong believe that education, skills development, innovation and regional cooperation were critical tools in combating illicit financial flows, money laundering, terrorist financing and related financial crimes.

“Following the 45th SADC heads of states and governments which approved the draft agreement to amend the SADC protocol of finance and investment annex 12, member states were therefore requested to sign the amended annex, with the intent to strengthen efforts through research, training and multi stakeholder engagements and policy developments,” he said.

These amendments aim to incorporate provisions on Countering the Financing of Terrorism (CFT) and Countering Proliferation Financing (CPF), ensuring alignment with FATF recommendations. The FATF framework outlines adaptable measures tailored to different national contexts, enabling countries to effectively combat money laundering and terrorism financing.

Mr Mmolotsi noted that it was pleasing for Botswana to be among the first member states to sign the amended protocol, having done so in March 31, thus demonstrating Botswana's unwavering commitment to regional cooperation and financial integrity. **BOPA**



Acting Minister of Finance, Mr Wynter Mmolotsi (left) and Zambia Financial Intelligence Centre director general, Mr Clement Kapalu during the official opening of the 5th meeting of the SADC Anti Money Laundering and Counter Financing of Terrorism committee in Gaborone on Monday. Minister Mmolotsi called upon the region to strengthen collaboration and address illicit financial flows, money laundering and terrorist financing. Photos: Pheny Moalosi

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Kgatlang Land Board battles appeals

Mmoniemang Motsamai
MOCHUDI

Kgatlang Land Board members have been implored to exercise agility in resolving customer complaints.

Addressing the board sitting recently, board chairperson, Mr Mothusi Molefhi was

concerned that complaints were resolved at a snail's pace.

He said while most of the complaints were not necessarily challenging, it was unfortunate that the public was not assisted accordingly.

In that regard, he said the public relations unit had been directed to take charge in categorising customer concerns, as some did not require to be registered as thought provoking complaints.

Mr Molefhi said he expected a report detailing how the

complaints backlog would be dealt with.

"In my view, some of issues registered as complaints emanate from lack of understanding and failure by officers to give proper details to clients," he charged.

Mr Molefhi also said the landboard was also inundated with appeals and disputes of people complaining about coordinates, some fighting for inheritance, to mention, but a few.

In that category, he said 99 of the 187 appeals were resolved,

mostly from Mochudi Sub-land Board, followed by Oodi Sub-land Board.

Additionally, he said adjudication office intended to eradicate the Artesia and Mmathubudukwane appeals backlog which stand at 12 and 25 respectively before the end of the first quarter.

In Oodi, he said the disputes resolutions stood at 14.8 per cent with 11 out of 74 resolved. He also noted that Oodi Sub-land Board was leading in the number of disputes received.

"This is a poor performance although I am aware of the challenges regarding transport and some complainants failing to appear for dispute resolution," he said.

Mr Molefhi also said it was high time members adhered to monitoring tools to assess quarterly performance.

Regarding land allocation, he said during the past 2025/26 financial year, Kgatlang Land Board target was set at 1 295 residential plots, but only 213 plots were allocated in the said period.

He said the landboard continue to battle with allocations because of lack of land, adding that failure to compensate for ploughing fields was also a challenge, as no one would relinquish their fields without compensation.

Mr Molefhi also expressed dissatisfaction that Artesia Sub-land Board experienced low turnover of clients during the allocation of plots at Ramotlabaki.

On a positive note, he said some plots retained through in kind compensation would enable Oodi Sub-land Board to consider 41 applicants at Modipane, 152 at Matebeleng and 100 at Dikwididi for possible allocation. **BOPA**



Conservationists and wildlife experts have warned that lead poisoning was silently driving vultures towards extinction in Botswana and across Africa.

Calls mount to phase out lead ammunition for vulture protection

Gaolethoo Kgatitswe
MAUN

Conservationists and wildlife experts have called for the urgent phasing out of lead-based ammunition, warning that lead poisoning is silently driving vultures towards extinction in Botswana and across Africa.

Stakeholders described lead contamination as one of the deadliest but least understood threats facing vultures and other scavenging wildlife species.

They shared concerns during a District Stakeholder Awareness Workshop on Lead (Pb) Poisoning in Vultures and Wildlife held in Maun recently in a bid to strengthen awareness on the ecological importance of vultures while encouraging the adoption of lead-free ammunition and safer carcass disposal practices.

Conservation officer at BirdLife Botswana, Mr Tawana Lebakanyane said vultures were critical to ecosystem survival because they rapidly consumed carcasses before they could become breeding grounds for diseases and harmful pests.

He explained that vultures naturally helped limit the spread of infections by denying food access to scavengers such as rats, flies and stray dogs.

Mr Lebakanyane said vultures often consumed fragments of lead left inside carcasses of animals shot using lead bullets, exposing them to fatal poisoning.

He warned that because vultures feed communally, a single contaminated carcass could kill

dozens of birds at once.

"Lead poisoning is becoming one of the major threats pushing vultures closer to extinction," he said.

Senior wildlife officer from the Department of Wildlife and National Parks, Mr Monei Onalethata, echoed similar concerns, describing vultures as ecosystem guardians whose disappearance could trigger serious environmental and public health consequences.

He said vultures played a vital sanitation role by cleaning up carcasses before they could contaminate water sources or spread dangerous bacteria.

Director of Raptors Botswana, Dr Moses Selebatso, explained that poisoned baits intended for predators such as lions and hyenas often resulted in devastating collateral damage for vultures.

He added that poaching activities and toxic substances left in the environment continued to intensify the crisis.

Environmental health officer from the North West District Council Ms Boitshepo Sechele cautioned that lead contamination was not only dangerous to wildlife but also posed risks to human health and the environment.

She highlighted the importance of proper carcass disposal, environmental hygiene and preventative waste management practices to minimise exposure to toxic substances.

Ms Sechele further called for stronger regulations governing toxic substances and increased public awareness on safer alternatives to lead ammunition.

Meanwhile, Botswana Defence Force ammunition technical officer, Major Peter Mora said introducing non-lead ammunition and enforcing responsible environmental practices would significantly reduce poisoning risks to wildlife.

Professional hunter and vice chairperson of the Botswana Wildlife Producers Association, Mr Jeff Claeys, also supported efforts to gradually phase out lead-based bullets while balancing conservation and hunting interests.

He stressed that addressing lead poisoning required collaboration among government departments, hunters, veterinarians, researchers, conservation organisations and communities.

"Protecting vultures is no longer simply about conserving birds, but about protecting ecosystems, public health and environmental sustainability, he said. **BOPA**



Archival institutions celebrate global week of archives

Keith Ketji
SEROWE

International Archives Week, slated for June 8 to 12, will seek to highlight the critical significance of archiving.

Speaking in an interview with BOPA on Tuesday, Senior Lecturer at the University of Botswana's Department of Information and Knowledge Management, Dr Tshepho Mosweu said the week accorded the global archival community an opportunity to engage the public on why archives matter.

Unpacking the concept, she explained that archiving was the professional process of identifying, preserving, and making available records of enduring value.

These records, whether paper-based or digital, document the activities of governments, organisations, and communities over time, she said.

Dr Mosweu explained that archives were increasingly recognised not just as historical resources, but as instruments that supported human rights, transparency, and accountability. To this end, she noted that without well-preserved records, it becomes difficult to prove claims, defend rights, or hold institutions accountable.

"For Botswana and the broader region, the week is also about visibility. It provides an opportunity to highlight the work of archival institutions, stimulate public interest, and encourage better recordkeeping practices at both institutional and individual levels, especially as more records are now created in digital environments," she stated.

She noted that poor recordkeeping often led to gaps in accountability, inefficiencies, and, in some cases, loss of important national memory.

"From a long-term perspective, archives enable societies to document their own narratives. They allow future generations to understand how decisions were

made, how institutions evolved, and how historical events shaped the present," she said.

Highlighting the best strategies for archiving, she opined that a starting point was recognising archives as strategic national assets and emphasised need to invest in both archival institutions and building capacity.

She believed that as the profession was increasingly shaped by technological change, there was a need for constant training.

She further noted that archiving should not be seen as a purely technical function but should be integrated into organisational culture, where recordkeeping was understood as an essential part of accountability and service delivery.

Pointing to the economic and historical benefits of archiving, she said archives held tangible national value.

"From a historical perspective, they provide the evidence base for reconstructing past events and understanding national heritage. But beyond that, they also have direct economic and strategic implications," she said.

She cited as a case in point, a well-known example in Botswana: the Sedudu Island case. In that instance, archival records, including historical maps, survey reports, and colonial correspondence were used as evidence in an international dispute. This illustrates how archives can influence territorial outcomes and, by extension, economic interests," Dr Mosweu said.

In addition, she underscored the need for Africans to contribute more visibly to global archival advocacy by supporting initiatives such as the Universal Declaration on Archives, which promotes the value of archives in good governance, accountability, and the preservation of identity.

This year's theme is: #Archives For Justice: Rights, Memory and Future. **BOPA**

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Saleshando urges parental involvement in education

Esther Mmolai

MOCHABA

Education is widely recognised as one of the most powerful tools for breaking cycles of poverty, unlocking economic opportunities, and fostering strong communities. Member of Parliament for Maun North, Mr Dumelang Saleshando, made these remarks during kgotla meetings held at Mochaba and Gabamochaa on Tuesday.

He called on parents to ensure that their children have access to education, emphasising that it was a fundamental right. He expressed concern that many children faced challenges that prevented them from receiving a quality education, noting that it was disturbing to see school-ready children idling at home, especially in rural areas.

Parents, he said, must understand that education drove both personal empowerment and community development. He noted that education could truly change lives if taken seriously, unlocking new possibilities for a successful and fulfilling future.

“Every child deserves access to quality education, no matter where they come from. It is up to you as parents to support your children as they strive to reach their full potential,” he added, citing education as the ultimate

catalyst for changing a family’s socioeconomic background.

While acknowledging that some parents faced financial constraints in securing quality education due to long travel distances, Mr Saleshando encouraged them to seize every available opportunity to send their children to school without fail.

He emphasised that parents who invested time and value in their children’s schooling see better academic success. The MP also decried the poor academic performance of schools in Maun, urging parents to join forces with his office to turn things around. He highlighted that his office had already ensured all schools in his constituency transition from traditional blackboards to whiteboards to support effective teaching and learning.

Reiterating his commitment to improving the learning environment, he encouraged parents to actively participate in their children’s studies. Their involvement, he said, could boost academic performance, improve classroom behaviour, and foster positive social development. Furthermore, research consistently shows that students with highly engaged parents earn better results and are more likely to complete their education.

Mr Saleshando also shared that private companies recently



Maun North MP, Mr Dumelang Saleshando addressing kgotla meetings at Gabamochaa and Mochaba in the North West region recently. He urged parents to take part in their children’s education. Photo: Esther Mmolai

stepped in to rescue a dire situation at Makalamabedi Junior Secondary School by donating 200 mattresses.

This followed complaints from parents that some children were sleeping on the floor while others slept on bed frames without mattresses.

Additionally, the MP highlighted that he had written to the Minister of Basic Education and Child Welfare to consider equipping one of the local primary schools with a boarding facility to cater to pupils whose parents worked in safari companies across the Okavango Delta.

Currently, some of these pupils are left taking care of their younger siblings, which compromises their upbringing and hurts their academic performance.

He believes a boarding facility would allow these children to live comfortably and focus on their studies.

At Mochaba, some residents complained that their children had been expelled from Makalamabedi Junior Secondary School due to unruly behaviour. They urged the government to respond positively to their plea to construct a junior secondary school in Shorobe.

This, they argued, would allow them to live with their children and actively participate in moulding their behaviour and education. Parents pointed out that children needed continuous support and care when navigating school life from a young age.

Being over 100 kilometres away leaves students without guidance to handle daily challenges.

In response, parents were advised to engage social workers whenever children face expulsion, ensuring professional intervention can help rehabilitate the students and facilitate their return to school. **BOPA**

First and Final Liquidation and Distribution Account
Master’s Reference: ESHMY 000017-26

IN THE ESTATES of the late Odirile Timothy Matsuokwane who died at Gaborone Private Hospital, South-East District, Botswana on the 26th May 2025.

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will lie open for inspection at the Chambers of the Registrar and Master of the High Court, Mahalapye for a period of Twenty-One (21) days from the day of publication thereof.
DATED at Mahalapye on this 27 Day of May 2026.

TSHEPHO MATSUOKWANE, The Executrix, P.O. BOX 21829, Gaborone, Cell: 71562239

And
ABIGAIL MATLOU, The Executrix, P.O. BOX 30201, Tlokweng, Cell: 75974368

Application for a Certified Copy of Lost Title Deed

NOTICE IS HEREBY GIVEN that the undersigned intends applying for a certified copy of **Notarial Deed of Cession No. 70/2008** dated **8th February 2008**, made in favour of **Seffah Ventures (Proprietary) Limited** in respect of the following property:-

CERTAIN: Piece of land being Tribal Lot 1457 Mogoditshane;
SITUATED: At Mogoditshane in the Bakwena Tribal Territory;
MEASURING: 2005 m² (Two Thousand and Five Square Metres);

Any person having objection to the issue of such copy, is hereby required to lodge the same in writing with the **Registrar of Deeds, Private Bag 0020, Gaborone**, within **twenty-one (21) days** from the second publication of this notice.

DATED at GABORONE this 1st day of June 2026

Khumomotse Law Practice
Plot 60030, Block 7 Gaborone,
P O Box 60783 Gaborone West Kiosk,
Tel: (267) 3190914/5 Fax: (267) 3190909

Application for a Certified Copy of Lost Covering Mortgage Bond

NOTICE IS HEREBY GIVEN that the undersigned intends applying for a certified copy of **Covering Mortgage Bond No. 4466/2011** dated **22nd November 2011**, made in favour of **Spicy Affairs (Proprietary) Limited** in respect of the following property:-

CERTAIN: Piece of land being Tribal Lot 1092 Tlokweng;
SITUATED: At Tlokweng in the Batlokwa Tribal Territory;
MEASURING: 2050 m² (Two Thousand and Fifty Square Metres);

Any person having objection to the issue of such copy, is hereby required to lodge the same in writing with the Registrar of Deeds, Private Bag 0020, Gaborone, within **twenty-one (21) days** from the second publication of this notice.

DATED at GABORONE this 1st day of June 2026

Khumomotse Law Practice | Plot 60030, Block 7 Gaborone,
P O Box 60783 Gaborone West Kiosk,
Tel: (267) 3190914/5 | Fax: (267) 3190909

NOTICE OF INTENTION TO ENTER INTO A TRANSACTION IN TERMS OF SECTION 34 (1) OF THE TRIBAL LAND ACT, 2018

NOTICE IS HEREBY GIVEN to members of the public of the following proposed transaction between **GREGORY KEPU MOLATLHWA** and **ZVAKS ELECTRICAL MECHANICAL BOTSWANA (PROPRIETARY) LIMITED** for the sale of the following property, that is to say:

CERTAIN: piece of land being Lot 8240 Metsimothabe-Diphiring;
SITUATE: at Metsimothabe- Diphiring;
MEASURING: 69.55x 137.71x 74.59x 139.92m or 1.0000 Ha;
HELD UNDER: is held under Landboard Resolution Ref No. MDG 6/3/6-03/94 (25) dated the 15th April 2026 made in favour of **GREGORY KEPU MOLATLHWA**;
CONSIDERATIONS: For the sum of P150,000.00 (One Hundred and Fifty Thousand Pula)

Any citizen of Botswana who objects to or is interested in entering into a similar transaction in respect of the aforementioned property is entitled to register such objection or interest in writing to **Mogoditshane Sub Land board** and copies to the below contacts within **thirty (30) days** of publication of this notice.

DATED AT GABORONE ON THE 26th DAY OF MAY 2026

MOYO LEGAL PRACTICE
Plot 19111, Aresutlane Way
Phase 2 | P O Box AE 451 AEH | **GABORONE**

Tshepidiso (Pty) Ltd
Vacancy Date: 01 June 2026

- IT Specialist** - Minimum of 3 years’ relevant experience, Knowledge of Traditional Chinese will be an added advantage.
- Technician** - Minimum of 9 years’ experience, Experience in infrastructure construction & Ability to independently resolve on-site technical and operational issues.
- Surveyor** - Engineering surveying, Data calculation and analysis, Preparation and delivery of survey results. On-site construction staking-out. Minimum of 2 years’ relevant experience.
- Fitter** - Installation, commissioning, maintenance, and overhaul of mechanical equipment. Processing and assembly of precision components. Carrying out fitting operations in accordance with technical drawings and safety specifications. Minimum of 8 years’ relevant experience.

Closing Date: 30 June 2026

How to Apply
Interested candidates should submit: A detailed Curriculum Vitae (CV) & Copies of relevant qualifications.
Applications should be sent to: **Email: evochen6@tshepidiso.ac.bw**

Botswana DailyNews

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BUSINESS BRIEFS

Senatla Bankers Association of Botswana new CEO

GABORONE - The Bankers Association of Botswana (BAB) has appointed Dr Lesedi Senatla as Chief Executive Officer, effective April 1, 2026. According to the press statement from the association, in his role as CEO, Dr Senatla will carry overall responsibility for the management and strategic direction of the Association. His mandate, it says, includes leading the development and execution of BAB's strategy, overseeing its financial affairs, and ensuring the effective operation of key industry systems, including the Botswana Automated Clearing House and the eKYC platform. He will serve as BAB's principal spokesperson and representative in engagements with stakeholders domestically, regionally, and internationally, while providing strategic support to the BAB Council. Dr Senatla is a distinguished economist and policy leader with nearly four decades of experience. He holds a PhD in Economics from the University of Nottingham, United Kingdom, and has built an extensive record of institutional leadership and policy contribution at the highest levels. **BOPA**

Angola eyes stronger connectivity with Asia

LUANDA - Angola's newly launched air route linking its northwestern province of Icolo e Bengo and the Chinese city of Guangzhou will enhance connectivity between Africa and Asia, Transport Minister Ricardo D'Abreu has said. Speaking at the launch ceremony on Tuesday, he noted that the new route formed part of the government's strategy to expand Angola's international connectivity, attract investment and promote economic diversification. D'Abreu described Guangzhou, the capital of Guangdong Province in southern China, as one of the world's largest industrial, commercial and logistics centers and a strategic hub in global supply chains. **Xinhua**

Algeria begins trans-Saharan gas pipeline construction

ALGIERS - Algeria on Wednesday launched construction of its section of the Trans-Saharan Gas Pipeline (TSGP), marking a major step forward of one of Africa's largest energy infrastructure projects. The announcement was made during the fifth ministerial meeting of the Steering Committee for the TSGP project, held in Algiers and attended by energy ministers from Algeria, Nigeria and Niger, among others. Algerian Minister of State and Minister of Hydrocarbons Mohamed Arkab said he and his counterparts reaffirmed their countries' commitment to close cooperation for the project's success. The TSGP, a 4,128-km pipeline, is designed to transport up to 30 billion cubic metres of natural gas annually from Nigeria, through Niger, to Algeria's Mediterranean coast for export to Europe. **Xinhua**

Ghanzi farmers plead for delivery on promises



Member of Parliament for Ghanzi also Minister of Transport and Infrastructure, Mr Noah Salakae (left) addressing farmers during a consultative meeting in Ghanzi recently. Farmers said the revolutionisation of the agriculture sector relied on government delivering on its key promises. Photo: Malebogo Lekula

Malebogo Lekula

GHANZI

As government has laid out an ambitious mandate to revolutionise the agricultural sector, targeting food control and increasing national herd to five million, Ghanzi farmers asserted that the success of the vision would depend heavily on the government delivering on its key promises.

