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‘Unlock private sector partnership’



Acting President, Mr Ndaba Gaolathe (left) and International Finance Corporation (IFC) regional director, Ms Claidia Conceicao during the official opening of the IFC day in Gaborone on Thursday. Mr Gaolathe said government was committed to a bold transformation agenda, anchored on fiscal discipline, revitalising infrastructure, reforming state- owned enterprises, diversifying the economy and equipping people with skills to thrive in a changing global economy. Photo: Pheny Moalosi

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Government seeks better project execution

By **Pako Lebanna**

GABORONE - Through the Botswana Economic Transformation Programme (BETP) that will pave the way for the 12th National Development Plan (NDP 12), government desires to achieve quality project implementation. Botswana seeks international best practice in project execution in order to deliver its stated mandate

of transforming the economy, Minister for International Relations, Dr Phenyio Butale, said during the Project Management Conference that was organised by the Botswana Chapter of Project Management Institute (PMI), Thursday in Gaborone. “Government is international in steering disciplined project execution while serving as an enabler of strategic collaboration between the public and private

sector. If we are to achieve more or differently, we must do what we have not done before. New results will not come from old habits,” said Dr Butale. He told the gathering of project management professionals that government’s ambition was to change the past trajectory of poor workmanship, cost overruns and deadline postponements, which had hitherto been a characteristic of development projects in the

country. “Several national projects have suffered cost overruns, delays and some have become white elephants. Government oversight and project management have been inconsistent, lacking systematic alignment to national priorities. For an undiversified, mineral dependent economy, the forgone value of mismanaged projects is too high to ignore,” said Dr Butale. Since the opportunity cost translates to tangible losses to national growth, the government has decided to utilise the BETP to transform the nation’s development approach, Dr Butale said. “The ongoing BETP labs illustrate this, serving as a platform where our citizens contribute to transformative project ideals. By institutionalising project management frameworks across ministries and sectors, every initiative will be anchored in a solid business case, planned against realistic budgets and timelines, monitored with standardised tools and concluded only when benefits are demonstrably realised,” said Dr Butale.

To that end, he said government was pursuing disciplined project management, benchmarking global standards, attracting investors through transparent governance and forging partnerships in technology and innovation, as well as raising regulatory standards while building skills and drawing on international expertise. PMI global board of directors chair, Mr Ike Nwanko said the non-profit organisation of project management professionals worldwide (PMI), was pleased to be hosting their first project management conference after five years of existence in Botswana. “We exist in over 200 territories across the world, and we have eight regions worldwide including Sub-Saharan Africa, which has 24 chapters, including the Botswana chapter, and they promote project management awareness and training following our international best practices,” said Dr Nwanko. He said local chapters worked with local project management professionals in strategising on how to optimise delivery and impact of their organisation. “Project management is the key to delivery impact. Economic transformation programmes can be driven through well packaged projects that are delivered effectively. The first Botswana Project Management Conference is ideal given the economic transformation that the minister spoke about. We want to help the government, organisations and individuals to maximise project success and elevate the country environment,” said Mr Nwanko said. **BOPA**

Mohwasa urges inclusive reforms to support persons with disabilities

By **Lesedi Thatayamodimo**

GABORONE - Minister for State President, Mr Moeti Mohwasa, has made a call for inclusive action to improve the lives of persons with disabilities. Speaking at the Disability High Consultative Meeting held in Gaborone on Thursday, Mr Mohwasa acknowledged the persistent struggles faced by persons with disabilities, describing their journey as ‘not easy’ and marked by systemic barriers and denial of basic life opportunities. “They have been denied life affirmations to live a better life,” he stated. He therefore, called for all stakeholders being the government, civil society, private sector, and communities at large to work together to ensure persons with disabilities were not left behind. Minister Mohwasa emphasised that access to education, healthcare, and employment must be foundational rights, not privileges, for all citizens, especially for the persons with disability. “Education should be a gateway to a better life, health services must be accessible and employment should be a pathway to independence,” he declared and urged the government to make affirmative action a reality, not just a policy on paper. Minister called on the private sector to play a proactive role by investing in initiatives that promoted understanding, respect and the inclusion of persons with disabilities in all aspects of national development.

“An inclusive Botswana is not only possible, it is necessary, when persons with disabilities thrive, our entire society is strengthened,” said Mr Mohwasa, reaffirming government’s commitment to inclusivity and disability rights. Themed: Amplifying Transformative Solutions for Persons with Disabilities for an Inclusive and Sustainable Future, the meeting brought together key government officials, ministries of health, child welfare and basic education, local government, DPSM, disability rights advocates, development partners, and members of the public, to deliberate on meaningful ways to advance disability inclusion across sectors. It served as a platform for reviewing current progress and challenges in disability rights, and underscored the urgency of aligning national strategies with international frameworks such as the UN Convention on the Rights of Persons with Disabilities (CRPD). Botswana Council for the Disabled representative, Mr Louis Moffat called for a national disability strategy aligned with the United Nations Convention on the Rights of Persons with Disabilities (CRPD), to which Botswana was a signatory. “We need inclusive policies that translate into real change at the grassroots level,” he said. Stakeholders concluded the session with a renewed commitment to collaborative action, policy reform, and resource allocation that place disability inclusion at the heart of Botswana’s sustainable development agenda. **BOPA**



Republic of Botswana

MINISTRY FOR STATE PRESIDENT

TENDER TENDERING PROCEDURES

TENDER NOTICE and INVITATION TO TENDER

Tender Ref No. SP/DBS/002/2025-2026

- SP/DBS/002/2025-2026 - CYCLE MAINTENANCE CONTRACT FOR THE MAINTENANCE OF STUDIO, AUDITORIUM and AMPHITHEATRE LIGHTING SYSTEMS AND ASSOCIATED EQUIPMENT FOR DBS (Btv) FOR A PERIOD OF 24 MONTHS**
- Tender offers are invited from hundred percentages (100%) Botswana citizen owned companies for **CYCLE MAINTENANCE CONTRACT FOR THE MAINTENANCE OF STUDIO , AUDITORIUM and AMPHITHEATRE LIGHTING SYSTEMS AND ASSOCIATED EQUIPMENT FOR DBS (Btv) FOR A OF 24 MONTHS**
- The Procuring Department is **Department of Broadcasting Services.**
- Procurement Method is: **Open Domestic Bidding**
- Tenderers who are domiciled in Botswana must, in order to be considered for the award of the contract, be registered with the Public Procurement Regulatory Authority (PPRA) in the following category:
Code : 116- Broadcast and Audio-visual services,
Sub code: 01- Installation and Maintenance of broadcasting and audio -visual equipment
- This tender constitutes **CYCLE MAINTENANCE CONTRACT FOR THE MAINTENANCE OF STUDIO , AUDITORIUM and AMPHITHEATRE LIGHTING SYSTEMS AND ASSOCIATED EQUIPMENT FOR DBS (Btv) FOR A PERIOD OF 24 MONTHS**
- The tender is reserved for citizens or citizen contractors as stated under Section 76 (1) of the Public Procurement Act.
- Preferences in accordance with the provisions of the Public Procurements Act, 2021 shall apply to the contract, as per the applicable Presidential Directives.
The Directive Cab 19 (B) 2013: Local Procurement Scheme
The Directive on “local procurement scheme” will be applied in this tender. For companies to benefit from this directive, they should submit proof of eligibility

The Presidential Directive CAB II (A)/2010 on Economic Diversification Drive (EDD) shall be implemented in the evaluation of the tender. Bidders shall benefit from a single scheme, whichever that provides better preference.