The alleged key promises, includes implementation of the liberalisation of the beef industry from Botswana Meat Commission (BMC) monopoly.

Speaking during farmers consultative meeting on Monday, Ghanzi Farmers Association, Mr Quinton Barnes, decried that the current outbreak of Foot and Mouth Disease (FMD) had proven that financial reality of being a farmer in Botswana was disgruntling especially in cattle farming.

He said the main reason for the farmers to find themselves trapped in the deep ends emanated from government's delay in eliminating the BMC monopoly despite the policy having been repealed by Parliament in 2019.

Mr Barnes emphasised that provided the liberalisation policy could have been implemented,

farmers could have been able to penetrate other regional markets during this difficult time to make returns, saying that could make the industry more lucrative.

"Let us not put our eggs in one basket by considering the European Union market only, let us expand our horizons to accommodate other alternative markets," he pleaded.

He alluded that 80 per cent of cattle supplied to BMC are from Ghanzi block and in the midst of FMD outbreak, they are left in the lurch hence he called for government to establish an emergency relief fund more especially for subsistence farmers across regions.

Despite the outbreak of FMD in Zone 11 and 13, he proposed that government could have also imposed relaxed regulations within unaffected zones but with attached cautionary measures to create room for businesses to thrive and farmers to sustain themselves.

He also cited the cattle buying process at BMC, which he said needed to be reviewed since farmers were required to sell mature animals weighing about 400kg and leaving out weaners due to their underweight bodies.

He therefore, said there was an opportunity in external markets like South Africa where farmers could at least sell their weaners.

He cautioned that, the process of slaughtering matured cattle would have an adverse impact on efforts of increasing national herd as those required by BMC are those that could be used mainly for production.

Meanwhile, he called for the government to fasttrack the implementation of the Meat Industry Regulatory Authority (MIRA) that he said would help to close the existing gaps in the industry.

For his part, Member of Parliament for Ghanzi Constituency, Mr Noah Salakae

acknowledged the establishment of farmers' associations, mandated to address escalating hurdles surrounding the farming sector.

He however, alleged that the hurdles were escalating at an alarming rate highlighting that the manner in which they were fragmented, might be a contributing cause for farmers to have low bargaining power. He therefore urged them to work in unison, imploring them to improve their leverage against market dynamics through the formation of regional Umbrella farmers' Association.

The umbrella association, he said would unify the established entities to provide shared greater bargaining power and amplified advocacy on issues pertaining liberalisation of the meat industry and other related issues in the farming industry.

Furthermore, he called for harmonisation of liberalisation

research studies so that both farming communities and relevant authorities could appreciate the pros and cons of the model to make informed decisions surrounding the liberalisation model.

Meanwhile, farmers also proposed for the demarcation of zones, fencing of communal grazing areas, erection of cordon fence along Palamaokue boundary line and installation of foot baths.

In his closing remarks, Ghanzi District Council chairperson, Mr Thabiso Keadile, implored farmers to be united and formulate progressive solutions that would make the beef industry a lucrative business.

He also informed them that the legislators would advocate for the contemplation of the previously conducted liberalisation study research by KPMG consultancy for the benefit of creating a long-lasting legacy of the industry. **BOPA**

Stud breeder fulfils childhood dream

Naomi Leepile

BOKSPITS

In the heart of Southern Kgalagadi, where the horizon is dominated by shifting sand dunes and the mercury often strikes a blistering 45°C, a story of remarkable agricultural resilience is unfolding.

Mr Darryl van der Westhuizen, the 38-year-old founder of Dwes Brahman Stud, is proving that with the right genetics and unshakeable faith, one can do more than just survive in Botswana's harshest environments. His tenacity proves that one can in fact thrive.

Operating out of Lambwester Farm near Bokspits, van der Westhuizen and his wife, Ms

Shalty, have transformed a childhood dream into one of the region's most sophisticated stud operations.

The journey to the top of the dunes was paved with sacrifice.

Mr van der Westhuizen's passion for the Brahman breed began as a young boy, watching his father work with a red bull named Wyoming.

Though his initial attempts to secure funding through the CEDA Young Farmers Fund were met with resistance due to the high cost of stud breeding stock, van der Westhuizen refused to let his vision die.

Cont...page 8

Stud breeder fulfils childhood dream

...from page 7

In a bold all-in move in 2014, he sold his vehicles and his successful goat operation to acquire 22 high-quality Bos Blanco pregnant heifers from South Africa. This drastic decision laid the foundation for a herd that now attracts international interest and high-profile local buyers, including Olympic champions and heads of state.

Van der Westhuizen's success is rooted in a scientific approach to breeding specifically for Botswana's unique landscape. He focuses on 'Sugarland Rexcrata' lines, selecting for animals that are medium-framed and compact to ensure they have the energy to navigate long distances between water points.

While he seeks masculinity and muscularity in his bulls, his cows are bred for femininity and high fertility, with the stud achieving a



mature cow average weight of 606kg on the veld.

By registering with the Southern African Brahman Society and utilising global systems like Breedplan, van der Westhuizen provides his customers with verified performance data and genetic certainty that is rare in such remote regions.

Beyond the genetics, the operation is governed by a philosophy of extreme discipline. In an area where the carrying capacity is a lean one livestock unit per 25 hectares, Darryl maintains a strict 'number one rule': his cattle always have lick.

This commitment to consistent supplementation and a rigorous immunisation programme ensures that his animals reach their genetic potential regardless of the recurring droughts that plague the BORAVAST area.

His dedication is bearing fruit; last year, the stud achieved an impressive 82 per cent

conception rate through on-farm Artificial Insemination alone.

For the next generation of Batswana farmers, van der Westhuizen's message is one of both caution and inspiration. He warns that stud breeding is a specialised, capital-intensive field that should not be entered solely for the money.

Instead, he advocates for deep research, humility, and the importance of finding a mentor who will provide the 'harsh truths' necessary for growth.

As he looks toward the future, van der Westhuizen aims to grow his stud to 40 elite breeding females and establish a production auction that will put the BORAVAST area on the map as the backbone of Botswana's livestock industry.


It is a vision built on 'sand, sweat, and grace,' proving that the desert holds vast riches for those willing to work the dunes.

BOPA



Darryl Van der Westhuizen is proving that with the right genetics and unshakable faith one can do more than just survive in Botswana's harshest environments. Photos: Naomi Leepile

Telephone : 36503000
Fax : 3653347



REPUBLIC OF BOTSWANA

Private Bag 0060
Mass Media Complex
Gaborone

DEPARTMENT OF BROADCASTING SERVICES

TENDER CANCELLATION NOTICE

REF: SP/DBS/002/2025-2026

REQUEST FOR TENDER CANCELLATION AND RE – TENDERING FOR – CYCLE MAINTENANCE CONTRACT FOR THE MAINTENANCE OF STUDIO, AUDITORIUM AND AMPHITHEATER LIGHTNING SYSTEM AND ASSOCIATED EQUIPMENT FOR A PERIOD OF TWENTY (24) MONTHS. TENDER NO. SP/DBS/002/2025-2026

Bidders are informed that the above mentioned tender which was an open domestic bid and was advertised on the **8th of September 2025** and closed on the **22nd of September 2025** has been cancelled in accordance with **Public Procurement Regulation 2023, Regulation 66 Sub Regulation 4(a).**

We regret the inconvenience caused.

Thank you.

Office of the Government Buyer
Ministry for State President, Defence and Security

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NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHGB 000223-24

IN THE ESTATE of the late MODISE MALEKANYANE who died at Scottish Livingstone Hospital, Molepolole, Kweneng District, Botswana on the 15th February 2022.

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 | Koketso Keoagile
P O Box 500768, GABORONE | CELL:72445973

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHGB 000679-24

IN THE ESTATE of the late WANIWA MACHACHA - ESHGB 000679-24 who died at Palapye Primary Hospital, Palapye District, Botswana on the 21 January 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 30 days after the publication hereof.

Dated at on this Day of 2026

The Executrix
Neo Machacha
P O Box 505106, Gaborone
Cell: 75279622

LOST TITLE DEED

NOTICE is hereby given that the undersigned intends applying for a certified copy of Notarial Deed of Cession No. FTMA 141/2013 dated the 17th day of June 2013 made in favour of FRALNE PROPRIETARY LIMITED in respect of the below mentioned property, namely;

CERTAIN: piece of land being Tribal Lot 2071, Mahalapye;
SITUATE: At Mahalapye in the Bangwato Tribal Territory;
MEASURING: 1, 2830 HA (One Decimal Two Eight Three Zero Hectares);

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 8TH DAY OF APRIL 2026



JOB ADVERT: Company Driver

Seeking to recruit a reliable Company Driver.

Requirements:

- * Minimum 10 years driving experience
- * Sober habits and reliable conduct
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How to apply:

Submit your CV via email to hr@francistownknitters.co.bw or Francistown Knitters premises P.O. Box 339, 3036 Madinoga Crescent, Aerodrome Industrial, Francistown by 26 June 2026. Only shortlisted candidates will be contacted.

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

ESHGB – 000670-24

IN THE ESTATE OF THE LATE GODIRAONE PEARL MAHLALA who died at Plot 25317 Block 9, Gaborone District, Botswana on the 15th day of July 2024.

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 the Master

DATED at.....on theday of.....2026
The Executor, Oteng Mahlala, PO Box 5155, Gaborone, Cell: 75168949/ 71405095

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NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHMY 000070-26

IN THE ESTATES of the Late KEIMELWE BADUBI who died at Sekgoma Memorial Hospital, Central –Serowe District, Botswana on the 17th September 2019.

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 | Mmatshipi Staff Badubi
P O BOX 480 | PALAPYE | Cell: 75509404

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Masters Reference: ESHMY 000113-26

IN THE ESTATE of the late ORATILE SENTSHO who died at Sekgoma Memorial Hospital, Central- Serowe District, Botswana on the 26th June 2011.

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

Dated at Mahalapye on this 27th day of May 2026

THE EXECUTRIX | Felicia Koosaletse
P O Box 173, Moiyabana | Cell: 72 551 038



AVAILABLE JOB OFFER IN THE EMBASSY OF FRANCE IN BOTSWANA

EXPERIENCED MULTI PURPOSE HOUSEKEEPER

The successful candidate will be responsible for the overall cleanliness of the Ambassador's Residence and Chancery. This includes any indoor and outdoor household cleaning as well as serving duties for functions when required. Functions have very high standard of protocol and range from small lunches and dinners to large receptions and events. The regular working hours are Monday to Friday. It is essential to be able to work on a flexible schedule that evolves due to changing circumstances, events, and operational needs.

The successful candidate will be responsible for performing various types of tasks denoted below:

- Maintaining a clean, tidy, and organized environment by performing general cleaning tasks of a large residence daily, such as dusting, vacuuming, mopping, and cleaning bedrooms, bathrooms, kitchen and all areas of the house.
- Ensuring the Residence is maintained to a high representational standard, reporting faults where appropriate
- Doing all laundry and ironing, including washing and drying personal and household linens (towels, sheets, etc.)
- Cleaning and preparing guest rooms when guests are expected.
- Welcome and serve guests at the official residence in accordance with quality standards and diplomatic protocol
- Liaising with the Ambassador, Management, Residence Chef, and external waiters to arrange functions and receptions, including preparing tables and drinks and cleaning after the event.
- Provide backup duties to support other household staff in their absence.
- Performs other duties as assigned by management.

Qualifications and Skills Required:

Education: Completion of BGCSE or equivalent.
Experience: Five (5) years' experience as a housekeeper preferably in an Embassy or an international organization.

- Language: Working knowledge of English and French.
- Abilities & Skills: • Strong interpersonal and good communication skills in English and French
- Responsive to customer needs; respectful and courteous under pressure
- High standard of personal presentation
- Ability to work effectively and supportively with colleagues, both individually and in a team
- Ability to act with discretion at all times

The Embassy of France offers competitive remuneration packages:

- Gross monthly salary: P7583.00
- Medical aid: 70% employer and 30% employee
- Optional pension contribution scheme available

Interested applicants should apply by sending a CV in English or French and ensure all details regarding relevant work experience are included in the submission.

Send your application by email to: cad.gaborone-amba@diplomatie.gouv.fr by Friday, June 12, 2026.

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHMY 000104-26

IN THE ESTATE of the late GAOLATHE GALETSSOSWE who died at Monna Ward, Mogorosi Central- Serowe District, Botswana on the 28th November 2020.

NOTICE IS HEREBY 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 27th day of May 2026

The Executrix, Baithoki Seatholeng, P O Box 2371, Serowe, Cell: 71491356



Food vendors resort to cheaper alternatives

Thokozani Matiha
MOLEPOLOLE

Surging household inflation is forcing street vendors in busy areas like the Gaborone Bus rank and Molepolole to abandon costly Liquid Petroleum Gas (LPG) for charcoal and firewood.

This shift helps protect razor-thin profit margins, though vendors face ongoing conflicts with local authorities over safety.

Ms Modiegi Selelo, who operates her skottel braai hotdog business in the Gaborone bus rank, stated that using cooking gas alone was no longer profitable hence

resorting to charcoal.

"If I use only gas for cooking, I may not make enough profit. Charcoal helps cut down on expenses," she recently told BOPA in an interview.

Ms Nonofo Bathobakae, a food vendor situated across from Molepolole's busy Haphe Haphe bar lounge, explained that her business relied primarily on firewood because it was the most economical fuel source for bulk food preparation.

Even though Ms Bathobakae operates her business from Thursday to Sundays, she attributed the high demand for her street food to its

affordability. She keeps her prices low thanks to the use of affordable wood instead of gas.

Although this sector significantly boosts the economy and sustains livelihoods, vendors are always in a tussle with due to their undefined legal status.

A vendor based at the bus rank, who identified herself as Connie noted that the use of gas and firewood in open spaces had been prohibited by Gaborone City Council bye law unit since 2021.

She nevertheless complained of unfair treatment by law enforcement, as some vendors continue to use gas. **BOPA**

Some food vendors have resorted to charcoal and firewood as a cheaper alternative to electricity or cooking gas to cut costs.

Photo: Thokozani Matiha

Project targets 25 per cent reduction in human-wildlife conflict

Kedirebofe Pelontle
GUMARE

Human Resource Development Council (HRDC) has partnered with Okavango District leadership to drive a project aimed to empower Okavango panhandle communities into active stewards of their ecosystem and generate consistent income through eco-friendly practices.

Supported by United Nations Development Programme (UNDP) at the tune of \$49 000, communities would be drilled on issues of environmental conservation and sustainable livelihoods.

Addressing Okavango District Council (ODC) full council meeting last week, HRDC director, Dr Oabona Nthebolang said the two-year project would ensure sensitisation of rural communities on human wildlife conflict and reduction of veldt fires, as well as capacity building of resource based enterprises on business management skills and ethical management of community trusts/civil society organisations.

He emphasised the significance of the programme saying the district is heightened by cases of human-wildlife conflict, veldt fires and mismanagement

of natural resources based businesses.

Therefore, expectation is to reduce human wildlife conflict by at least 25 per cent and as well as to capacitate 14 civil organisations.

When commenting, nominated councillor, Mr Osefelepele Gaebolae appreciated the project saying addressing human wildlife conflict would help farmers and the agricultural sector which was their mainstay.

He also said community trusts capacitation was a welcome development to reduce mismanagement of resources. For his part, Okavango District commissioner, Mr William Keareng said the district leadership partnered with HRDC realising the importance of the project.

The district, he said was prone to veldt fires and yet local communities had indigenous knowledge which could be harnessed and incorporated into mitigation strategies.

The district commissioner also highlighted that poor governance and mismanagement of funds by community trusts had led to less tangible developments despite making millions through rich natural resources entrusted to community trusts by government. **BOPA**

Seventh-day Adventists lead fight against substance abuse

Gaolethoo Kgatitswe
MAUN

Substance abuse is not an isolated individual struggle but a collective social challenge that requires unity and sustained support systems.

Speaking at a recent awareness seminar organised by the Botshabelo West Seventh-day Adventist Church in Maun, coordinator of the church's health ministries department and nurse at Letsholathebe II Memorial Hospital Ms Kiana Letswee said triumphing against substance abuse required a shared responsibility hence the church had stepped up its efforts to help address the societal ill.

"Support for those who need help can be done even by protecting the youth and communities to have a safer and healthier society," she said.

Ms Letswee urged communities to recognise early warning signs of addiction and intervene before experimentation developed into long-term dependency, warning that delayed action often worsened outcomes for individuals and families.

Psychiatrist at Letsholathebe II Memorial Hospital, Dr Arturo Hernandez reinforced the medical reality of addiction, describing drugs as substances that altered brain function, affecting behaviour, judgement, and emotional regulation.

He warned that addiction often developed gradually and silently, making it difficult for individuals to recognise the severity of their dependence until their daily

"Rehabilitation is a period of rebuilding during which individuals must learn new life skills and strategies to avoid relapse triggers."

functioning was affected.

He further highlighted the broader socio-economic impact of substance abuse, noting that a significant proportion of hospital admissions were linked to drug use, placing additional pressure on an already strained health system. "Some drugs are legal and others are not, but ultimately they all affect the human body," Dr Hernandez said.

Ms Margaret Morapedi, a psychiatric nurse at Letsholathebe II Memorial Hospital, explained that substance abuse was closely linked to mental health challenges, including depression, anxiety, mood instability, and in severe cases, psychosis and suicidal thoughts.

She emphasised that addiction affected not only physical health but also emotional stability, relationships and decision-making capacity.

Ms Morapedi said recovery was possible but required early intervention, professional support and sustained commitment.

She outlined rehabilitation as a gradual process involving medical assessment, counselling, and the development of coping mechanisms that help individuals rebuild their lives.

"Rehabilitation is a period of rebuilding during which individuals must learn new life skills and strategies to avoid relapse triggers," she said.

She further highlighted the importance of counselling, peer support groups, family involvement, and spiritual guidance as critical pillars in recovery.

Social worker at Letsholathebe II Memorial Hospital, Mr Thapologang Qhau emphasised that family support often determined whether recovery efforts succeeded or failed, noting that stigma and rejection frequently pushed individuals deeper into addiction.

He called for compassion-based responses rather than judgement, urging families to become active partners in rehabilitation journeys.

Mr Qhau also drew attention to the wider social consequences of substance abuse, including domestic conflict, financial instability and weakened community cohesion.

He encouraged residents to take collective responsibility in addressing the problem, describing community members as ambassadors against substance abuse within their own homes and social spaces.