- Bidders should be certified users and distributors of ETC Connect systems and De Sisti Products
- The physical address for collection of tender documents is: **Department of Broadcasting Services, Procurement Office no: 13, Transport Block, Mass Media Complex, Plot 37795, Wellie Seboni Rd, G/West Phase 2, Gaborone, Botswana.** Documents may be collected during working hours after **0800hrs-12:45hrs** and **1345hrs-15:30hrs**, effecting from **08 September 2025 until 19 September 2025.**
- A non-refundable deposit of **P250.00** payable by **cash/Electronic payments**. Payments should be done at **Revenue Office, 029, Administration Block (GROUND FLOOR), Mass Media Complex, Plot 37795, Wellie Seboni Rd, G/West Phase 2, Gaborone, Botswana.** Youth companies will pay **P125.00** as per Presidential Directive 14 (B) of 2015 upon the provision of evidence. (Identity cards of all Directors and Shareholders).
- Queries relating to the issue of these documents may be addressed to **Mr. Kabelo Tamocha Tel no: 365 800 or 365 8008 email: ktamocha@gov.bw,** and **Mr Manake M. R. Matula Tel: 365 800 or 365 3099, email: mmatula@gov.bw,** not later than **5 days** before the closing date. All responses, clarifications/queries shall be in writing and communicated to all the bidders before closing of the tender.
- A compulsory site visit and pre-tender meeting with representatives of the Procuring Entity will take place at Mass Media Complex, Btv Reception, on **12 September 2025** starting at 1000 hrs. Bidders arriving after 1000hrs hours shall **NOT** be allowed in and shall be disqualified from participating in the tender. As stipulated in the tender, **one (1) Electronic specialist/ professional shall represent one company.** Any person attending the site clarification meeting representing more than one company shall render such companies’ ineligible for participation in this tender and be disqualified.
- The Bid Submission Method is:** Two Envelope Submission Method in which the sealed original and all the sealed copies of the Technical Offer are placed in one separate sealed envelope clearly marked Technical, whilst the sealed original and all the sealed copies of the Financial Offer are enclosed in another separate sealed envelope clearly marked Financial. The two sealed envelopes are then placed in one outer securely sealed envelope.

Failure to follow the two-envelope procedure will lead to outright disqualification. A bid which fails to follow the bid submission method or which is not sealed in the manner prescribed above shall be disqualified immediately.
- One [1] original** tender document marked **ORIGINAL** and **two [2] duplicate copies** of the original Document marked copy in one sealed envelope clearly marked
- “Tender Reference No. SP/DBS/002/2025-2026 - CYCLE MAINTENANCE CONTRACT FOR THEMaintenance of studio, Auditorium and AMPITHEARTER LIGHTING SYSTEMS AND ASSOCIATED EQUIPMENT FOR DBS (Btv) FOR A PERIOD OF 24 MONTHS**

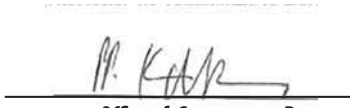
The name and address of the bidder should be clearly marked at the back of the envelope.
- The closing date and time for receipt of tender offers is **22 September 2025 at 10:00hrs**. Late tender offers will not be **accepted**.

The address for Tender submission:

The Government Buyer, Ministry for State President, Finance House Building, Floor 4, Office 402 Government Enclave, Gaborone

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

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



**Office of Government Buyer
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City Tourism adds to diversification of local tourism

By **Lorato Gaofise**

GABORONE - Newly launched City Tourism initiative adds to the diversification of Botswana tourism product, away from the country's dependency on diamonds and nature-based tourism.

Delivering a keynote address during the launch of the initiative at the National Museum and Monuments in Gaborone, on Thursday, acting President, Mr Ndaba Gaolathe said the initiative aimed at positioning the country's urban centres, particularly Gaborone, as key tourism destination showcased the economic capacities of the local cities and towns, beyond merely being administrative centres and mining towns.

Mr Gaolathe, who is also the Minister of Finance, said Gaborone, a city rich in history and landmarks, needed to be appreciated.

Through the initiative, he said government in partnership with the private sector was embarking on a process to build the country's urban centres into viable tourism destinations that would attract international and domestic tourists.

"Our towns and cities will attract investment for supportive infrastructure. They will inspire international tourism, inclusive growth and sustainable development for an enhanced tourism package," he said. Even though the official launch of the City Tourism was held in Gaborone, he said the event provided the launch-pad for the transformation in other urban centres.

The initiative, acting President said was a viable instrument to re-energise local city level and national economic growth and diversification. The spin-offs of the initiative, he said would also be felt much further than in the tourism sector 'as the programme stands to leverage on and improve other economic and cultural initiatives'.

"As it becomes a permanent feature in our domestic tourism calendar, it will provide a consistent source of job creation in our country, as it fully aligns with the Botswana Economic Transformation Plan (BETP). It, therefore, has a very firm support for long-term sustainability," he added.

To ensure its success, Mr Gaolathe said participation and commitment by stakeholders was critical and continued to be.