Furthermore, Mr Qhau called for sustained awareness, early intervention, and stronger community engagement in tackling substance abuse, a challenge he said could only be overcome through unity, education, and consistent support systems. **BOPA**

Dikgang

PAMPURI YA THUTO LE DIKITSISO

IPAPATSE FA



LELE TSA

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

Hunyepa o tlhodumela seemo sa dikole

Masego Tabengwa
JACKALAS NO 1.

Mopalamente wa Tati West, Rre Justin Hunyepa o boloditse letsholo go tlhodumela seemo sa dikole mo kgaolong ya gagwe.

Maikaelelo a letsholo leo ke go utlwa ka dikgwetlho tse di aparetseng dikole, ga mmogo le lekola bodiredi le baithuti ba dikole tse dipotlana tsa Ramokgwebana le Jackals No 1.

Rre Hunyepa yo gape e leng mothusa tona wa lephata la thuto go tswa kwa moding le tlamelwa ya bana, o akgoletse barutabana le dikomiti tsa batsadi le barutabana (PTAs) go supa boikarabelo mo thutong le boitekanelo jwa baithuti.

A re tirisanyo mmogo ke konokono mo go tlhabololeleng thuto le gone go ntsha maduo a a itumedisang.

Rre Hunyepa o ne a ba kopa go tswela ba tshwere ka natla le ntsa ba lebanwe ke dikgwetlho a tlatsa ka gore ba seka ba kgobiwa marapo ke sepe ka jaana thuto e le bokamoso jwa bana.

O boletse fa lephata le itse ka dikgwetlho tse di ba emeng pele e bile le dira ka natla go batla ditharabololo.

O file sekai ka tlhalelo ya boroko a re ke maikaelelo a lephata go netefatsa gore bodiredi bo direla mo tikologong e e nametsang gore ba tie moko.

Rre Hunyepa a re ba tshwanetse ba tlhologanya fa itsholelo ya lefatshe leno e ikaegile thata ka diteemane tse mo nakong eno, theko ya tsone e santseng e le boutsana.

O tswelotse a tlhalosa fa tshenyetso setshaba ga mmogo le tlhagogo ya bolwetsi jwa tlhako le molomo le tsone di nnile le seabe mo kwelo tlaseng ya itsholelo.

Mopalamente o file sekai sa gore fa dikole di ka dira ditshingwana tsa merogo, go ka go jesa bana mme seo se fokoletse puso morwalo wa go reka sengwe le sengwe.

Le fa gontse jalo, Rre Hunyepa o ba gwetlhile go dirisa ofisi ya gagwe a tlatsa ka gore ba seka ba lapa dipelo go mo lekodisa ka matshwenyego a bone.

Fa ba tswa la bone, bodiredi bo ne jwa lekodisa mothusa tona ka matshwenyego a bone le ka fa ba tswelotse ka teng mo dithutong tsa bone.

Bagokgo, Mme Ottilia Chakalisa le Mme Olivia Maunge ba dikole tsa Jakalas No 1 le Ramokgwebana ba ne ba itsese mopalamente gore e re le ntsa dikole di lebanwe ke dikgwetlho, di ntsha maduo a a nametsang ka jaana a tokafala ngwaga le ngwaga.

Mme Maunge o ne a ikuela ka tlhalelo ya matlo a borutelo mme e bile a kaya fa a leng teng a le mannye ebile bana ba pitlagana mo go one, ka jalo a kopa gore bogolo ba agelwe a le mabedi a a bulegileng.

Mongwe wa barutabana kwa Ramokgwebana, Mme Gaorekwe Chinu o supile fa barutabana

ba dikole tse di potlana ba sa tsewe ka go lekalekana le ba tse dikgolwane, le fa ba ka tswa ba na le dithutego tse di lekanang.

Ka jalo a kopa gore kgang eo e lebeilwe ka e ama le dituelo

tse bone.

Moapei kwa sekoleng sa Ramokgwebana, Mme Samaria Samson o supile fa go le gantsi fa go tla mo borokong go lebelelwa barutabana fa bodiredi jo bonmgwe

mo sekoleng bo bewa ka fa mosing mme a kopa mothusa tona go leba ntlha eo ka jaana botlhe e le bodiredi jwa sekole.

Maloko a PTA le one a ne a ikuela mo pusong go sekaseka

gore a ba ka seke ba fiwe dikatso ka jaana ba dira tiro e tona e bile ba dirisa ditsompelo le nako ya bone. Ba re dikatso di ka ngoka batho go tsena mo dikomiting tseo ba sa ipone tsapa. BOPA



Mopalamente wa Tati bophirima, Rre Justin Hunyepa (molemeng) le mogolwane wa thuto kwa kgaolong ya bokone botlhaba, Rre Aggrey Makhila kwa sekoleng se se botlana sa Sekakangwe. Rre Hunyepa o ne a lekola badiri le ditlamelo kwa dikoleng tsa kgaolong ya gagwe. Senepe: Goweditse Kome

Tlhako le molomo e beile bagwebi ka fa mosing

Cathrine Simane
TSABONG

Bangwe bagwebi ba ba botlana ba lela ka fa go tlhagoga ga bolwetse jwa tlhako le molomo bo amile dikgwebo tsa bone fela thata. Ba re go emisiwa ga thekiso ya loruo go amile thata bareki ba bone ba bontsi ja bone eleng barui.

Mongwe wa bagwebi ba, Mme Elsie Edison (39), wa semausu sa Three Angles mo Tsabong o boletse lekala la dikgang la BOPA fa Tlhako le Molomo e dirile gore kgwebo ya gagwe e wele tlase go simolola ka kgwedi ya Moranang monongwaga.

Mme Edison a re bontsi jwa bareki ke barui ba a reng ba itshetsa ka go rekisa leruo la bone mme jaanong ba sa bone letseno lepe ka lebaka la go emisiwa ga thekiso ya leruo ele nngwe ya ditsela tse puso e lekanang ka tsone go thibela kanamo ya bolwetse.

A re o ne a dirisana le barui bangwe ka jaana ba ne ba dumalane ka sekoloto sa dijo mme e re morago ga ba sena go rekisa ba duele, selo se a supileng fa se sa tlhole se diragala ka jaana barui jaanong ba sena letseno lepe.

Mme Edison a re letseno le a le dirang ke le le lekaneng go duelela Insurance, metsi le motlakase fela

mme ebile a palelwa le ke gone go tlhokomela lelwapa lwa gagwe jaaka pele.

O ne supa fa gape a ne a ikaegile ka phiriso ya ditante mo meletlong ya manyalo, dintsho, ditiro tsa puso le gone go apaya mo go tsone

mme tsothle tse di eme tsi!

Lefa go ntse jalo o ne a ikgomotso ka gore seemo sa tlhako le molomo le kwelo tlase ya itsholelo o dumela gore di tlaa feta ka jaana letsatsi le phirimelela go tlhaba gape.

Mme Edison o kgothatsa bagwebi ba ba botlana gore ba seka ba itlhoboga, segolo jang ba ba setseng ba tswetse dikgebo tsa bone ka lebaka la seru se se wetseng lefatshe sa tlhako le molomo. **BOPA**



Bangwe bagwebi ba ba botlana ba lela ka kwelo tlase ya theko morago ga go tlhagoga ga bolwetsi jwa tlhako le molomo ka e amile dikgwebo tsa bone.



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VACANCY:

GROUP HEAD OF FINANCE – CHARTERED ACCOUNTANT

Regent Hill International Schools Group | Botswana

Regent Hill International Schools Group invites applications from suitably qualified and experienced finance professionals for the position of **Group Head of Finance – Chartered Accountant**. This is a senior finance leadership role suited to a technically strong, detail-oriented and results-driven professional with proven experience in financial reporting, budgeting, audit management, internal controls, tax compliance, payroll oversight and financial advisory. The successful candidate must demonstrate **ACCA membership, 15+ years' finance and audit experience, IFRS/GAAP knowledge, internal controls, payroll, tax compliance and financial reporting expertise**.

Purpose of the Role

The **Group Head of Finance** will oversee the full finance function of the Regent Hill International Schools Group, ensuring accurate reporting, strong financial governance, effective budgeting, cash flow discipline, audit readiness, regulatory compliance and efficient financial operations across the Group.

Key Responsibilities

The successful candidate will be responsible for:

- Preparing and reviewing monthly, quarterly and annual financial reports.
- Leading budgeting, forecasting, cash flow management and variance analysis.
- Preparing management accounts and supporting IFRS-compliant annual financial statements.
- Coordinating external audits and ensuring full audit readiness.
- Strengthening internal controls, finance policies and reporting procedures.
- Managing school fee revenue controls, expenditure, supplier payments and reconciliations.
- Overseeing payroll processing, statutory remittances, tax compliance and regulatory reporting.
- Maintaining accurate financial records, fixed asset

registers and internal reporting systems.

- Advising executive management on financial risks, cost control and operational efficiency.
- Mentoring and supervising finance/accounts staff to improve accuracy, accountability and performance.

Minimum Requirements

Applicants must possess:

- A recognised professional accounting qualification: ACCA, CA, CIMA, CPA or equivalent.
- Membership in good standing with a recognised professional accounting body.
- A degree in Accounting, Finance, Commerce or a related field.
- At least 10–15 years' progressive experience in accounting, auditing or financial management.
- Strong knowledge of IFRS, GAAP, financial statements, audit processes and internal controls.
- Experience in budgeting, forecasting, payroll, tax compliance, reconciliations and financial reporting.
- Proven ability to supervise, coach or mentor finance team members.
- Proficiency in Microsoft Office, particularly Excel, Word, Outlook and PowerPoint.
- Experience with Caseware, Pastel, Xero, Belina Payroll, Adaski Payroll or similar systems will be an advantage.
- Experience in education, NGOs, service-based organisations, audited institutions or multi-entity environments will be an added advantage.

Application Process

Interested candidates should submit a detailed CV, certified copies of qualifications, proof of professional membership and contactable references.

Closing Date: 19th June 2026

Applications to: hr@matshibaco.com



Republic of Botswana

OFFICE OF THE OMBUDSMAN**RE-ADVERT****VACANCY CIRCULAR NO. 5 of 2026****2nd June 2026****VACANCY: PRINCIPAL DATA PROTECTION OFFICER (Gaborone) 1 post****VACANCY NUMBER : 170100163.1.1**

Applications are invited from suitably qualified citizens for the above positions in the Office of the Ombudsman, Gaborone.

Salary : D3 (P293 652 – P323 748) per annum

Leave : 30 working days per annum

Benefits : Optional Contributory Medical Aid Scheme (Government pays 50% & employee 50%); Compulsory Contributory Pension (Government pays 15%, Employee 5%)

Qualifications : Degree in Law/Data Science/Information Technology/Enterprise Risk Management, Project Management or any other related field from a reputable institution. Data Protection and/or Privacy certification will be an added advantage.

Experience : At least four (4) year's work experience in a business environment handling personal data/data compliance/security of data/data processing or related field in Government, Parastatal or Private Sector.

Main Purpose of the Job:

To administer the Data Protection Act and carry out due diligence processes to ensure adherence to the Act.
Summary of Duties

1. Provides guidance in implementation of policies, strategies and guidelines to enable compliance to the data protection act.
2. Guides in the assessment and alignment of Ministries, Departments and Agencies policies, procedures and standards to ensure compliance with Data Protection Act.

3. Protects the rights and freedom of data subjects and thereby ensuring that they are not adversely affected by processing operations.

4. Assesses risks inherent in the processing of personal data within the department taking into account the nature, scope, context and purposes of processing.

5. Addresses requests and complaints related to processing of personal data.

6. Identifies areas of non-compliance and makes recommendation on remedial action.

7. Provides training on the Data Protection Act for the department Staff.

8. Advises the department on their obligation related to processing of personal data in compliance with the Data Protection Act.

9. Prepares reports on matters related to processing of personal data for submission to the Commission or as may be directed to the relevant Authorities.

10. Represents the department in Fora discussing or engaging on matters of related data protection.

11. Implements initiatives to ensure prudence in utilization of the budget and its adherence to the procurement plans.

Competencies:

1. Data analytics
2. Technology Savvy
3. Research & Development
4. Innovation
5. Knowledgeable in Data protection regulatory protocols
6. Deciding and Initiating Action
7. Adhering to Principles and Values
8. Analysing
9. Writing and Reporting

10. Applying Expertise and Technology

11. Learning and Researching

12. Delivering results and meeting customer expectation

Applications:

Quote the vacancy circular, vacancy number of the post you are applying for and give the following details:

- a) Certified true copies of original Certificates & Omang (Identity Card)
- b) At least two (2) recent (not more than 6 months) work-related references;
- c) Brief summary of career with duties (Curriculum Vitae);
- d) In case of serving public officers: -
i) Date of first appointment
ii) Present post and salary scale and date of appointment thereto

Applications should be addressed to: - The Office of the Ombudsman, Private Bag BR 374, Gaborone OR hand delivered to Records Management Unit, 1st Floor.

IMPORTANT: All applications from serving public officers should be routed through their Heads of Departments & Permanent Secretaries. Applications not so routed will not be considered.

Applicants who do not meet the requirements will not be responded to.

CLOSING DATE: 18th June 2026

FOR FURTHER DETAILS PLEASE CONTACT:
- Ms. O. Ditsile or T.N. Selotat @ Tel: 3953322

DORMANT ACCOUNTS

In pursuance of the provisions of Section (18) of the Botswana Savings Bank Act, notice is hereby given that the following account have been dormant and shall therefore cease to earn interest since they have not been operated for the past five (5) years.



- | | | | |
|-----------------------------------------|---------------------------------------------|------------------------------------------|----------------------------------------------------|
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| 2. GANETSANG KELATLHEGILE | 83. NTHOBATSANG WAME TSITSI | 164. OBUSITWE SIANANG | 246. MODIRIEMANG JULIA MAOTWE |
| 3. MOTLHAPING ONNEILE | 84. BODUMETSE KEBONYE | 165. KELETSO MATHIBE | 247. PONATSHOGO DINAH MONTSHOE |
| 4. SELE NKWE | 85. GASA CHURCH OF BOTSWANA | 166. KHOKHO DITSAMAI | 248. KEITSEOPE EMMANUEL |
| 5. KAGO MOLELEKENG | 86. KABELO NHABE SEELETSO | 167. NONO DINTLENYANE NTOKO | 249. CHIPO MUTANGIRI |
| 6. GOFAONE MAKOKA | 87. DIKELEDI GAKOLOGELWANG | 168. MOTLAKASE PEREKO | 250. BABIKI METSWI |
| 7. LEAPETSWWE RANTHOTSE | 88. SELELO LENKEME | 169. DAVID MODISE | 251. JOHANNES KERILENG PHERESI |
| 8. MOKUJEDI NTSWELEBE | 89. LESEGO MONYEKI | 170. NDOZI BOTSILE | 252. KEABETSWWE MOKGERRENYANE |
| 9. JOHANE LEGOPO | 90. REGINALD MOLOSE | 171. SONNY LEATLAME MOTHAPISI | 253. NCUBE MPUMELELO |
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| 13. MAIKUTLO TSEME | 94. MAPHALE MMANTSHANE | 175. POROTE LORAYANG | 257. HILDAH SETUKE AND REJOICE KEITUMETSE BAFEDILE |
| 14. LORATO BASIAMANG | 95. TUDUETSO PENELOPE TSHANE | 176. GAONGALELWE GOLEBAONE | 258. MORWE MMATAU |
| 15. THEOPHILUS T MOHLOMI | 96. SEOLWANE MODONO | 177. GOBONAONE MAHLALELA | 259. MAKGOLOKE BABUSENG |
| 16. OTLAADISANG ATLAS MODUOLO | 97. KESAOBAGA MOLOMO | 178. SEABE BOLOKANG AND GAONE R BOLOKANG | 260. SEDIMO MOLOSIWA SAAKANE |
| 17. MOSWEU ODUETSE | 98. MOOKETSI MOLOTLHANYI | 179. CONSTANCE BOITUMELO | 261. KEOEMETSE KEBASITILE |
| 18. KAGISO MODIMOENG | 99. OKIE KESEGO | 180. GAOSWEDIWE SEANOKENG | 262. OBAKENG BINCAH TLHASE |
| 19. GALEJEWE S MOSWETE | 100. DZIILANI MUSOKOMANI | 181. NOGE DIKHUTSAFALO | 263. MORATI KETSHABE |
| 20. MOSINYI POLINA | 101. MOSEDI KESWE | 182. LAMECK MATHUMO | 264. GANI MEKWE |
| 21. BOITSHWARELO MOLEFE | 102. REFILWE NDI SENYATHI | 183. ELIZABETH MABENE TEEMANE | 265. BANYANANYANA MOSIMANEWAMOKGALO |
| 22. MAIFALA LERATO | 103. JALABANE OBONYE | 184. OMPHILE MOLEMA | 266. MOTSHEPHI PHARATLHATLHE |
| 23. VINCENT MPAPHI MOTLHABANI | 104. LILIAN KHUMO THEBE AND LIPS MAKGOPA | 185. MAIPELO MOTLHATLHEDI | 267. SELOBA IRENE LEFELA |
| 24. RALECHA KOPANO MMATLI | 105. ELVIS MARKS MATHUMO | 186. MOITHEI KGABISANG | 268. TANKI MOIPONE |
| 25. KALUZI JOHN KOFI OSEI KAGISO | 106. BONTSHETSE TOPO | 187. HLOMANI MARY | 269. KERILENG ELLEN KEPALETSWWE |
| 26. KETLHOLEGILE KERENG | 107. LESEGO GOATWENG MOPHATSI | 188. LAMECK DIVAS NDLOVU | 270. WILLIAM OOKEDITSE KEADIMILWE |
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| 38. BOITUMELO MOILWA | 119. ONTLAMETSE KAGO BOSENOGILE | 200. GOLEBAONE KAGISO KEOLESETSE | 282. THEO PAKO MADISAKWANE |
| 39. MOTSUMI OTSILE | 120. BETHUEL DIRENG | 201. KETUMILE MOSHE | 283. PILELE KENOSI |
| 40. MOOKI GASEKGALO | 121. MOGANETSINYANA SANNAWANE | 202. PHALE MOSHE | 284. DORAH KGAUGELO MODISE |
| 41. SEBAKANYANE BOKHALANYANE | 122. REBAANYE LEKGOTLA | 203. RAKOSIANA KHATHAZILE | 285. SEGOLAME BALESENG |
| 42. RANKO JOEL MOTHATA | 123. MOATLHODI MOTSISI | 204. EVELYN SENOKO | 286. EMILLY MOKGALAGADI MATOME |
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| 44. THE ZION CHURCH OF MESSIAH | 125. SELEFA JOROMIAH | 206. OBUSITWE RACHABA | 288. KGOTLAESELE MOLOI |
| 45. EMELDA NEO MOLEMOENG | 126. TEBOGO MATHIBIDI | 207. KETLHWAAFETSE TLHOMAMO | 289. MOSWEU BABUTSI |
| 46. KEKGETHILE MILTON MOSERU | 127. OAITSE RABAKANE | 208. LETHABO MOKGWEETSI | 290. OSI KATHATA NTSEANE |
| 47. GOBOLAANG MOLEFI | 128. NALEDI MODISAKGOMO | 209. KGOHI RUTH GOSAITSI | 291. GAKEATLHOLWE KHUDU |
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| 66. RAPUWE ZHOLA | 147. CHANDIDA THOMBA | 228. CECILIA NKHUMO SUPING | 310. KARABO PHUTHOLOGANG |
| 67. NTSWHEU TLOGELANG | 148. SEBONEGO KEMMONYNE DOROTHY | 229. SEBESO CHINGUWA | 311. RETHABILE MOLATELO |
| 68. AOBAKWE GEORGE MALEPENG | 149. GRACE SETHUNYA SEELETSO | 230. LOAPI SHINAH MOLAPISI | 312. KEBAFENTSE MOJASAGAGWE |
| 69. LETLOTLO ERNEST | 150. SARAH TANKE | 231. RAMPHALENG MMATHEBE | 313. RANTLERU THANDI |
| 70. MARIBE NKIDI | 151. PATIKO MAINA | 232. DIHUTSO ANNAH | 314. SINAH MORAPOE |
| 71. LUTHER VENJONOKA NDJARAKANA | 152. SIMON TUMELO | 233. PHEKULANI MASILO | 315. GWAFILA GADZANE |
| 72. BOIPUSO SOLYMAN MOTHOOSELE | 153. SIMION MASHOLA | 234. LEPEDI RAMOLELO | 316. JAQUELINE BOITUMELO TLOU |
| 73. MOGOMOTSI ARNOLD UNKUTULE GILBERT | 154. MOKENTI HOPE ONE | 235. SEKELETU GABOREKIWE | 317. KELETLHOKILE LEBOTSE |
| 74. NAMETSO SEBONA | 155. TLHAGISO BOLEKANE | 236. BAOHALATSA KATLEGO | 318. SAKWI RAKHOB |
| 75. KESEPE MONTSHO | 156. JOSEPH NOGA SELEFO | 237. MOITAYATSHIPI BABEILE | 319. MOTLHAKO NTESE |
| 76. OTENG GEOFFREY LOSIKE | 157. RAMONO GAONE | 238. NTHOBATSANG KGOMOTSO | |
| 77. NOE NAMETSEGANG J | 158. MAPHANE GABOGAKWE | 239. NTSAMAELANG ITHUTENG | |
| 78. MOENG MOOKOTSANE D K M | 159. OTSE MMAKAMA | 240. GAKEABONEWA BAARABILE | |
| 79. LESEGO JOYCE | 160. MAKATI SANA | 241. TSHEPANG KGASWANE | |
| 80. KEORAPETSE BOEPETSWE | 161. SARA SITHOLE | 242. MOTHUSI ERIC KHUDU | |
| 81. MOABE TALELO | 162. SITHEMBISO MAFADZA | 243. MASETSEBAKI MODIDI | |
| | | 244. BAALAKANI WILLIAM | |

Contact Us Now On: 367 0100 or Visit a BSB Branch near you for more information

www.bsb.bw

Classified Ads

PROPERTIES | VACANCIES | BUSINESS | FARM WORKERS | SERVICES | MISCELLANEOUS

BUSINESS SERVICES

EXPERIENCED CERTIFIED TECHNICIAN wanted. Specialising in HVAC & household appliances. Send application: P O Box 80119 Gaborone

INVESTOR WANTED BUSINESS proposals. Private investor seeking viable opportunities in Botswana. Investment available up to P100,000 for existing or startup businesses with growth potential. Interested parties should email a brief business proposal and full contact details to: kshah121184@gmail.com. Serious proposals only

FARM WORKER

FARM WORKER WANTED PANDAMATENGA. APPLY TO MR MUSEKE SINVULA, P. O. BOX 46230, GABORONE. CLOSING DATE 19/06/2026

FARM WORKER WANTED at Selokwaneng by Daniel Mosala Mokgathe P O Box 758 Mogoditshane Cell 71534385

2 FARM WORKERS needed at Metsimotlhabe, Apply to: Mbaki Muzila, Box 385 Metsimotlhabe

FIVE FARM LABOURERS NEEDED AT JERRY'S GREENS POULTRY AT MUCHENJE CALL 74278862

FARM WORKER WANTED at Phatlhaneng lands. Apply to Ontiretse Monagen Box 80065 Gaborone.

TWO FARM LABOURERS WANTED Makuthu Kootshephile Nfila Box 20401 Francistown 72898930

TWO FARMLABOURERS WANTED Natale Magadzi Johane Box 11452 Tatitown 77607471

ONE FARMWORKER WANTED Tsamaya Tshhepo Makuni Box 1508 Francistown 75988781

ONE FARMWORKER WANTED Tsamaya Tshhepo Makuni Box 1508 Francistown 75988781

FARM WORKERS NEEDED. Contact Israel Boiki Phokoje Cell 75542427

HEADBOY WANTED AT Sukunya, Pilikwe Box 51 Pilikwe. Call : 74737150 Mr Steven Molaletsi

3 FARM WORKERS needed apply to Magret Morapedi P O Box 143 Lentsweletau

FARM WORKER WANTED in Mmashoro farm. Contact 71717288

I'M LOOKING FOR farm worker at Mmakanke, male worker between age of 25-35 years. Contact 71220800/72812005

TWO FARM WORKERS wanted at Ruretse. Please contact Kenmoir Portion 56 Gaborone. 77134055

FARM WORKER WANTED at Tebele Lands. Contact 72465158

FARM WORKERS 3 required at Nutria Farm. Apply to P.O Box AD 701 Gaborone.Tel :3114434

FARM WORKER NEEDED in Bokaa Kgatlang P.O Box 26 Selebi Phikwe, Mr B. Sinyane 71842088

SEEKING A FARM labourer with a valid Botswana driver's license and a knowledge of boreholes, to work on a cattle ranch in Lobatse. Please apply in writing to: The Director, Leopard Hills, P.O.Box 1251 Lobatse.Tel: 5330248. Closing date 21 June 2026

2 X FARMWORKERS WANTED at Molongwane Cynthia Chinyoka # 71867795

FARM WORKER WANTED at Makubandondo Lands, Shashemooke Agricultural Extension Area phone 71778419 Box 90 Marapong village Letsholo Letsholo

3 FARM WORKERS needed at Marokolwane farm, Rasasa area. Applications should be addressed to Karabo Masuku, Managing Director, Companies Aid Botswana, P.O Box 308 AAH Gaborone. Preferably one female and two males. Only short listed candidates will be contacted.

FARM WORKER WANTED. Female at Madibeng near Mmadinare. Contact 77121167 / 72420202

2 FARM WORKERS wanted at Ditladi farm Box 1080 Tonota Osanthateng Tshipa 71546525

FARM WORKER

KE BATLA FARM worker ko ga Raditau, le ka leletsa mo mogaleng wa 71250475/77919395. Neo Barei

FARMLABOURER WANTED IN MUCHENJE CONTACT : 77800977

HERDBOY WANTED AT Aandveld, contact Kabo Kgathi 71640023

FARM WORKER WANTED with 3 years experience at Mokatako. Must be able to do integrated farming. Call Daniel Manyake at 71319695. Closing date 30 June 2026

HERD BOY WANTED AT SATAU 71877858 JACKSON SAMUNZALA

FARM WORKER WANTED in Raubeng (Fikeng) should have experience in horticulture and general plant care. Contact Phemo on 72809840

FARM WORKER WANTED IN PANDAMATENGA CALL 74243324. WRITE TO P. O. BOX 18 KASANE

URGENTLY LOOKING FOR farm workers with atleast 5 years experience. Apply to Box 1659, Gaborone.

EXPERIENCED MIXED FARM workers needed in Kgope. Apply - Gloria Ditshupo, Box 20297, Gaborone

KEBOTSEMANG MASWABI OF plot no: 23432 Magopane Ramotswa intends to change land use from commercial to multi family and erect a boundary wall. For any objection contact Ramotswa District Council Physical Planning Office or call 5381200 within 14 days of this publication

ONE FARM WORKER wanted at Diponyana Lands in Southern District to look after goats and vegetable garden. Have experience in vegetable farming Contact Richard Wadikgosi 72303980, P. O. Box 421 ABF, Gaborone. Deadline 25/06/2026

ONE FARM WORKER wanted at Dikginnye, horticulture and small stock farming. Age 40+, contact Ms Dinah Marathe at 73270026/ 72964315

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 Francistown 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
JULIUS TADHIWA LUGONDO	ESHFT-000071-26	14/07/26	0900hrs	DRM

DATED AT FRANCISTOWN THIS 02nd DAY OF JUNE 2026

MASTER OF THE HIGH COURT

NOTICE OF INTENTION TO TRANSFER TRIBAL LAND AND PLOUGHING FIELDS TO A NON-CITIZEN.

NOTICE HEREBY that I, Mmotsiemang Mabeo hereby gives notice of my intention to give and transfer as an inheritance the following properties to my son Kgomotso Mabeo.

1. CERTAIN SITUATE	: Residential Plot : 2435, Kgosing ward, Mmakngodi
HELD UNDER	: customary land resolution issued to Mmotsiemang Mabeo.
2. CERTAIN SITUATE	: Piece of land being an integrated farm : At Ramaphatle in the Bakwena Tribal Territory MEASURING: 212.95 x 249.10 X 384.40 x 327.39m (8. lha)

I am transferring and giving both properties as inheritance to my son **Kgomotso Mabeo**. Whoever has objections should forward to **Thamaga Sub Landboard**, contact number: +267 74 383 754/ +267 590 5184 or **Komotso Mabeo** at 72 226 539

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHGB 000418/26

IN THE ESTATE of the late **ROBERT ARMSTRONG** who died at T Montana Gardens, Old Esigodini Rd, Matsheumhlope, Bulawayo, Zimbabwe on **10th March 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 Gaborone on this 20th Day of May 2026.

EXECUTOR TESTAMENTARY | David Coltart c/o Gaobatwe Law
P O Box 1131 AAD, GABORONE | TEL: 396 1043

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), the 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 dates and times specified opposite the names of their deceased 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
TSHENOLO RAMOGASO	ESHMY 000350	22.06.26	0900HRS	SARM

DATED AT MAHALAPYE THIS 4th MAY 2026

MASTER OF THE HIGH COURT

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHGB 000729-24

IN THE ESTATE of the late **MICHAEL SELLO TUMISO -ESHGB 000729-24** who died at Scottish Livingstone Hospital, Molepolole Kweneng District, Botswana on the 30th of August 2021.

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
Neo Malemane
P O Box 432
MOLEPOLOLE
Cell: 75574065

INTENTION TO SELL AND TRANSFER IMMOVABLE PROPERTY IN TERMS OF SECTION 34 OF THE TRIBAL LAND ACT, 2018

This notice is a re-advertisement of a notice previously published on 2nd April 2024 in terms of **Section 34 of the Tribal Land Act, 2018** and in respect of the proposed transaction between BCL Limited (in Liquidation) ("the Seller") and Sherashiya (Pty) Ltd ("the Purchaser"). Following the resurvey of the property at issue, the property description and extent have been amended. The proposed transaction remains unchanged and this notice is published solely to reflect the amended property particulars.

The property previously described as Portion of Cadastre 594 is now described as:

CERTAIN SITUATE	: piece of land being Lot 30008 Selebi Phikwe Mining Lease Area No. 13-NQ; in Cadastre 594, Bamangwato Tribal Territory;
MEASURING	: 439.4382 Ha (Four Hundred and Thirty Nine point Four Three Eight Two Hectares);
HELD UNDER	: Memorandum of Agreement of Lease No. DR004308341 dated 11 November 2025
CONSIDERATION	: P15,000,000.00 (Fifteen Million Pula)

Notwithstanding the transaction, priority is hereby given to any citizen of Botswana interested in entering into a similar transaction in respect to the above property.

Should any person wish to object to the above transaction, notice of objection with reasons thereof should be addressed to the Board Secretary of the Ngwato Land Board **within 30 (Thirty) days** from the date of publication hereof.

DATED AT GABORONE THIS 1st DAY OF JUNE 2026
BOOKBINDER BUSINESS LAW

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHGB 000363/26

IN THE ESTATE of the late **GLADYS K. THERESA KOKORWE** who died at Bokamoso Private Hospital, Mmopane, Kweneng District, Botswana on **11th March 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 18th Day of May 2026.

EXECUTRIX TESTAMENTARY | Catherine Wathuto Kokorwe
c/o Gaobatwe Law P O Box 1131 AAD, GABORONE | TEL : 396 1043

NOTICE OF INTENTION TO CHANGE MARRIAGE PROPERTY REGIME

(In terms of Section 8(1) of the Married Persons Property Act(CAP29:03))

1. Be pleased to take notice that **KHUTSAFALO KWENAETSILE** and **MOMPOLOKI KWENAETSILE** who have been married in community of property since **15th of November 2019** at Molepolole wish to change their marital property regime to out of community of property.

2. The parties intend to apply to the High Court of Botswana after the expiration of the three (3) weeks statutory notice from the date of the first Publication.

3. Any person, or creditor or debtor, who may have an interest in the assets and/or liabilities of the parties' shared estate, should they have objections to the parties changing their property regime, are to inform the parties attorneys to ensure that no person is prejudiced by the proposed change before the expiration of the said three weeks period, or make representations before the High Court of Botswana once the contemplated application is lodged. The address of their attorneys, the **UB LEGAL CLINIC**, is provided below.

DATED AT GABORONE ON THIS 11th DAY OF MAY 2026.

C/O UB LEGAL CLINIC | OFF MABUTHO ROAD | PRIVATE BAG 00705, GABORONE

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHGB 00089/22

IN THE ESTATE of the late **LETLANTSEBA MOSES THENE** who died at Orapa Hospital, Botswana on **18th July 2021**.

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 18th Day of May 2026.

Executrix Dative | Chipo Gaobatwe
P O Box 1131 AAD, GABORONE | TEL: 3961043

APPLICATION FOR A CERTIFIED COPY OF LOST DEED

NOTICE IS hereby given that **CHARLOTTE PHATSIMO RAHMAN** and **SHOMBI ODUETSE ELLIS** (in their capacities as Executrix Datives), acting on behalf of ESTATE LATE NKAGISANG ELLIS intends applying for a certified copy of Deed of Transfer No. 944/90 dated the 9th day of August 1990 in respect of Lot 9991, Gaborone in respect of the below mentioned property namely:

CERTAIN SITUATE	: piece of land being Lot 9991, Gaborone; in Extension 30 Gaborone;
MEASURING	: 960 m ² (Nine Hundred and Sixty Square Metres);
WHICH PROPERTY:	: is held under Deed of Transfer No. 944/90 dated the 9 th day of August 1990 made in favour of NKAGISANG ELLIS;

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

DATED AT GABORONE ON THE DAY OF 2026.

M K MOESI & CO
Lot 2689, Extension 9, Hospital Way
P O Box 10160, Gaborone

TO BOOK ADVERTS 365 3592

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: **ESHMY 000047-26**

IN THE ESTATE of the Late **KENALEMANG KOPANANG** who died at Lotsane Ward Palapye, Palapye District, Botswana on the 26th March 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 of2026

The Executrix
Keipelaale Kopanang
P O Box 377
Serowe
Cell: 76232752

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: **ESHFT000113-23**

IN THE ESTATE OF THE LATE BETHA MPHOTHO who died at Borotsi Ward, Bobonong in the Central-Bobonong District in the Republic of Botswana, on the 26th day of February 2023 and **THE LATE GOITSEONE MPHOTHO** who died at Mophupi Ward, Tsabong, Kgalagadi District on the 26th day of March 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 FRANCISTOWN ON THIS 22nd SEPTEMBER 2025

THABISO DAVID OLATOTSE
(Executor)
C/O OLATOTSE SOLOMON ATTORNEYS
Plot 12692, Area A
Botshelo Drive
P. O. Box 1007 Francistown TEL: 2403566

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

ESHFT 0001502-25

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the late **Shathani Ndzinge ESHFT/ 0001502-25** who died at River Side Hospital Francistown District Botswana, on the 23/10/2025

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 28TH DAY OF MAY 2026

KEAKANYETSE NDZINGE
EXECUTOR DATIVE
P O BOX 1337
FRANCISTOWN
CONTACT: 71380392

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

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 Francistown 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
EPHRAIM KOLOBE	ESHFT-000323-26	04/08/26	0900HRS	SARM 1

DATED AT FRANCISTOWN THIS 28TH DAY OF MAY 2026

MASTER OF THE HIGH COURT

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

ESHFT 000068-26

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the late **STANLEY GRIESMEIR – ESHFT/000068-26** who died at Nyangabgwe Referral Hospital, Francistown, North East District, on the 23rd of October 2023.

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 28TH DAY OF MAY 2026

Dikgakololo Griesmeir
Executor Dative
P O Box 20581 Monarch
FRANCISTOWN

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

NOTICE OF NEXT OF KIN MEETING FOR THE LATE BINNIE JOSEPHINE GABAJESANE

IN PURSUANCE of Section 31 of the Administration of Estates Act (Cap 31:01), the heirs and the next of kin of the deceased persons specified above are hereby invited to attend a next of kin meeting on **Thursday 13th August 2026 at 10:30hours** at the Office of the **Master- Batho Kgerethwa** located at the Gaborone High Court Division.

At the respective meeting, the next of kin are to recommend persons to be appointed as Executor(s)/ Executrices Dative, identify beneficiaries and to discuss any other business relating to the estate of their deceased relative.

For any enquiries concerning the deceased person's estate please contact the Masters Office on **3718343, or 3718000/3718040(switch board)**

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: **ESHGB 000627-24**

IN THE ESTATE of the late **MICHAEL GAOTLOGE** who died at Deborah Relief Memorial Hospital, Mochudi Kgatleng District. Botswana on the **26th day of July 2021**

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 | Tebogo Gaotloge
PO BOX 80510, GABORONE | **CELL- 74 340 949 / 74 619 567**

ATTORNEY REQUIRED

We are seeking an attorney with a Bachelors' Degree in Law (LLB) for appointment in our litigation department. The Applicant should be an admitted attorney or be able to be admitted as an attorney in accordance with the Legal Practitioners Act of Botswana. The Applicant should have a minimum of ten (10) years' experience in the practice of the law. The Applicant should further possess experience in commercial and civil litigation as well as drafting skills. The Applicant should also be well versed with the law of Arbitration.

Applicants are expected to have a large client practice to bring to the firm. Preference will be given to citizens of Botswana. Candidates who do not meet the minimum requirements should not apply.

Reply to:

The Senior Partner
Akheel Jinabhai & Associates
P. O. Box 20575 Gaborone info@aja.co.bw

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

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: **ESHFT000237-26**

IN THE ESTATE OF THE LATE KOBAMELO HILL who died at Francistown Academic Hospital, Francistown, Francistown District, Republic of Botswana, on the 11th day of February, 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 FRANCISTOWN ON THIS 01st DAY OF JUNE, 2026.