"Bus tours will provide opportunities for inclusive growth. They will provide a platform for local artists to market their arts and crafts. The tours will also lead to the creation of heritage zones, through themed mini-districts to give expression to and to monetise our cultural heritage for community benefits," he said.

He said Small and Medium Enterprises' (SMEs) involvement in the services, would also lead to greater self-employment, particularly among women and

the youth-held businesses.

He expressed gratitude that the City Tourism initiative stood to leverage on and enhance untapped developmental potentials in local urban centres for economic benefits.

Through the initiative, Mr Gaolathe said government expected to see transformation of Gaborone into a diamond city and was determined to showcase national cultural heritage. City Tourism, he said aligned well with the BETP, through which government aimed to launch and roll out bolder transformative tourism projects that would forever change the way local cities were perceived.

He also noted that the initiative stood to enhance domestic and international tourism, as well as employment creation. For this reason, he said the initiative was not merely a branding of spaces, but was the reimagining of local urban morphology and the shaping of local cities into eco-systems of culture, commerce and connection.

Furthermore, Mr Gaolathe said government was committed to building and nurturing eco-system that would ensure quality and competitiveness services that would provide the safety and security of tourists, as well as facilitate immigration transformation and

transportation, Information and Communications Technology services.

Minister of Environment and Tourism, Mr Wynter Mmolotsi said the launch marked yet another chapter in the country's tourism history, since for the longest time Okavango Delta in Chobe and Kgalagadi had been the natural wonders that made Botswana famous throughout the world.

"These well-known occasions will always be essential to our travel portfolio. Today, we however, focus our cities and towns as another face that is going to provide some fascination," he said. Worldwide, he said Botswana was well known as a tourism destination offering mostly wildlife tourism and the pristine Okavango Delta with its flora and fauna, which served its time "and the era of tourism product diversification is upon us".

Mr Mmolotsi said the local tourism industry ought to take its rightful place in the country's revenue generation trajectory by diversifying its product, which was infinite and sustainable, as Botswana could not continue to rely on diamond anymore, a finite resource that would finish at some point.

To bring the country's tourism to its full potential, he said there was need to adopt proactive measures, adding that going forward the country would be offering not only wilderness tourism, but also city stories and city tourism.

He said there was more to city tourism than just trees and architecture, as the initiative was more about people, culture and the everyday encounters that gave cities and towns their distinctive character. "It is about history, art, cuisine, music and the lively vitality that characterises the core of our neighborhoods. With this initiative, we hope to increase the variety of our tourism offerings, generate employment, support local companies and provide our guests with even more incentives to prolong their stay and see," he added.

City Tourism, he said had a promising future, adding that government was committed to building a better future for Gaborone and its population. The objective, he said was turn urban centres such as Gaborone, Francistown, Maun, Kasane, Selebi Phikwe, Lobatse and others into thriving hubs where tourism, innovation and culture converged.

"We envisage activities such as culinary experiences that promote regional cuisine, walking tours that highlight our history, contemporary festivals that highlight our creative sectors and smart cities that offer both world-class urban hospitality and wilderness," he added.

Mr Mmolotsi further expressed appreciation to government, local authorities, private sector and development partners who played a role in shaping the initiative, saying the spirit of collaboration and strong partnerships that existed among different partners made the launch possible. **BOPA**



Acting President, Mr Ndaba Gaolathe (second left) and Minister of Environment and Tourism, Mr Wynter Mmolotsi (left) meeting with tour operators at the launch of City Tourism initiative in Gaborone on Thursday. Photo: Godfrey Mpuse

'Unlock private sector partnership'

By **Thato Mosinyi**

GABORONE - Government needs to unleash and embrace the immense role that the private sector, social entrepreneurs and innovators play in building a new Botswana.

Giving a key note address during the International Finance Corporation (IFC) day on Thursday, acting President, Mr Ndaba Gaolathe reaffirmed government's committed to creating a private sector friendly policy environment that continuously nourished innovation and entrepreneurship.

"We will work together to bring down man made barriers to economic growth. We will review and institute a supportive legislation framework including simplifying the tax system," said Mr Gaolathe also Finance Minister.

He said there was need for Botswana to confront an existential requirement and broaden its tax base and revenue sources, curtail wastage, elevate efficiency and effectiveness and

fundamentally diversify the economy.

Government is determined to achieve all these and is well on its way to become the best-managed nation on the African continent as well as a paragon of fairness, unity and inclusive prosperity, Mr Gaolathe said.

He noted that the Botswana Economic Transformation Programme, with its precision and focus had filtered and given birth to investment-ready and high-impact projects, some of which were self-funding while others needed partial funding.

He thus said the IFC was a potential partner among a constellation of partners that government needed to mechanise the investment prospects.

By continuously engaging in consultative forums, Mr Gaolathe said government opened up platforms through which national priorities continued to be identified and by extension, created a conducive environment for inclusive growth, trust and accountability within and between stakeholders.

"This is of significance to government given that available national resources are limited whilst societal needs and wants are growing," he said.

Mr Gaolathe indicated that it was pleasing that the IFC's mandate was to advance economic development and improve the lives of the people by encouraging growth of the private sector in developing countries.

He said the IFC could assist governments to design and implement PPPs that helped achieve national development goals, improve the business environment through reforms that promoted private investment and worked with governments and the private sector to build well-functioning capital markets.

The acting President hoped that the IFC would elaborate on their latest product offerings in sectors as manufacturing, agribusiness and infrastructure and resources.

IFC is a member of the World Bank Group and is the largest global development institution focused on the private sector in emerging markets. **BOPA**

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'Maiteko a dira pharologanyo'

Ka Gaboselwe Olesitse

SELEBI PHIKWE - Go ikgolaganya ga puso le ba-na le seabe ka go farologana mabapi le go lwantsha mogare wa HIV, go tswetse ka go dira pharologanyo e e tswang tema e bile e kgatlhisa. Se se boletswe ke molomaganya

ditirelo tsa HIV/AIDS mo Selebi Phikwe, Rre Shatiso Daki kwa tshimolodisong semmuso kgwedi ya thapelo kgatlanong le bolwetse jwa HIV/AIDS, malwetse a a sa tshelanwang, ga mmogo le dikotsi tsala.

A re kgolagano e, e tswetse ka go thusa, a tlhalosa fa seo

se itshupa ka go fokotsega ga dintsho tse di bakiwang ke mogare, bana ba ba tsholwang ba sena mogare ka thuso ya lenaneo la thibelo mogare go tswa kwa go mmangwna go ya kwa loseeng.

O supile gape fa kgolagano eo e fedisitse kgetlhololo ya batho ba ba tshelang ka mogare, e bile

e tswetse ka go rotloetsa batho go tsaya diritibatsi ntle le go iphitlha mo go neng go baka gore ba bo ba ba sa di tseye sentle.

Fa a tlhalosa ka seemo sa mogare wa HIV/AIDS kwa toropong ya Selebi Phikwe, Rre Daki o kaile fa go sa ntse go tshwenya ka ba botsogo

ba tswetse ka go itemogela batho ba ba santseng ba tsenwa ke mogare o mosha wa HIV ntswa melaetsa ya go iphapha e tswetse ka go gasiwa.

A re se ke sesupo sa gore go santse go na le batho ba ba tswetse ka go tlhakanela dikobo ba sa ishireletsa le ntswa puso e dira maiteko a go ntsha ditlamelo tsa itshireletso di tshwana le dikausu mahala.

Mo godimo ga seo, Rre Daki o kaile fa maitlamo a 95-95-98 mabapi le go lwantsha mogare le one a dule tema, a re selekanyo sa 95% ya batho ba itlhatlhobetse mogare fa 95% ba itse seemo sa bone sa mogare fa 98% ya batho ba tsaya diritibatsi tsa bone ntle le makgwere ape.

Le fa go ntse jalo o ne a tlhalosa fa se se sa ree gore setshaba se nne moriti o tsididi ka jaana go santse gona le batho bangwe ba ba santseng ba sa itse seemo sa bone sa mogare mme a rotloetsa ba ba sa iseng ba itlhatlhobe go ikopanya le ba botsogo.

Rre Daki o tswetse a tlhalosa fa borre ba ba tlhakanelang dikobo le borre ba bangwe, le bomme ba ba gwebang ka mmele ba le mo diphatseng tsa go tsenwa ke mogare.