LORRAINE HILL
(Executor)
C/O OLATOTSE SOLOMON ATTORNEYS
Plot 12692, Area A Botshelo Drive
P. O. Box 1007 Francistown TEL: 2403566

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 Administrative 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 Francistown 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
DORCAS MOLEO	ESHFT-000398-26	12-08-26	0900Hrs	SARM 1

DATED AT FRANCISTOWN THIS 02nd DAY OF JUNE 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 Francistown 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
EMELANG ZEBE	ESHFT-000444-26	04/08/26	0900HRS	SARM 1

DATED AT FRANCISTOWN THIS 20TH DAY OF MAY 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 Francistown 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
BAKANI MACHUKA	ESHFT-000450-26	05-08-26	0900HRS	SARM 2

DATED AT FRANCISTOWN THIS 01st DAY OF JUNE 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 Francistown 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
JUDGE MUJAJI KUMULA	ESHFT-000451-26	11/08/26	0900HRS	SARM 2

DATED AT FRANCISTOWN THIS 28TH DAY OF MAY 2026

MASTER OF THE HIGH COURT

CHANGE OF LAND USE NOTICE

Rosemary Brock, owner of Plot 2336, **Gathaga Ward, Hukuntsi**, hereby gives notice of her intention to change the property land use from **Single Residential to Multi-Residential**.

Any queries, comments, or objections regarding this application should be directed to **the Hukuntsi Physical Planning Office on 651 0286** within 14 working days from the date of this publication.

NEIGHBOUR CONSULTATION

THE OWNER OF PLOT 540 LOCATED AT KAZUNGULA WISHES TO CHANGE LAND USE FROM RESIDENTIAL TO COMMERCIAL USE. FOR ANY OBJECTION CONTACT PHYSICAL PLANNING DEPARTMENT AT CHDC 62500275 OR 72334949 WITHIN 14 DAYS.

PRISCILLA NTEBANG SMITH, owner of agricultural lot no 866 in Malotwana wishes to change land use into mixed-use (Agriculture 50% and commercial 50%). Any objections should be forwarded to Kgatleng District Council on 5773512 or 75624049 within fourteen (14) days of this notice.

OWNER OF PLOT 17069 at Tlokweng Lesunyana would like to change land use from residential to multi-residential. All neighbouring plots if they have any objection shall contact Tlokweng District Council on 3695002 within 14 days of publication

TRUST POLITE MONGWA, owner of plot no: 3934 in Francistown would like to change landuse of his plot from single-family residential to commercial. Any objections should be forwarded to City of Francistown Council, Physical Planning Department within 14 days of this publication

THE OWNER OF PLOT 24887 at Serowe, Swaneng Ward wishes to change their plot from single residential use. Any consent party may consult the Serowe Physical Planning Department or call 4630325.

THE OWNER OF plot 10282 Maruapula Gaborone seeks to change its use from single family to residential to multi family residential. Any objections to the change of land use should be forwarded to the physical planning office, Civic Centre, Independence Avenue within 14 days of the date of this publication.

OWNER OF PLOT 2273, Ledumadumane, Mogoditshane wishes to change landuse from single family residential to row housing. For more queries contact 73341814 or Mogoditshane Thamaga District Council Planning Office on 3105615

REFILWE PEGGY MOYO, would like to change land use of Resultant Portion of Agriculture Plot to Mixed Agriculture and (Commercial and Industrial) at Bolathapeo Lands, Mookane Village. For any objections please contact Mahalapye District Council Physical Planning Office, Telephone No.4718645 within 14 days of this publication.

THE PLOT OWNER 4267 would like to build a single residential boundary wall at Tatisiding. For any objections you can contact N.E.D.C or 77132995 within fourteen days of publication on this notice

SBM INVESTMENTS, OWNER of plot numbers 38549, 38550, 38551 and 38552 intends to change land use from residential to multi residential. Anyone with any queries/objections contact Gaborone city council physical planning on tel 3657400 within 14 days of this notice

FARM WORKER WANTED with 3 years experience at Mokatako. Must be able to do integrated farming. Call Daniel Manyake at 71319695. Closing date 30 June 2026

OWNER OF PLOT 255 Otse intends to erect a boundary wall and will like to inform neighbours of plot 254, 256 and 644. If you have any objections to the proposed development contact : Ramotswa Council, Physical Planning Office + 267 71871872 within fourteen (14) days of this publication.

OWNER OF PLOT 3242 Goo Shaodi ward, Gabane wishes to subdivide and change land use from civic & community to residential. Interested parties in the area are herein informed. For consent/ objection contact Thabo @ 71612915 or Mogoditshane Thamaga district council-physical planning department

CHANGE OF LANDUSE Owners of plot 75824, 75825 Gaborone North wishes to inform the neighbours and the public of the intention to change land use from residence to light industrial. For any objections to contact Gaborone City Council Physical Planning Department on 3657400 within 14 days of this publication.

SYCAMON (PTY) LTD wishes to change land-use from Agriculture to mixed use Agriculture on their ploughing field in Mokateng, Otse. For comments contact Ramotswa District Council on 5381340 within 14 days of this publication.

PROPERTIES

A WELL LOCATED resident plot for sale Location: Masunga, Size: 23X40X24X35m Price: P65000.00 contact : 77965239/ App:73463777
PRIME HORTICULTURAL PLOT for sale in Matebeleng Oodi size 1.497sqm. A stream runs adjacent to the plot. Providing excellent potential for horticultural activities. Asking price P400 000 (negotiable). Tel: 74703746, 71692214

VACANCIES

RADIOGRAPHER/SONOGRAPHER'S SERVICES needed at professional medical services. The candidate should have at least 2 years experience. Please apply to csungwa@gmail.com Call: 71850155
TM CLOTHING IS looking for a fashion designer with Diploma and 2 years experience 71652903. Box 10779 Palapye.

ENGINEERING SUPERVISOR WANTED. Minimum requirements: 1.NCC Electrical, 2. Experience +25yrs 3. Leadership experience +15yrs, 4.Knowledge of mining machinery, AC and DC Drive systems, solar systems, standby generators, high voltage. 5.Hands on fault finding and repairs. Respond to Extra Effort Pty Ltd, P.O. Box 301322, Tlokweng.

THE DOVE ACADEMY, looking for 1.Senior Teacher std 5-std 7, 2.Sports and Physical Education Teacher. Both teachers with minimum Diploma in Education, experience in english medium school an added advantage. Apply to Director Box 716 Tutume , closing 15/06/26

ROLLING MILL INSTALLER Sherashiya (Pty) Ltd, Selebi Phikwe is looking for an experienced rolling mill installer. Interested candidates should contact 3930156 or email sherashiyaptyltd@gmail.com To apply (x6) rolling mill installers

SUA FLAMINGOES FC is looking for Professional players. Aged 19-30 years . International caps is an added advantage. Applt and enclose updated C.V and valid identity document to: suaflamingoesfc@gmail.com

M. I CLINIC T/A M.I Medical Lab is looking for a Biomedical Science Scientist. Qualification- Bachelor of Biomedical Sciences. Experience- 5 years. Application should be sent to: lab.miclinic@gmail.com. Closing date: 30/06/2026

GRANDTARGET (PTY) LTD is looking for extra heavy duty driver with more than 15 years cross border experience countries with valid PRDP licence, must be willing loading various destinations in Southern Africa and with knowledge with fridge trucks. Apply: P O Box 45579 Gaborone. Email: grandtarget@gmail.com Closing date: 21/06/2026

WELDER/ FABRICATOR (MIG & STICK) piece job, hardworking, P12-17/hr. 73608042 koroush267@gmail.com
GROUNDSMEN/ LABOURER PIECE JOB, Honest, hardworking. P10/hr 73608042

CREATIVE MEDIA SPECIALIST wanted Fimofan Church (Tatisiding) desires the service of a creative Media Specialist contact churchadmfmimofan@gmail.com 71499484

APPLICATION FOR CERTIFIED COPY OF MORTGAGE BOND NOTICE IS HEREBY GIVEN that the undersigned intends applying for a certified copy of covering mortgage bond No: 2567/2018 dated the 8th October 2018 passed by **TORO JANSEN** in respect of the below mentioned property namely;
CERTAIN: piece of land lot 130 commercial Mogoditshane
SITUATED: IN MOGODITSHANE
MEASURING: 1599sqm (one thousand five hundred and ninety-nine square metres)
WHICH PROPERTY: is held under Deeds of Fixed period states Grant no: 2567/2018 dated the 8th day of October 2018 made in favour of **TORO JANSEN**
All persons having objection to this issue of such copy is hereby required to **lodge same in writing** with the register of deeds within **three (3) weeks** from the last application of this notice.
DATED AT GABORONE ON THE DAY OF 25th MAY 2026
TORO JANSEN Lot 130 Mogoditshane Private bag 0041 Mogoditshane

INTENTION TO SELL AND TRANSFER IMMOVABLE PROPERTY IN TERMS OF SECTION 34 OF THE TRIBAL LAND ACT, 2018
 This notice is a re-advertisement of a notice previously published on 17th July 2024 in terms of Section 34 of the Tribal Land Act, 2018 and in respect of the proposed transaction between BCL Limited (in Liquidation) ("the Seller") and Sherashiya (Pty) Ltd ("the Purchaser"). Following the resurvey of the property at issue, the property description and extent have been amended. The proposed transaction remains unchanged and this notice is published solely to reflect the amended property particulars.
 The property previously described as Portion of Cadastre 594 is now described as:
CERTAIN: piece of land being Lot 30015 Selebi Phikwe Mining Lease Area No. 13-NQ;
SITUATE: in Cadastre 594, Bamangwato Tribal Territory;
MEASURING: 2,0512 Ha (Two comma Zero Five One Two Hectares);
HELD UNDER: Memorandum of Agreement of Lease No. DR004307919 dated 31 October 2025
CONSIDERATION: P750,000.00 (Seven Hundred and Fifty Thousand Pula)
 Notwithstanding the transaction, priority is hereby given to any citizen of Botswana interested in entering into a similar transaction in respect to the above property. Should any person wish to object to the above transaction, notice of objection with reasons thereof should be addressed to the Board Secretary of the Ngwato Land Board within 30 (Thirty) days from the date of publication hereof.
DATED AT GABORONE THIS 1st DAY OF JUNE 2026
BOOKBINDER BUSINESS LAW

NOTICE TO DEBTORS AND CREDITORS
Master's Reference: ESHFT 000 217/25
IN THE ESTATE of the late **KAGISO SIX KESIILWE** who died at **PHASE I, BOBONONG** in the Central Administration District of the Republic of Botswana on the **17th FEBRUARY 2025**.
NOTICE IS HEREBY given that Debtors and Creditors in the above Estate are hereby required to pay their debts and file their claims of whatever nature with the undersigned within (30) days after the publication hereof.
Dated at Palapye this 13th May 2026.
 Lebohag Kesilwe, The Executrix, c/o K. SEGABO ATTORNEYS, P.O. Box 510, Palapye, Telephone No. 4923174
 Oria Kesilwe, The Executor, Private Bag F12, Francistown

NOTICE TO DEBTORS AND CREDITORS
Master's Reference: ESHMY 000125-26
IN THE ESTATES of the Late **DANIEL MMOPI** who died at Selebi-Phikwe Government Hospital, Selibe-Phikwe District, on the 28th February 2008.
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, Tetlano Mmopi, P O Box 237, SEFHARE
 Cell: 71525338

NOTICE TO DEBTORS AND CREDITORS
Master's Reference: ESHMY 000032-26
IN THE ESTATES of the Late **KESBONYE B.MMOPI** who died at Tshikhinyega Ward, Serowe, Central-Serowe, Botswana on the 24th August 2012.
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, Goitsewang Tshandu, P O Box 777, Palapye
 Cell: 71427716

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT FRANCISTOWN
ESHFT 000338-24
NOTICE TO DEBTORS AND CREDITORS
IN THE ESTATE of the late **JOEL MUGEWU -ESHFT 000338-24** who died at Masunga Primary Hospital, North East District on the 18 March 2024.
NOTICE IS HEREBY given that Debtors and Creditors in the above Estate are hereby require to pay their claims of whatever nature with the undersigned within 30 days after the publication hereof.
DATED AT FRANCISTOWN THIS 10 DAY OF THE DECEMBER 2025.
MANDLA MATHE AND TO: Master of the High Court
 Executor Dative Private Bag F13
 P O Box 78 FRANCISTOWN
 Tatisiding, 71791543

QUALIFIED TEACHER WANTED FOR PEO PRIMARY SCHOOL
 Qualified Teacher wanted for Peo Primary School. Applicants should possess qualifications in:
 - Bachelor's in education
 - Valid permission to teach
 A minimum of 3 years' relevant work experience in Education in an English Medium School.
 Additional Certificates will reflect positively.
 Applicants should send CV's and References in writing to:
Peo Primary School
 P O Box 149, Gaborone
Closing date 20th June 2026

NOTICE TO DEBTORS AND CREDITORS
Master's Reference: ESHMY 000104-26
IN THE ESTATE of the late **GAOLATHE GALETSSOWE** who died at Monna Ward, Mogorosi Central- Serowe District, Botswana on the 28th November 2020.
NOTICE IS HEREBY 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 27th day of May 2026
 The Executrix, Baithoki Seatholeng, P O Box 2371, Serowe,
 Cell: 71491356

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT FRANCISTOWN
ESHFT 000230-26
NOTICE TO DEBTORS AND CREDITORS
IN THE ESTATE of the late **Caiphus Matala -ESHFT000230-26** who died at Tutume Primary Hospital, Tutume District on the **18th Day of Nov 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 1st DAY OF JUNE 2026
Lizzy Ditau | Executor Dative AND TO : Master of the High Court
 Private Bag 00307, GABORONE Private Bag F13, FRANCISTOWN

NOTICE TO DEBTORS AND CREDITORS
Master's Reference: ESHMY 000050-26
IN THE ESTATE of the late **GAETSIWE ERIC LEGWATAGWATA** who died at Nyangabgwe Referral Hospital, Francistown District, Botswana on the **23rd April 2022**.
NOTICE IS HEREBY 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 27th day of May 2026
The Executrix | Oganeditse Gaboinewe
 P O Box 2151, Serowe | Cell: 71 311 570

FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT
Master's Reference: ESHGB-000145/25
IN THE ESTATE of the late **LYDIA BULALA** who died at **Gaborone west plot 13375 Gaborone**, Gaborone District, Republic of Botswana on **7th December 2023**.
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 (Twenty-one) 21 days from the date of publication hereof.
 Any objection to the Estate Account may be lodged with the Master within 21 days stated above.
DATED AT GABORONE this _____ day _____ 2026
EXECUTOR DATIVE | TEBOGO BULALA
 P O Box 403837, GABORONE | CELL: 76 866 580

NOTICE TO DEBTORS AND CREDITORS
Master's Reference: ESHGB-000624-24
IN THE ESTATE of the late **MOENG MARUPING** who died at Scottish Livingstone Hospital, Molepolole, Kweneng district, Botswana on the 20th day of December 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 of2026
 The Executrix, Lorato Kimane, P O Box 3104, MOLEPOLOLE
 CELL:73502731

NOTICE OF NEXT OF KIN MEETING FOR THE LATE GAKOLOGELWANG LEGONDO & ADAM LEGONDO
 - ESHGB-000405/25
IN PURSUANCE of Section 31 of the Administration of the Estates Act {Cap 31:01} the heirs and Next of Kin of the deceased persons specified above hereby invited to attend a Next of Kin meeting on **29th day of July 2026 at 1030 hours** at the before - **B. P. Kemorwa**. At the Master's Office, Gaborone High Court Building.
 At the respective meeting, the next of kin meeting are to recommend person(s) to be appointed as Executor(s) /Executrices Dative, identify beneficiaries and to discuss any other business relating to the estate of their deceased relative.

NOTICE TO DEBTORS AND CREDITORS
Master's Reference: ESHGB 000211/24
IN THE ESTATE of the late **TSHOLOFELO MORAKE** who died at Gaborone Private Hospital, Gaborone, Gaborone District, Botswana in the **30th November 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.
The Executor | **Samuel Buddy Morake**
 P.O.Box 167, Palapye | Cell: 71726136

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
OATSE SILAS	ESHMY 000306-26	07.07.26	0900HRS	SARM

DATED AT MAHALAPYE THIS 25th MAY 2026
MASTER OF THE HIGH COURT

HUAYE BOTSWANA MINING (PTY) LTD HAS BEEN AWARDED UNDERGROUND MINING CONTRACT FOR THE KHOEMACAU COPPER MINING EXPANSION.

Project

MMG Limited has approved an approximately BWP 13 billion expansion of the Khoemacau Copper Mine in Botswana. This strategic project is designed to significantly increase annual copper production to approximately 130,000 tonnes of copper in concentrate by the second quarter of 2028. As the largest copper development project in Botswana, the expansion will extend the mine life beyond 20 years and is expected to create thousands of employment opportunities. Huaye Botswana Mining invites applications from suitably qualified and experienced professionals for the following positions: The positions are based at the Mine site at Toteng.

1. General Manager (1) – Main Purpose: To provide strategic leadership and overall direction of the underground mining operation, ensuring sustainable growth, operational excellence, and compliance.

Key Responsibilities:

- Provide strategic leadership and overall management of underground mining operations
- Drive operational efficiency, production targets, and cost optimization
- Lead multidisciplinary teams across mining, finance, HR, and SHE
- Ensure compliance with Botswana mining regulations and corporate governance
- Oversee stakeholder relations including government and community engagement

Job Requirements:

- PhD or Master's Degree in Mining Engineering, Mineral Exploration, or related field
- Minimum 10 years' underground mining management experience
- Strong leadership and strategic planning skills
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

2. Management Secretary (x2) – Main purpose: Provide high-level executive administration, scheduling, and document control to site leadership. The position reports to the General Manager and the other to the Deputy General Manager

Key responsibilities:

- Manage executive calendars, travel, meeting logistics, and visitor coordination.
- Prepare agendas, minutes, action logs, and confidential correspondence.
- Maintain document control for board packs, reports, and approvals.
- Track deadlines and support compliance filings.

Job Requirements:

- Diploma in Office Administration/Secretariat.
- 5+ years executive support; excellent MS Office/SharePoint.
- Discretion, accuracy, and strong written English; Setswana an advantage.

3. Mining Manager (Project Manager) (1) – Main Purpose: To lead project execution, timelines, and budgets. Reporting directly to the Deputy General Manager.

Key Responsibilities:

- Manage project scope, cost, and schedule
- Coordinate multidisciplinary teams

Job Requirements:

- Bachelor's Degree in Engineering/Project Management
- Extensive project experience
- Minimum 10 years' experience
- Registration with ERB or with a relevant body
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

4. Alternate Project Manager (1) – Main Purpose: To support the CEO/GM in overseeing project execution and coordinating departmental performance. Reporting directly to the Deputy General Manager.

Key Responsibilities:

- Support the General Manager in project execution
- Coordinate departmental activities and performance
- Monitor project timelines, costs, and deliverables
- Ensure compliance with safety and operational standards

Job Requirements:

- Bachelor's Degree in Mining Engineering or related field
- Minimum 7 years' underground mining experience
- Strong coordination and reporting skills
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

5. Assistant Project Manager (1) – Main Purpose: To provide administrative and operational support to the CEO/GM and project leadership team. Reporting directly to the Project/Alternate Project Manager.