O kaile fa e ne ya re ka kgwedi ya Hirikgong go ya go tsena ka Seetebosigo monongwaga batho ba le 4 532 ba ne ba itlhatlhoba, mme mo go bone ba le 81 ba ne ba tshwarwa ka mogare, a tlhalosa fa se e le palo e e kwa tlase ga go lebilwe batho ba ba sa iseng ba itse seemo sa bone mo toropong ya Selebi Phikwe. Kwa bofelong o ne a tlhalosa fa malwetse a dikobo le o ne a supa a tswetse ka go anamana

Fa a tswa la gagwe, mokwaledi mogolo wa lekalana la BOCHAIP Dr David Tukishi o gateletse botlhokwa jwa gore setshaba se kopane go kopa botlhale kwa modimong mabapi le masula a a aparetseng lefatshe.

O tlhalositse fa kgwedi ya Lwetse e le botlhokwa ka e le yone e lefatshe la Botswana le tshwarang merapelo le go ikgakologelwa kgatlanong le malwetse le dikotsi tsa tsela. **BOPA**



Badiri ba ka go farologana ba le mo merapelong kgatlanong le HIV/ AIDS le makowa a mangwe e e neng e rulagantswe ke ofisi ya molaodi le ba lekgotla la National AIDS and Health Promotion Agency kwa Palapye bosheng. Motshwarelela molaodi wa Palapye, Rre Tsholofelo Molobe o rotloeditse badiri go itshekatsheka le go tsaya boikarabelo mo dikgangnyeng tsa HIV/AIDS, malwetse a a sa tshelanweng, kgokgontsho ya bong le dikotsi tsa ditsela. Senepe: Portia Rapitsenyane

Thapelo a e patiwwe ke ditiro - molaodi

Ka Portia Rapitsenyane

PALAPYE - Motshwarelela molaodi wa Palapye, Rre Tsholofelo Molobe a re thapelo kgatlanong le mogare wa HIV/AIDS le matshwenyego a mangwe a a tlhakaladitseng lefatshe leno, di tshwanetse di patiwwe ke go dirwa mme e seka ya nna thapelo fela.

O ne a bua se ka kwa Palapye ka Laboraro fa ba ofisi ya ga molaodi le ba lekgotla la National AIDS and Health Promotion Agency (NAHPA) ba simolodisa kgwedi ya thapelo kgatlanong le mogare wa HIV/AIDS le malwetse a mangwe a a tshwentseng setshaba.

Rre Molobe a re thapelo kgatlanong le HIV/AIDS, malwetse a a sa tshelanweng,

kgokgontsho ya bong le dikotsi tsa tsela ga e a lekana ka bonosi mme go tlhokana le gore fa godimo ga thapelo eo, mongwe le mongwe a itshekatsheke ka fa a dirang ka teng go araba dikgang tse mme a tsee boikarabelo.

O ne a fa sekai ka mogare wa HIV/AIDS o o nang le dingwagangwaga go buiwa ka one, a supa fa go santse go na le bangwe ba ba busetsang maiteko a puso a go o lwantsha kwa morago.

A re bangwe ba ba dirisang diritibatsi ba felela ba di tlogela ba bo ba felela mebele ya bone e koafala kwa bofelong ba bo ba tlhokafala fa bangwe ba sa nne le boikarabelo jwa go itshireletsa kgatlanong le mogare wa HIV.

Rre Molobe a re se, se a gagamatsa ka go na le lebaka le lelele go anamisiwa dithuto ka

dikgang tse a supa fa di tlhoka le gore mongwe le mongwe a di tsee ka tlhoafalo mme go sa nneng jalo maiteko a go a lwantsha a tla a itaya sefologole.

O ne a supa fa dikgang tsa malwetse a a sa tshelanweng di apesitse kobo ka letshoba mme le tsone di tshwanetse di tsibogelwe ka go itshidila mmele le go ja sentle ka nako tsotlhe.

O ne a ikuela mo setshabeng go tsaya dikgang tse ka tlhwaafalo mme ba dire tse di maleba go di lwantsha.