Key Responsibilities:

- Manage executive schedules, reporting, and documentation
- Coordinate meetings, communications, and project updates
- Support project tracking and stakeholder engagement

Job Requirements:

- Master's Degree in Mining Engineering or related field
- Minimum 5 years' experience in PA/EA or project support role in mining
- Strong organizational and communication skills
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

Background

6. Administrative Integration Manager (1) – Main Purpose: To oversee administrative, compliance, and public relations functions of the mining operation. Reporting directly to the General Manager.

Key Responsibilities:

- Oversee administrative operations and compliance functions
- Manage public relations and stakeholder communication
- Ensure regulatory and corporate compliance
- Supervise administrative staff and systems

Job Requirements:

- Bachelor's Degree in Public Administration or related field
- Minimum 5 years' experience in administration
- Strong governance and compliance knowledge
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

7. Finance Manager (Mining) (1) – Main Purpose: To manage financial operations and oversee mining contracts and cost control. Reporting to the General Manager.

Key Responsibilities:

- Manage financial planning, budgeting, and reporting
- Oversee mining contracts and cost control
- Ensure compliance with financial regulations and audit standards
- Monitor CAPEX and OPEX performance

Job Requirements:

- Bachelor's Degree in Finance/Accounting
- 5–10 years' relevant mining or project finance experience
- Strong analytical and financial management skills
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

8. Payroll Accountant – Main purpose: Deliver accurate, timely payroll and statutory compliance for staff and contractors. Reporting to the Finance Manager

Key responsibilities:

- Payroll processing, reconciliations, and month-end journals.
- Manage taxes, NBF/NAM/Social security equivalents; expat/local packages.
- Payroll analytics and reporting; respond to audits.

Job Requirements:

- Degree in Accounting/Finance/ACCA; 5+ years payroll in large workforce.
- ERP/payroll systems proficiency; strong Excel.

9. Accounts Officer (3) – Main Purpose: To prepare accurate and comprehensive capital (CAPEX) and operating (OPEX) cost estimates for mining projects at various stages, from feasibility to execution. Reporting to the Finance Manager (Mining).

Key Responsibilities:

- Prepare CAPEX and OPEX estimates for mining projects
- Maintain financial records and reporting accuracy
- Support budgeting and cost analysis processes

Job Requirements:

- Bachelor's Degree in Accounting/Management
- Minimum 5 years' experience
- Strong cost analysis and reporting skills
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

10. HR Manager Services – To provide strategic and operational leadership for the Human Resources Services function by ensuring the effective delivery of recruitment, employee relations, industrial relations, workforce planning, performance management, employee administration, localization, talent management, and HR compliance services across underground mining operations.

Key Responsibilities

- Lead and manage the Human Resources Services function across underground and surface mining operations.
- Coordinate manpower planning and workforce forecasting activities.
- Provide guidance and support on disciplinary matters, grievances, investigations, and dispute resolution.
- Drive the implementation of performance management systems and employee development initiatives.
- Support implementation of localization and citizen empowerment initiatives.

Job Requirements

- Bachelor's Degree in Human Resource Management, Industrial Psychology, Business Administration, Labour Relations, or a related field.
- Minimum of 8 years' progressive Human Resources experience, with at least 5 years in a senior HR leadership role.
- Postgraduate qualification in Human Resources Management, Labour Relations, Business Administration, or Organizational Development will be an added advantage.
- Membership of a recognized Human Resources professional body will be advantageous.
- Previous experience within mining, construction, heavy industry, manufacturing, or large-scale operational environments.
- Demonstrated experience managing unionized workforces and industrial relations matters.
- Experience in workforce mobilization, localization, expatriate management, and project-based operations will be highly advantageous.

11. Industrial Relations Superintendent – Main purpose: Maintain stable industrial relations through proactive union

engagement and dispute resolution. Reporting to the Human Resources Manager

Key responsibilities:

- Lead/assist negotiations, shop-floor engagement, and consultative forums.
- Manage grievances, disciplinary cases, Conciliation, Mediation and Arbitration processes as applicable.
- Training, Coaching supervisors on IR procedures; maintain case records and metrics.

Requirements:

- Degree/Diploma in IR/HR/Law; 7+ years IR in unionised sector.
- Strong mediation, investigation, and documentation skills.
- Botswana labour legislation knowledge; Setswana/English fluency.

12. ERP Systems Integration & Digital Transformation – Main purpose of the job is to Coordinate the implementation and integration of Huaye Group ERP systems across Human Resources, Finance, Supply Chain, Procurement, Warehouse, and Administrative functions. Reporting to the Human Resources Manager

- Facilitate user acceptance testing, process mapping, data migration, and system configuration activities to ensure successful deployment.
- Provide ERP training and support to Botswana-based employees, supervisors, managers, and administrators.
- Monitor ERP utilization and recommend improvements to enhance operational efficiency and data integrity.
- Develop and maintain ERP user manuals, standard operating procedures, and training materials.

Culture Transfer & Organizational Development

- Lead the transfer and embedding of Huaye Group's organizational culture, performance standards, operational discipline, safety ethos, and productivity management practices.
- Facilitate workshops, orientation programs, and management coaching sessions to promote alignment with group values and expectations.
- Support leadership teams in implementing a high-performance culture characterized by accountability, continuous improvement, and operational excellence.
- Promote effective cross-cultural collaboration between expatriate and citizen employees.

Localization & Skills Transfer

- Develop and implement structured localization and knowledge transfer plans for ERP systems, management processes, and business operations.
- Coordinate mentorship and coaching programs between expatriate specialists and citizen employees.
- Monitor localization milestones, competency development, and succession readiness across key functions.
- Prepare periodic reports on localization progress, skills transfer outcomes, and capability-building initiatives.
- Support the development of sustainable citizen-led business processes and systems.

Job Requirements

- Bachelor's Degree in Human Resources Management, Business Administration, Information Systems, Industrial Psychology, Organizational Development, Finance, Supply Chain Management, or a related field.
- A postgraduate qualification in Change Management, Organizational Development, ERP Systems, Business Transformation, or Project Management will be an added advantage.

13. HR Officer(x3) – Main Purpose: To systematically identify, assess, mitigate, and monitor risks that could impact the project's objectives in safety, schedule, cost, and reputation. Reporting to the HR Manager.

Key Responsibilities:

- Support HR operations including recruitment, on-boarding, and HR administration.
- Assist with employee relations and compliance.
- Assist in performance management and HR reporting
- Monitor workforce risks (performance, safety, absenteeism)
- Implement HR policies and procedures

Job Requirements:

- Bachelor's Degree in HR or related field
- Minimum 5 years' experience
- Knowledge of Botswana labour laws
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

14. Communication & Community Liaison Officer – Main purpose: Manage internal communications and community engagement aligned with ESG and social performance. Reporting to the HR Manager.

Key responsibilities:

- Stakeholder mapping; plan and deliver community meetings and updates.
- Local hiring communications; grievance intake and resolution tracking.
- Produce internal newsletters, safety comms, and media content.
- Support social investment and impact monitoring.

Job Requirements:

- Degree in Communications/Social Performance/Development.
- 4+ years mining/community relations experience; clean driver's licence.
- English and Setswana fluency; strong writing and facilitation.

15. Training Superintendent – Main purpose: Build and

lead the training strategy to develop a competent, largely local UG workforce. Reporting to the HR Manager

Key responsibilities:

- Training needs analysis; annual plan, budget, and competency frameworks.
- Implement OEM/vendor programs; statutory and refresher training.
- Lead assessors/trainers; manage LMS/training records; report compliance.

Requirements:

- Degree in Training/HRD; 8+ years L&D in mining.
- Registered assessor/moderator; knowledge of Botswana regs.
- Leadership and curriculum development capability.

16. Training Officers (x6)— Main purpose: Deliver technical, equipment, and safety training for underground, maintenance, and services.

Key responsibilities:

- Facilitate classroom and on-the-job training; conduct assessments.
- Develop SOPs, e-learning, and practical modules; maintain records.
- Support retraining after incidents and competency renewals.

Requirements:

- Trade/technical qualification; assessor certification preferred.
- 3–5 years training delivery; UG mining exposure.

17. Camp Management (x2) — Main purpose: Govern performance of camp services contractor against SLAs and budgets.

Key responsibilities:

- KPI reviews, audits, corrective actions, and cost control.
- Menu/nutrition oversight; statutory compliance (HACCP, health).
- Interface with HSE, Procurement, and Site Services.

Requirements:

- Degree/Diploma Hospitality/Facilities; 5+ years camp leadership.
- Strong contract management and reporting.

18. Camp Officers (x2) -- Main purpose: Ensure high-quality camp accommodation, catering, and hygiene for a remote workforce. Reporting to the Camp Manager

Key responsibilities:

- Room allocations, check-in/out, and occupancy reporting.
- Oversee housekeeping and catering contractors; inspections and audits.
- Manage maintenance requests; enforce HSE and food safety standards.

Requirements:

- Diploma in Hospitality/Facilities; 3–5 years remote camp operations.
- Contractor oversight and customer service skills.

19. Interpreter (1) — Main Purpose: To facilitate clear and accurate communication between expatriate staff, local workforce, government authorities, and community stakeholders, bridging language and cultural gaps.

Key Responsibilities:

- Facilitate communication between expatriates and local staff
- Translate technical, legal, and operational documents
- Support meetings with government and stakeholders
- Bridge cultural and language gaps

Job Requirements:

- Bachelor's Degree in English, Law, or related field
- 5–10 years' translation experience
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

20. IT officer — Main Purpose: To manage IT systems and provide technical support to mining operations.

Key Responsibilities:

- Maintain IT systems, infrastructure, and networks
- Support business and mining software systems
- Implement and train users on digital platforms

Job Requirements:

- Bachelor's Degree in IT or related field
- Minimum 5 years' experience
- Strong systems and troubleshooting skills
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

21. Procurement / Purchasing Officer — Main Purpose: To support procurement processes and ensure timely availability of materials and services.

Key Responsibilities:

- Source and procure goods and services
- Support procurement processes and supplier relationships
- Ensure cost-effective sourcing and contract compliance
- Oversee logistics and inventory management

Job Requirements:

- Bachelor's Degree in Supply Chain/Procurement
- 3–5 years' experience
- Strong negotiation and planning skills
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

22. Contracts Manager — Main Purpose: To manage contracts, budgets, and commercial risks within the project. This position directly reports to the Mining Project Manager.

Key Responsibilities:

- Draft, review, and manage contracts
- Monitor contract performance and compliance

- Manage claims and variations

Job Requirements:

- Bachelor's Degree in Law, Engineering, or related field
- Minimum 5 years' experience
- Strong contract management skills
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

23. Safety Supervisor — Main Purpose: Responsible for the development and implementation of project safety system and safety risk control, as well as safety management during the project period.

Key Responsibilities:

- Implement safety systems and risk management processes
- Conduct safety audits and inspections
- Monitor compliance and safety performance
- Promote a zero-harm culture

Job Requirements:

- Bachelor's Degree in Safety or related field
- Minimum 5 years' experience in mining safety
- Strong knowledge of SHE systems
- Knowledge of mining safety regulations
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

24. IT Engineer (Trainer) — Main Purpose: To drive the implementation, optimization, and training of digital mining systems including production scheduling, 3D modeling, and project management platforms. The role reports directly to the Finance and Administration Manager.

Key Responsibilities:

- Research, implement, and optimize production scheduling systems
- Develop and support 3D mining information systems
- Train employees on project management and digital systems
- Provide IT technical support for mining operations
- Drive digital transformation initiatives within the project

Job Requirements:

- Bachelor's Degree in IT, Computer Science, or related field
- Minimum 5 years' experience in mining or industrial systems
- Experience in 3D systems and project management software
- Strong training and facilitation skills
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

25. Chinese chef — Main Purpose: To provide high-quality, hygienic meal preparation services for expatriate and site personnel. Physically healthy, free from infectious diseases, with chef's license and health certificate. This role reports to the Camp Manager.

Key Responsibilities:

- Prepare high-quality meals for staff and expatriates
- Maintain kitchen hygiene and food safety standards
- Manage kitchen inventory and supplies
- Ensure compliance with health regulations

Job Requirements:

- Valid Chef Certification and Health Certificate
- Minimum 5 years' experience
- Physically fit and medically cleared
- Fluency in Chinese and English

26. Senior Mining Engineer — Main Purpose: To lead mine planning, design, and optimization to ensure safe and efficient underground operations. Reporting to the Project MPlan Manager.

Key Responsibilities:

- Design and optimize underground mining operations
- Develop mine plans, schedules, and production strategies
- Monitor performance and ensure operational efficiency
- Ensure compliance with safety and mining regulations

Job Requirements:

- Bachelor's Degree in Mining Engineering
- Minimum 8 years' underground mining experience
- Strong mine planning and technical expertise
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

27. Civil Engineer — Main Purpose: To design and supervise civil works supporting mining infrastructure. Reporting to the Mining Project Manager

Key Responsibilities:

- Design and oversee construction of site infrastructure
- Ensure quality and compliance with engineering standards
- Manage contractors and project timelines

Job Requirements:

- Bachelor's Degree in Civil Engineering
- Minimum 5 years' experience
- Knowledge of mining infrastructure projects
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

28. Mechanical Engineer — Main Purpose: To ensure reliability and performance of mechanical equipment in mining operations. Reporting to the Engineering Manager.

Key Responsibilities:

- Maintain and optimize mechanical systems
- Implement preventive maintenance programs
- Troubleshoot equipment failures

Job Requirements:

- Bachelor's Degree in Mechanical Engineering
- Minimum 5 years' experience in mining or heavy industry
- Fluency in English is required. Good working knowledge

of Huaye International Mining Systems and/or any similar international mining systems is essential.

29. Finance Manager — Main Purpose: To manage financial planning, reporting, and cost control for the mining project. Reporting directly to the General Manager.

Key Responsibilities:

- Oversee budgeting, forecasting, and reporting
- Monitor CAPEX and OPEX
- Ensure financial compliance and audits

Job Requirements:

- Bachelor's Degree in Finance/Accounting
- Minimum 5 years' experience
- Strong financial management skills
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

30. Supply Chain Manager — Main Purpose: To oversee procurement, logistics, and supply chain operations. Reporting to the Finance Manager

Key Responsibilities:

- Manage sourcing, procurement, and logistics
- Develop supplier relationships
- Ensure cost efficiency and timely delivery

Job Requirements:

- Bachelor's Degree in Supply Chain/Procurement
- Minimum 5 years' experience
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

31. Supply Chain Officer — Main Purpose: To support procurement and logistics operations. Reporting to the Assistant Supply Chain Manager.

Key Responsibilities:

- Process purchase orders and track deliveries
- Maintain inventory records.
- Support supplier coordination.

Job Requirements:

- Bachelor's Degree in Supply Chain or a related field
- Minimum 3 years' experience.
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

32. Contracts Manager — Main Purpose: To manage contracts, claims, and commercial risks. Reporting directly to the Mining Project Manager.

Key Responsibilities:

- Draft and manage contracts
- Monitor contract performance.
- Manage claims and disputes.

Job Requirements:

- Bachelor's Degree in Law/Engineering/Commerce.
- Minimum 5 years' experience
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

33. SHE Officer — Main Purpose: To ensure the implementation of safety, health, and environmental systems. This position reports to the Assistant SHE Manager.

Key Responsibilities:

- Conduct safety inspections and audits.
- Implement risk management systems.
- Promote safety awareness.

Job Requirements:

- Bachelor's Degree in Safety or a related field
- Minimum 3 years' experience.
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

34. Interpreter (2) — Main Purpose: To facilitate communication between Chinese expatriates and local stakeholders. Reporting to the Mining Project Manager and/or HR Manager.

Key Responsibilities:

- Translate documents and meetings.
- Support operational and stakeholder communication.

Job Requirements:

- Bachelor's degree in Languages or related field
- Minimum 5 years' experience
- Fluent in Chinese and English

35. Legal Manager — Main Purpose: To provide legal advisory services and ensure regulatory compliance. Reporting to the Finance Manager indirectly to the Admin Manager.

Key Responsibilities:

- Manage legal risks and contracts
- Provide legal advice to management
- Ensure compliance with Botswana laws

Job Requirements:

- Bachelor's degree in Law (LLB)
- Minimum 5 years' experience
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

36. Mining Engineers(4 Positions)— Main Purpose: Responsible for the safe, efficient, and economically viable design, planning, and optimization of safe and efficient mining operations. Reporting to the Mining Project Manger.

Key Responsibilities:

- Mine planning and production scheduling
- Ensure compliance with safety standards

Job Requirements:

- Bachelor's Degree in Mining Engineering
- ERB registration

- Minimum 5 years' experience
- Fluency in English is required. Good working knowledge of Huaye International Mining Systems and/or any similar international mining systems is essential.

37. Geotechnical Engineer – Main Purpose: To bridge the gap between pure geology and civil/mining engineering and to integrate geological data into mine planning and Design. Reporting to the Project MPlan Manger.

Key Responsibilities:

- Conduct geological analysis and mapping
- Support mine planning decisions

Job Requirements:

- Bachelor's Degree in Geological Engineering or related field
- 5+ yrs relevant experience
- ERB registration

38. Business Manager – Main Purpose: To drive the commercial success and strategic growth of the mining project or business unit performance. Reporting to the Mining Project Manager.

Key Responsibilities:

- Manage budgets and financial performance
- Identify growth opportunities

Job Requirements:

- Bachelor's Degree in Business/Management
- Minimum 5 years' experience

39. HSE Manager/Engineer – Main Purpose: To lead the development, implementation, and continuous improvement of the Health, Safety, and Environmental Management System, ensuring full compliance and a zero-harm culture. Reporting to the SHE Manager.

Key Responsibilities:

- Develop and implement HSE systems
- Ensure compliance with regulations

Job Requirements:

- Bachelor's degree in Safety/Environmental field
- Minimum 10 years' experience

40. Blasting Engineers(2) – Main Purpose: To design, plan, and supervise all blasting operations to achieve optimal fragmentation, safety, and cost-effectiveness while minimizing environmental impact. Reporting directly to the Mine Production Manager.

Key Responsibilities:

- Plan and execute blasting operations
- Ensure safety and compliance

Job Requirements:

- Bachelor's Degree in Mining/Engineering
- Ten (10+) yrs relevant experience with blasting
- Blasting certification
- ERB registration

41. Senior Surveyor – Main Purpose: To manage mine surveying and spatial data accuracy. Reporting to the Project Surveyor.

Key Responsibilities:

- Conduct surveys and mapping
- Maintain mine plans

Job Requirements:

- Bachelor's Degree in Surveying or above in a related field
- 10+ yrs relevant experience with the qualification
- ERB registration

42. Mine Superintendent – Main Purpose: To oversee daily mining operations and production. Reporting to the Mining Project Manager.

Key Responsibilities:

- Manage production teams
- Ensure safety and performance targets

Job Requirements:

- Bachelor's Degree in Mining Engineering
- Minimum 10 years' experience
- ERB Registration

43. Mine Foreman (x4) – Main Purpose: To supervise operational crews and ensure safe execution of tasks. Position reports to the Production Superintendent.

Key Responsibilities:

- Supervise workforce
- Ensure adherence to plans and safety

Job Requirements:

- Relevant qualifications.
- Minimum 5 years' experience
- ERB Registration

44. Raisebore / Drilling Supervisor -- Main purpose of the job is to lead raiseboring/longhole activities to plan and spec. Position reports to the Production Superintendent.

Key responsibilities:

- Site set-up, alignment, and survey verification.
- Safety leadership; bit/consumable optimisation; QA documentation.

Requirements:

- 7+ years UG drilling/raiseboring; OEM competencies.

45. Raisebore/Drilling Trainer -- Main purpose: Build internal competency in raiseboring and longhole operations. Position reports to the Production Superintendent.

Key responsibilities:

- Develop SOPs, training modules; coach operators; conduct assessments.
- Retraining post-incident; maintain competency records.

Requirements:

- Expert operator background; assessor certification preferred.
- Extensive drilling experience

46. Shift boss-Development(Z5N) – Main purpose is to supervise underground development activities. Position reports to the Production Foreman.

Key Responsibilities:

- Manage shift operations
- Ensure safety and productivity

Job Requirements:

- Blasting certificate
- Experience in underground mining

47. Person in Charge (18) -- Main purpose: Statutory control of assigned section/shift ensuring safe work and compliance.

Key responsibilities:

- Issue permits; manage hazards; conduct inspections and reports.
- Coordinate emergency response and shift handovers.

Requirements:

- Meets regulatory competency; UG experience; strong leadership.

48. Shotcrete & Pastfill Foreman (Construction&Batch Plant) – Main Purpose of the job is to manage shotcrete and pastefill operations. Reporting to the Production Superintendent.

Key Responsibilities:

- Supervise plant and underground applications.
- Ensure quality and safety.

Job Requirements:

- Relevant qualifications.
- Experience in pastefill/shotcrete

49. Pastefill Crew (Leading Hand etc.) -- Main purpose: Operate paste lines, barricades, and placements safely.

Key responsibilities:

- Hose handling, barricade monitoring, sample taking, comms to plant.

Requirements:

- UG experience; physically fit; basic equipment skills.

50. Diamond Drilling Supervisor -- Main purpose: Lead UG/surface diamond drilling programs for geology/grade control.

Key responsibilities:

- Plan shifts, rig moves, core recovery QA/QC, and safety.
- Manage contractors and consumables; reporting.

Requirements:

- 7+ years diamond drilling; supervisory experience.

51. Diamond Drilling Mechanic -- Main purpose: Maintain and repair diamond drill rigs and auxiliary equipment.

Key responsibilities:

- Planned maintenance, troubleshooting, parts management, and field repairs.

Requirements:

- Heavy equipment mechanic trade; 5+ years drilling equipment.

52. Raisebore Drilling Mechanic -- Main purpose of the job is to maintain raisebore rigs, drives, and rods.

Key responsibilities:

- Preventive maintenance; breakdown response; OEM liaison.

Requirements:

- Mechanical trade; 5+ years raisebore maintenance.

53. Loader Operator (Development) -- Main purpose: Operate LHDs to load, haul, and dump development muck safely.

Key responsibilities:

- Pre-start checks; efficient mucking; scaling awareness; reporting defects.

Requirements:

- UG LHD competency; 2+ years LHD operations; valid licences.

54. Underground Filling Worker -- Main purpose: Support underground backfilling and services installation.

Key responsibilities:

- Hose/line handling, barricade setup, basic sampling, housekeeping.

Requirements:

- UG exposure; physically fit; safety focused.

55. Maintenance Planning Foreman -- Main purpose of the job is to Lead maintenance planning and scheduling to improve equipment availability.

Key responsibilities:

- Develop weekly/long-term plans; manage backlog and shutdowns.
- Coordinate with operations; ensure BOMs/spares readiness; KPIs.

Requirements:

- Trade/Engineering diploma; 7+ years maintenance with planning.
- CMMS (SAP/Pronto/Oracle) proficiency.

56. Maintenance Planners -- Main purpose: Plan and schedule maintenance work packs and materials.

Key responsibilities:

- Job scoping, task lists, estimates; PM program optimisation.
- Create work orders; kitting; update CMMS history.

Requirements:

- Trade/technician; 3–5 years planning; CMMS proficiency.

57. Fitter Foreman -- Main purpose: Supervise fitters maintaining UG mobile and fixed plant.

Key responsibilities:

- Allocate tasks; quality checks; safety and permits; training.

Requirements:

- Fitting trade certificate; 5+ years UG maintenance; supervision.

58. Mechanic MDE Team Leader (Mobile Diesel

Equipment) -- Main purpose: Lead diesel mechanics for UG mobile fleet reliability.

Key responsibilities:

- PMs and breakdowns on LHDs, trucks, drills; diagnostics; spares.

Requirements:

- Diesel mechanic trade; 7+ years UG fleet; leadership.

59. Fitter Installer (Trainer) -- Main purpose: Train and certify fitters in the installation of ground support/services.

Key responsibilities:

- Develop/install SOPs; practical coaching; competency assessments.

Requirements:

- Fitting trade; assessor certification; 7+ years UG.

60. IT Operator (Vent & Pipes) [Installation Technician] -- Main purpose: Install and maintain underground ventilation ducting and piping.

Key responsibilities:

- Measure, hang, and secure vent bags/pipes; leak checks; record as-builts.

Requirements:

- UG services experience; working at heights; physically fit.

61. Vent/Pipe Installers -- Main purpose: Install UG ventilation/piping per plan and standards.

Key responsibilities:

- Handling, joining, bracketing, leak testing; housekeeping.

Requirements:

- UG experience; safety training; fitness.

62. Vent/Pipe Assistants -- Main purpose: Assist installers with material handling and basic tasks.

Key responsibilities:

- Staging, lifting, consumable prep; assist with inspections.

Requirements:

- Physical fitness; basic UG induction.

63. Crash Machine Operator -- Main purpose: Operate crusher/ore sizing equipment safely and efficiently.

Key responsibilities:

- Pre-starts, throughput control, blockages clearing per SOP, reporting.

Requirements:

- Mineral processing/plant operations experience; control room basics.

64. Transmixer (AGI) Operator -- Main purpose: Operate transit mixer to deliver shotcrete/paste as scheduled.

Key responsibilities:

- Vehicle inspections; safe driving UG/surface; slump checks; washout.

Requirements:

- Valid heavy vehicle licence; UG driving experience preferred.

65. LHD Operator -- Main purpose: Operate Load-Haul-Dump units to achieve production targets safely.

Key responsibilities:

- Muck, tram, and dump; pre-starts; minor maintenance; reporting.

Requirements:

- UG LHD competency; 2+ years experience.

66. Grader Operator -- Main purpose: Maintain UG roadways to improve cycle times and safety.

Key responsibilities:

- Grade to spec; water management; coordinate with traffic.

Requirements:

- UG grader experience; valid operator competency.

67. Water Truck Operator -- Main purpose: Control dust on surface/UG roads via water cart operations.

Key responsibilities:

- Safe driving; water application; pre-starts; basic maintenance.

Requirements:

- Heavy vehicle licence; 2+ years mobile equipment operation.

68. Service Vehicle Operator (IT) -- Main purpose: Operate service vehicles (lubrication/fuel) for UG fleet support.

Key responsibilities:

- Refuelling, lubrication, coolant/additive top-ups; contamination control.

Requirements:

- Heavy vehicle licence; fluids handling; safety focus.

69. Warehouse Truck Operator -- Main purpose: Move materials and consumables between warehouse and UG bays.

Key responsibilities:

- Load securement; manifests; delivery to headings; inventory updates.

Requirements:

- Code EC/Equivalent licence; forklift ticket; warehousing experience.

70. Surveyor -- Main purpose: Provide underground surveying to support development, stoping, and infrastructure.

Key responsibilities:

- Control establishment, pickups, mark-ups, CMS scans, and as-builts.
- Maintain databases and QA/QC survey data; collaborate with Planning/Geo.

Requirements:

- Diploma/Degree in Mine Survey; 3+ years UG surveying; survey software.

71. Geotech Technician -- Main purpose: Collect ground control data to support geotechnical design and monitoring.

Key responsibilities:

- Map exposures, install/extensometers, pull tests, and support QA/QC.
- Data entry and reporting to the Geotechnical Engineer.

Requirements:

- Geology/Geotech technician background; UG experience; instrumentation.

72. Chief Project Surveyor -- Main purpose: Lead all survey activities for expansion works and production.

Key responsibilities:

- Survey control network, standards, and compliance; lead team and contractors.
- Technology adoption (laser scan, CMS, drones where applicable); reporting.

Requirements:

- Degree in Mine Survey; 8+ years UG; leadership; professional registration preferred.

73. Project Surveyor Assistants -- Main purpose: Support surveyors with fieldwork and data handling. Reporting to the Chief Project Surveyor

Key responsibilities:

- Set-ups, prism installation, tape/laser measurements, data downloads.

Requirements:

- Survey technician certificate; UG induction; physically fit.

74. SHE Officer -- Main purpose: Implement HSE programs and ensure compliance across site operations. Reporting to the SHEC Manager

Key responsibilities:

- Inspections, audits, risk assessments, and incident investigations.
- Deliver inductions/toolbox talks; track actions and KPIs.

Requirements:

- HSE diploma/certification (NEBOSH or equivalent); 3–5

75. SHE Inspector -- Main Purpose of the Job is to conduct regular inspections and audits of underground and surface operations to ensure adherence to safety standards and statutory requirements.

Key Responsibilities

- Inspect workplaces, equipment, and work practices.
- Identify unsafe conditions and recommend corrective measures.
- Monitor compliance with PPE requirements.
- Participate in accident investigations.
- Assist with SHE audits and compliance reporting.
- Promote a positive safety culture across the operation.

Job Requirements

- Certificate or Diploma in Occupational Health & Safety.
- Minimum 2 years' experience in mining or industrial safety.
- Sound understanding of hazard identification and risk management.
- Good interpersonal and observation skills.

76. Environmental Officer -- Main Purpose of the Job is to ensure environmental compliance and support the implementation of environmental management programs across mining operations.

Key Responsibilities

- Monitor environmental performance and compliance.
- Conduct environmental inspections and audits.
- Manage waste, water, dust, and pollution control programs.
- Prepare environmental reports and regulatory submissions.
- Coordinate rehabilitation and environmental awareness initiatives.
- Investigate environmental incidents and implement corrective actions.

Job Requirements

- Degree in Environmental Science, Environmental Engineering, Hydrogeology, or related discipline.
- Minimum 3 years' relevant experience.
- Knowledge of Botswana environmental legislation.
- Experience in mining or infrastructure projects will be advantageous.

77. DATA Analysis and Standards Officer -- Main Purpose of the Job is to collect, analyze, and report SHE and operational data while supporting compliance, standards implementation, and continuous improvement initiatives.

Key Responsibilities

- Compile and analyze SHE and operational performance data.
- Maintain reporting dashboards and KPI tracking systems.
- Monitor compliance with company standards and procedures.
- Generate weekly and monthly management reports.
- Support audits, inspections, and corrective action tracking.
- Assist in document control and standards management.

Job Requirements

- Degree or Diploma in Data Analytics, Statistics, Engineering, SHE, or related field.
- Advanced Microsoft Excel and reporting skills.
- Experience with Power BI, databases, or reporting systems preferred.
- Strong analytical and problem-solving capabilities.

78. Ventilation Officer -- Main Purpose of the Job is to monitor and maintain underground mine ventilation systems to ensure a safe and healthy working environment.

Key Responsibilities

- Conduct ventilation surveys and inspections.
- Monitor airflow, gases, dust, and environmental conditions.
- Ensure compliance with ventilation standards.
- Assist in ventilation planning and optimization.
- Investigate ventilation-related incidents and hazards.
- Maintain ventilation records and reports.

Job Requirements

- Diploma or Degree in Mining Engineering, Mine Ventilation, or related discipline.
- Minimum 3 years' underground mining experience.
- Knowledge of mine ventilation software and monitoring systems.
- Understanding of underground mining regulations.

79. AGI Truck Driver -- Main Purpose of the Job is to safely operate Agi trucks for the transportation and placement of concrete and backfill materials underground and on surface.

Key Responsibilities

- Operate Agi truck safely and efficiently.
- Conduct pre-start inspections.
- Transport materials according to production schedules.
- Report defects and maintenance requirements.
- Adhere to safety procedures and traffic regulations.

Job Requirements

- Valid Class EC Driver's License.
- Minimum 2 years' experience operating Agi trucks or similar heavy equipment.
- Mining experience preferred.

80. Development Truck Driver -- Main Purpose of the Job is to transport development materials, equipment, and personnel to underground work areas safely and efficiently.

Key Responsibilities

- Transport mining materials underground.
- Conduct vehicle inspections.
- Maintain operational records.
- Ensure compliance with underground traffic rules.

Job Requirements

- Valid Class EC Driver's License.
- Underground mining experience preferred.
- Minimum 2 years' heavy vehicle driving experience.

81. Stope Truck Operator -- Main Purpose of the Job is to transport ore, waste, and mining materials from production stopes to designated locations.

Key Responsibilities

- Operate underground haulage vehicles safely.
- Conduct equipment inspections.
- Report equipment faults.
- Comply with production and safety requirements.

Job Requirements

- Mining equipment operating certificate.
- Minimum 2 years' underground mining experience.

82. Shotcrete Nozzleman Assistant -- Main Purpose of the Job is to assist the Shotcrete Nozzleman in underground ground support activities.

Key Responsibilities

- Assist with shotcrete preparation and application.
- Maintain hoses and equipment.
- Ensure work areas are clean and safe.
- Support quality control activities.

Job Requirements

- Experience in underground mining preferred.
- Physically fit and able to work underground.

83. Shotcrete Sprayer Assistant -- Main Purpose of the Job is to support underground shotcrete spraying operations.

Key Responsibilities

- Assist operators during spraying activities.
- Prepare materials and equipment.
- Conduct housekeeping activities.
- Follow all safety procedures.

Job Requirements

- Previous mining experience advantageous.
- Ability to work in underground environments.

84. Fibre Handling Service Person -- Main Purpose of the Job is to safely handle and prepare fibre reinforcement materials used in shotcrete operations.

Key Responsibilities

- Prepare and issue fibre materials.
- Maintain stock records.
- Assist shotcrete crews.
- Ensure safe handling practices.

Job Requirements

- Previous mining or construction experience.
- Good understanding of material handling.

85. IT Operator (General) -- Main Purpose of the Job is to provide operational IT support and maintain site computer systems and networks.

Key Responsibilities

- Provide user support.
- Install and maintain hardware and software.
- Support communication systems.
- Maintain IT records and backups.

Job Requirements

- Diploma in Information Technology.
- Minimum 2 years' IT support experience.
- Knowledge of networking and computer systems.

86. Concrete Installers -- Main Purpose of the Job is to install and finish concrete works for underground and surface mining infrastructure.

Key Responsibilities

- Prepare and place concrete.
- Install formwork.
- Finish concrete surfaces.
- Maintain quality standards.

Job Requirements

- Experience in civil construction or mining projects.
- Ability to read construction drawings advantageous.

87. Concrete Assistants -- Main Purpose of the Job is to assist concrete installation crews in daily construction activities.

Key Responsibilities

- Material preparation.
- Equipment handling.
- Site housekeeping.
- Assist skilled workers.

Job Requirements

- Previous construction or mining experience advantageous.

88. Road Operator -- Main Purpose of the Job is to operate road rollers for construction and maintenance of roads and infrastructure.

Key Responsibilities

- Operate compaction equipment safely.
- Conduct pre-start inspections.
- Maintain compaction standards.
- Report equipment defects.

Job Requirements

- Valid equipment operator certificate.
- Minimum 2 years' experience operating road rollers.

89. Surface Commuter Bus Driver -- Main Purpose of the Job is to transport employees safely between designated locations and the mine site.

Key Responsibilities

- Transport employees safely.
- Conduct vehicle inspections.
- Maintain transport logs.
- Ensure compliance with traffic regulations.

Job Requirements

- Valid Class D/EC Driver's License with PrDP.
- Minimum 3 years' passenger transport experience.

90. Paste Backfilling Plant Operator -- Main Purpose of the Job is to operate and monitor paste backfill plant systems to ensure continuous production and delivery of backfill material.

Key Responsibilities

- Operate paste plant equipment.
- Monitor production parameters.
- Conduct inspections and housekeeping.
- Maintain operational records.

Job Requirements

- Technical Certificate in Process Operations or related field.
- Mining process plant experience preferred.

91. Underground Filling Worker -- Main Purpose of the Job is to support underground backfilling operations and ensure safe placement of fill material.

Key Responsibilities

- Assist with filling activities.
- Monitor fill lines and equipment.
- Maintain housekeeping standards.
- Follow safety procedures.

Job Requirements

- Previous underground mining experience advantageous.

92. Raisebore Support Crew -- Main Purpose of the Job is to support raiseboring operations through equipment handling, housekeeping, and operational assistance.

Key Responsibilities

- Assist raisebore operators.
- Handle tools and materials.
- Maintain worksite safety.
- Support maintenance activities.

Job Requirements

- Previous mining experience.
- Physically fit for underground work.

93. Machine Labour -- Main Purpose of the job is to provide labour support to maintenance and operational teams in underground and surface environments.

Key Responsibilities

- Assist artisans and operators.
- Perform housekeeping activities.
- Handle materials and tools.
- Support maintenance tasks.

Job Requirements

- Junior Certificate or equivalent.
- Mining or industrial experience is advantageous.
- Physically fit and safety conscious.

94. Senior Mine Planning Engineer -- Main purpose: To lead mine planning and long-term strategy. This position reports to the Project Mine Planning Manager.

Key Responsibilities:

- Develop life-of-mine plans.
- Optimize production schedules.

Job Requirements:

- Bachelor's Degree in Mining Engineering
- Extensive planning experience.

Please forward your application with the necessary documents to Huaye Botswana Mining (Pty) Ltd, P. O. Box 1577 Gaborone, tel: +267 73 515 120 or email to hr@huayebw.com

Data Protection Disclaimer:

By applying, you consent to the collection and processing of your personal data in accordance with the Data Protection Act 2018 for recruitment purposes. Your data will be handled confidentially and retained only as necessary. You may request access, correction, or deletion of your data at any time.

Retention Clause: "Applications may be retained for future opportunities for a period of [6–12 months] unless you request otherwise."

Cross-Border Clause (important for expatriates): "Where necessary, your data may be transferred across borders in compliance with applicable data protection laws."

The closing date for the submission of the application will be **20th June 2026**



Company explores Okavango Delta on foot

In an effort to explore the remote and pristine Okavango Delta, Ledvak Holdings, a Gaborone-based wildlife filmmaking company, will embark on a walking safari from the Xaxaba settlement to Moeti kgotla in Maun.

Esther Mmolai

MAUN

In an effort to explore the remote and pristine Okavango Delta, Ledvak Holdings, a Gaborone-based wildlife filmmaking company, will embark on a walking safari from the Xaxaba settlement to the Moeti kgotla in Maun.

Themed: The Longest Walk, the activity will offer a truly offbeat and exclusive experience led by experts and selected indigenous community members residing in the NG32 concession.

The concession covers settlements such as Xaxaba, Daunara, Xuoxao, Xharaxao, Morutsha and Ditshiping.

Scheduled for this month and sponsored by the Companies and Intellectual Property Authority (CIPA), the walk will last 14 days.

In an interview on Monday, event organiser, Molibi Otukile confirmed they were working on a special project that give participants the opportunity to discover the untouched wilderness of the NG concession on foot while simultaneously promoting trail guiding as a profession.

He noted that trail guiding was a rare practice in the traditional tourism industry, as most delta activities centred around safari vehicles, boat excursions and scenic flights.

Otukile believed the walking safari was ideal for offering an intimate, immersive way to explore the delta.

According to him, a walking safari provided a different experience and allowed people to see wildlife behaving naturally in habitats inaccessible to vehicles.

"It also helps travellers appreciate the hidden gems of the delta, including its plants and wildlife, by showcasing how indigenous people have coexisted with animals for generations,"

he said.

Otukile noted that the activity also aimed to uplift the livelihoods of delta residents, particularly those in NG32, by creating jobs for guides and trackers to provide sustainable incomes.

He highlighted that while most local guides had theoretical knowledge, they lacked practical experience.

He believed this activity would equip them with hands-on skills and direct exposure to industry workflows.

According to him, becoming a professional guide required practical skills, strong personal traits, and ecological, environmental, and indigenous awareness to lead travellers safely and memorably. Even high-end tour companies, he said, often required trail guides to complete practical, on-site evaluations.

"Walking in the wilderness will be a true highlight of the safari experience. With our eyes trained on the ground, it is the most authentic way to explore a place. We believe this initiative has the potential to market our country's tourism to the global community," he added.

Participants will have the opportunity to look for animal tracks (spoor), smell native plants, and take time to admire smaller, often unnoticed creatures.

Otukile also stated that the walk would be filmed for a documentary to market the unique products the delta offers.

Prior to the event, Otukile highlighted that they would conduct a five-day workshop in one of the delta islands.

There, experts will train the selected participants in trail guiding and wildlife filmmaking within their areas of operation.

In addition, they have requested the use of a Botswana Defence Force shooting range in the Shokomoka area.

Here, trail guides will undergo simulated defense drills to showcase their reaction skills during wildlife encounters.

Furthermore, the team will visit the participants' home areas to film backstories by engaging with their close family members, friends, and communities.

Prize money will be awarded at the end of the project to those who outperform the rest.

"While we document the activity to sell our tourism product, we also aim to inspire and empower locals, especially young people faced with limited employment opportunities, to pursue trail guiding as a sustainable career," he added.

Otukile emphasised that participant safety was paramount when navigating a wilderness home to dangerous animals.

Consequently, they have engaged highly experienced guides and experts to lead the walk, and all participants will be fully insured.

Companies like Helicopter Horizons, which offers scenic flights over the delta, have also provided helicopters for medical evacuations. A paramedic will be on board to administer first aid at the scene if necessary. **BOPA**

Enko Botho promotes cultural diversity

Keetile Bontsibokae

MOLEPOLOLE

Enko Botho International School will host its highly anticipated annual Multi-Cultural Fair at its Block 7 campus in Gaborone tomorrow.

The cultural fair will bring learners, parents, diplomatic missions, and members of the public together for a vibrant celebration of culture, diversity and global citizenship.

The event is expected to attract hundreds of visitors eager to experience cultural exhibitions, international cuisine, traditional attire, music, dance, arts, crafts, and interactive learning experiences from around the world.

As one of Botswana's leading international schools, Enko Botho is renowned for providing a globally oriented education while promoting respect for cultural diversity and international-mindedness.

The annual Multi-Cultural Fair extends the educational



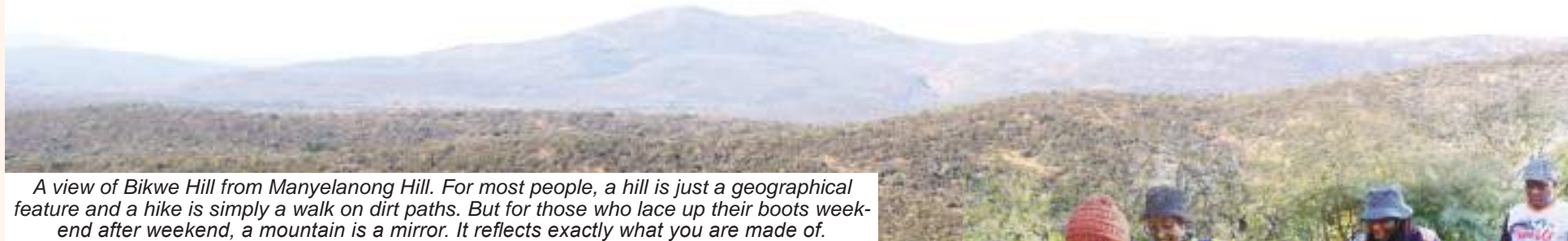
Local exhibitors displaying leather products during last year's Enko Botho International School multi-cultural fair.
Photo: Enko Botho International School

philosophy beyond the classroom by providing learners with an opportunity to engage directly with different cultures, traditions, languages and perspectives. Unlike conventional cultural exhibitions, the fair places learners at the heart of the experience.

They will present cultural projects, performances, and exhibitions they have prepared, while interacting with visitors, parents, and representatives from various embassies.

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Bikwe Hike ultimate mental reset



A view of Bikwe Hill from Manyelanong Hill. For most people, a hill is just a geographical feature and a hike is simply a walk on dirt paths. But for those who lace up their boots week-end after weekend, a mountain is a mirror. It reflects exactly what you are made of.

Thandy Tebogo

BIKWE

When novice hiker, Carla Verdiane took a hard fall on a steep downhill descent during the Bikwe Hike over the weekend, fear and vulnerability threatened to take over.

Yet, hours later, she crossed the finish line with a smile, already planning her next trek. It is this exact transformative power that proves hiking is the ultimate mental reset button.

For Verdiane, the terrain was an immediate shock to the system.

"It is not for the faint-hearted," she admitted, navigating a demanding landscape that felt entirely unforgiving to a beginner.

When she lost her footing on that steep descent and hit the rocky surface hard, the trail's built-in safety net immediately swung into action.

Within moments, the event's medical protocols sprang to life.

A first aider arrived to treat her minor injuries and stop the bleeding, followed closely by a doctor equipped with full medical

support.

As the sweepers, the dedicated team members who walk at the absolute back of the pack to ensure no one is left behind and reassured her, Verdiane's panic melted away. The physical pain was eclipsed by a psychological reset. She did not just finish the hike, but conquered the mental barrier that the replication of trauma often builds, smiling across the finish line alongside a newly found group of friends.

That sense of shared struggle is exactly what draws even the most seasoned hikers back to the mountain. From beginners conquering deep-seated self-doubt to seasoned trailblazers, the wilderness has a unique way of stripping away daily anxieties and replacing them with pure joy and human connection.

For most people, a hill is just a geographical feature and a hike is simply a walk on dirt paths.

But for those who lace up their boots weekend after weekend, a mountain is a mirror. It reflects exactly what you are made of.

"Every trail tells a story," said Lameck Rangwani, a Cape Town-based Zimbabwean who has spent

the last five years guiding hikers through some of Southern Africa's most beautiful and brutal terrains.

"Some paths are smooth and peaceful. Others are steep, rocky and completely unyielding. Just like life, no trail is ever entirely easy. But growth only happens when you step out of your comfort zone," Rangwani said.

As the founder of Camp and Hike Adventures, Rangwani has seen the wilderness transform skeptics into believers.

He has watched the psychological anatomy of a climb unfold hundreds of times: the initial excitement, the creeping physical exhaustion, the moments of stark terror and ultimately, the quiet triumph at the peak.

"I have seen absolute strangers become lifelong friends over the course of a few miles. I've watched tired and strained faces turn into pure joy the moment they reach the top," he reflected.

That transformative power was on full display at the recent Bikwe Hike. Pushing through the rugged and meandering trails of Greater Gaborone, the event became a living testament to human endurance,



Hikers moving downhill during the Bikwe Hike on Saturday. The hike was designed to introduce participants to the hidden scenic gems of greater Gaborone. Photos: Thandy Tebogo

safety and community spirit.

Thabisa Mbongwane, who travelled all the way from Pretoria, South Africa, has been hiking for nearly a decade.

Yet, she found the Bikwe trail to be a formidable opponent.

It was not the longest distance she had ever covered, but the loose stones and relentlessly steep pathways demanded absolute concentration and a hyper-focus that inherently forces the brain to shut out everyday stresses.

Fellow hiker, Thabiso Mosime agreed, calling it the toughest trek in recent memory. While other regional climbs might feature one or two major peaks, the Bikwe route forced participants into an exhausting rhythm of multiple, and consecutive up-hills.

Mosime even conquered a sheer cliff overlooking the Ngwana O Esi Dam, a drop so terrifyingly steep that most participants could only stare at it in awe.

Yet, where some see a gruelling physical punishment, others find their vital mental sanctuary.

"Just being in the forest and the mountains cleanses my mind," said Ineeleng Nkile.

For her, the physical challenge reduces stress and sharpens focus, but the human connection is what truly makes it addictive.

"The energy of the people you meet out here is incredible. I actually ended up planning a road trip to Francistown with a group of people I only met this past Saturday on the trail," she said.

This blending of people, wellness and nature is exactly what the event organisers envisioned.

First launched in 2025 by Professor Mamokgethi Phakeng, the renowned businesswoman and former University of Cape Town vice chancellor, the hike was designed to introduce regional travellers to the hidden scenic gems of Greater Gaborone.

According to event organiser, Tiro Kganela, this year's edition proved that the concept had evolved into a full-blown cultural phenomenon.

Participation from neighbouring countries has skyrocketed, turning a local walk into an international gathering.

Meanwhile, a pre-event conference fostered deeper conversations around safe outdoor mobility and holistic wellness.

"The first edition proved the concept. But this year proved the culture. Our sweep teams and expanded support structures ensured that the climb together and finish together spirit remained unbroken," Kganela said.

Beyond the personal mental resets, the event has also ignited passion for local sport tourism.

Mosimanegape Mokgachane, a trail sweeper from Gabane, spends his hikes motivating those who are struggling at the back of the line. He believes that exploring local hills and gorges is a matter of national pride.

"We have to know our own country," Mokgachane emphasises, noting that the community is already gearing up for the next major challenge at Dire Mogolo hill.

Long-time sportsman, Proctor Charles echoes this sentiment, calling the trails an unmatched way to combine serious physical conditioning with networking and environmental appreciation.

At the end of the Bikwe trail, which left participants exhausted but mentally exhilarated, the organisers were already looking to the future.

In response to hikers asking for more time to connect after the physical grind, the next edition will introduce an International Culture Night, complete with a braai evening, curated live music and storytelling around a roaring bonfire.

The rugged signature challenge of Manyelanong Hill will remain, but it will be paired with new scenic viewpoints to prove that while the climb will always be tough, the mental clarity, the view and the company will always be worth it.

BOPA

Enko Botho promotes cultural diversity

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Speaking ahead of the event, event coordinator and admissions officer at Enko Botho Primary School, Jyoti Bhatia, described the fair as one of the institution's most significant community events.

"At Enko Botho, we believe every culture has a story worth sharing, and every learner has something valuable to contribute. The Multi-Cultural Fair allows our learners to become ambassadors of culture, learn from one another, and develop a deeper appreciation of the world around them," she said. Bhatia noted that the event was designed not only to celebrate cultural diversity, but also to create meaningful interactions among learners, families, diplomats, and the broader community.

"What makes this event unique is its interactive nature. Visitors will not simply observe displays; they will engage with students, participate in cultural activities, sample authentic cuisines, experience traditional customs, and learn directly from people representing different countries and communities. These experiences help learners build confidence, communication skills, empathy, and global awareness," she added.

Visitors will explore six themed cultural units representing different regions of the world.

The Setswana and African Fête will celebrate Botswana's heritage alongside the cultures of Kenya and the Democratic Republic of Congo through traditional foods, crafts, fashion, music, and authentic Kenyan teas and coffees.

The Global Crescent Market will showcase Turkish culture through traditional coffee, shawarmas, kebabs, cultural attire, and handcrafted products.

The East Asian Heritage section will offer immersive experiences including a Japanese tea ceremony, Japanese pop culture displays, Chinese cultural exhibitions, a lion dance performance, and a variety of East Asian cuisine.

At the Indian Bazaar, visitors will enjoy an array of traditional dishes, including biryani, butter chicken, naan, samosas, pani puri, and kulfi. The European Fiesta will feature cultural showcases from France and Russia, complete with traditional teas, pastries, and cultural presentations.

Meanwhile, the Western Gala will provide family-friendly entertainment with specialty coffees, matcha beverages, fresh juices, slushies, sweets, and

interactive activities.

Adding an international dimension to the fair, diplomatic representatives from Zimbabwe, Japan, China, Russia, Türkiye, France, India, Kenya, and the Democratic Republic of Congo are expected to participate.

Their presence will offer visitors and learners a unique opportunity to engage directly with representatives from various nations and gain first-hand insights into different cultures and traditions.

Bhatia said the involvement of embassies helped transform the school grounds into a dynamic global learning environment.

"Our students are growing up in a connected world. By bringing different cultures together in one place, we are helping them understand that diversity is a strength. We want every child to leave this event feeling proud of their own heritage while remaining curious and respectful about the cultures of others," she said.

Organisers have encouraged parents and community members to attend dressed in traditional cultural attire and jewellery, helping to create an atmosphere that reflects both the school's multicultural identity and Botswana's growing international community. **BOPA**

Serbia sports model impressive



Anastacia Sibanda
GABORONE

A high-level sports delegation from Botswana, led by Minister of Sport and Arts, Jacob Kelebeng has concluded a successful working visit to Belgrade on a strategic fact-finding mission.

The visit was to study Serbia's elite athletic systems and forge bilateral partnerships to advance sports and culture.

Serbia is globally renowned for

producing Olympic champions and dominant athletes in sporting codes such as water polo, tennis and basketball.

In that regard, Minister Kelebeng said the visit was successful, adding that the two countries deliberated on critical issues that will be mutually beneficial.

He said after extensive consultations with his Serbian counterpart, both parties officially agreed to formalise their partnership through a Memorandum of Understanding (MoU).

Kelebeng said the bilateral discussions also focused on infrastructure development, advanced

sports science, and how Serbia accelerated sport development.

He said the delegation realised that Serbia has a successful school sport and club based sport.

He said the delegation also toured University of Belgrade, which stands as Serbia's oldest and largest higher education institution, founded in 1808.

Minister Kelebeng expressed strong interest in the university's robust Faculty of Medicine, which features a world-class focus on sports medicine.

He said the institution has a robust faculty of medicine which was also working with countries such as England, Russia and Croatia.

Minister Kelebeng said Red Star Belgrade, which owns the most popular football club in Serbia, is a multi-sport club featuring elite divisions in football,

netball, volleyball, and basketball, adding that the model acts as a powerful engine for grassroots development.

According to Kelebeng, Botswana once had coaches from Serbia amongst them Veselin Jelušić who took the Zebras to the unprecedented success, Dragojlo 'Drago' Stanojlović who coached premier league clubs including Mochudi Centre Chiefs, Notwane FC and Gaborone United, as well as Nikola Kavazović, who guided Township Rollers, Gaborone United, Sua Flamingoes, and Jwaneng Galaxy.
BOPA



Veselin Jelušić



Nikola Kavazović

Dragojlo 'Drago' Stanojlović

Tshube calls for dual-career plan for athletes

Anastacia Sibanda
GABORONE

Lucrative as modern sport is, balancing it with education remains a major challenge for many athletes.

Juggling the two is so daunting that some perceive it as akin to mixing oil and water, believing that one must inevitably suffer for the other to succeed.

In football, for example, players sign massive contracts that provide long-term financial security for their families.

At the same time, many athletes grow up hearing the phrase 'education is the key to success, a narrative that holds strong to this day.

According to Dr Tshepang Tshube, an Associate Professor of Sport and Exercise Psychology at the University of Kentucky, the issue of balancing school and sports must be addressed at a policy level. He stated that this responsibility should not fall solely on the athletes and their parents.

"Both parents and athletes have a role to play, but this is a policy conversation. In some countries, it actually becomes a legislative conversation," Dr Tshube said.

"However, Botswana and several other African countries use a laissez-faire system, where there is no policy or programme to balance school and sports, leading to minimal or no

support overall."

Consequently, there is an urgent need for institutional policies that guide primary schools, secondary schools, and universities on how to integrate education and sports so they do not run parallel to one another.

Dr Tshube warned that without integration, some athletes will be forced to drop out or choose one over the other.

He added that it is common knowledge that sports facilitate education; therefore, the two should complement each other rather than compete.

Also he said a structured policy would provide a framework for designing flexible academic programmes which would allow student-athletes to take a lighter course load to accommodate their rigorous training schedules, even if it means remaining in school longer than traditional students.

Furthermore, he stated that a formalised system would provide vital financial backing and dedicated healthcare to successfully manage both responsibilities.

"Botswana should, as a matter of urgency, develop a dual-career plan that guides the balance between school and sport," he concluded.
BOPA



Associate Professor of Sport and Exercise Psychology at the University of Kentucky Dr Tshepang Tshube



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Tshube calls for dual-career plan for athletes
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Minister sets record straight



Anastacia Sibanda
GABORONE

Minister of Sport and Arts, Jacob Kelebeng says international regulations prohibit government interference in anti-doping cases.

Responding to public calls for a ministerial statement, Kelebeng said international regulations bar political interference in active anti-doping matter.

“Under the World Anti-Doping Code, government interference in active cases triggers severe penalties from the World Anti-Doping Agency (WADA),” Kelebeng said.

He warned that breaching WADA protocols carried consequences for the nation’s sports. Kelebeng said potential sanctions included Botswana being barred from hosting international sporting events.

Minister Kelebeng added that athletes could be forced to compete under a neutral flag, and the national anthem would not be played at international podiums if such violations occur.

He confirmed that the ministry would allow independent judicial bodies to conclude legal processes without government interference.

Meanwhile according to WADA code, if the minister interfered in anti-doping cases WADA would officially declare the country’s anti-doping body non-compliant, meaning that the country would be stripped off its good standing in the international sporting community.

It states that in severe cases of state-backed interference or systemic manipulation, international sports federations or the International Olympic Committee (IOC) can completely bar the nation’s athletes from participating in international competitions. Government representatives, sports administrators, and officials from the non-compliant country will lose their seats, voting rights, and eligibility to hold offices or committee positions within WADA and other international sports bodies.

Government will be forced to halt public funding to the compromised sports bodies, additionally, international bodies will freeze all sports development grants and financial support to the nation’s sporting associations. **BOPA**

“Under the World Anti-Doping Code, government interference in active cases triggers severe penalties from the World Anti-Doping Agency.”

Minister of Sport and Arts, Jacob Kelebeng in an interview in Gaborone on Wednesday. He said international regulations barred political interference in active anti-doping matters. Photo: Pheny Ramatu

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