A re maikaelelo a thapelo kgatlanong le dikgang tse ke go tsibosa setshaba gore go na le bothata jo bo tlhokanang le go kopanelwa mme bo lwantshiwe ka ditsela tse di ka kgonagalang ka di ama mongwe le mongwe ka tsela nngwe. Mokwaledi wa khansela

ya Palapye, Rre Oboikanngo Kuti o ne a supa fa thapelo e na le maatla mme go le botlhokwa gore go nne le tshwaragano mo thapelong kgatlanong le HIV/AIDS le makoa a mangwe.

O supile fa go sa tshwanela gore go tlogelwe kgang e nngwe e e tlhasetseng lefatshe leno ya tiriso ya ditagi bogolo jang mo bananeng mme e tshwanetse le yone e rapediwiwe.

A re thapelo e nonofetse diemo tse lefatshe le lelang ka tsone mme fa e ka tsewa ka mashetla Modimo o tla a utlwela batho ba one botlhoko.

Setlhogo sa kgwedi ya thapelo mo ngwageng o ke: Ka Tshagofatso ya one, Kokomana Gompieno, Bokamoso Jwa Rona, Ke Boikarabelo Jwa rona: Fedisa AIDS. **BOPA**

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

ESHFT-000283-24

FIRST AND FINAL DISTRIBUTION ACCOUNT

IN THE ESTATE of the Late **WAZHA FANI ESHFT-000283-24** who died at **SELEBI-PHIKWE HOSPITAL , SELEBI-PHIKWE DISTRICT** on the 30TH MAY 2024.

NOTICE IS HEREBY First and Final liquidation and Distribution Account in the above Estate will lie open for inspection at the chambers of the Assistant Registrar and Master of the High Court Francistown for a period of (2) days from the date of the second publications thereof.

DATED AT FRANCISTOWN THIS 29TH DAY OF AUGUST 2025

FANANO CHIMIRI
EXECUTOR DATIVE
Private Bag F52
FRANCISTOWN

AND TO: MASTER OF THE HIGH COURT
PRIVATE BAG F13
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CHIEF FINANCIAL OFFICER (CFO)

Norsad Capital is an impact investor and private credit provider that offers flexible debt financing solutions to profitable growth-stage companies in Africa that delivers desirable social impact. Committed to excellence, Norsad seeks exceptional talent for its journey of continual growth. An exciting opportunity has arisen for a highly experienced CFO with a strategic and commercial mindset, as well as strong capital-raising expertise, to join out Executive Management Team.

The CFO will act as the principal financial strategist and steward, ensuring the company's financial sustainability and the optimal deployment of capital to support Norsad's growth across Africa.. You will oversee all financial aspects ensuring compliance, driving financial performance, and providing strategic guidance in alignment with our 'profit with purpose' ethos. You will be a key member of the Executive Management Team, the Asset & Liabilities Committee (ALCO) and the Screening Committee (Credit), and report directly to the Chief Executive Officer.

Key Responsibilities and Required Experience

We are looking for a candidate with a proven track record in the following areas:

- Strategic Financial Leadership:** You will be responsible for leading financial strategies, advising the CEO and Board on financial planning, and contributing to the overall organizational strategy as part of the Executive Committee. This includes demonstrating expertise in developing and executing financial strategies aligned with private credit growth objectives in Africa.
- Capital Raising and Treasury Management:** A key focus of this role is to lead capital raising, including structuring off-balance-sheet vehicles like Special Purpose Vehicles (SPVs) and themed funds. You must have demonstrable experience in managing a treasury function with an African footprint, including liquidity management, foreign exchange risk mitigation, and navigating multiple foreign currency considerations. Proven ability in managing lender and investor relationships is also essential.
- Financial Reporting and Governance:** You will oversee financial planning and analysis (FP&A), budgeting, and scenario modeling. The role requires a strong track record of ensuring compliance with regulatory bodies such as BURS, NBFIRA, and FIA. You must have expertise in overseeing IFRS-compliant financial statements and presenting to committees like ALCO, the Board, and the Audit Committee on key financial metrics.
- Risk and Controls:** This position requires a proven ability to strengthen internal controls, ensure audit readiness, and oversee tax compliance in a multi-jurisdictional environment. You will also monitor portfolio credit risk metrics and ensure covenant compliance with all facility agreements.
- Operational and Stakeholder Oversight:** You will provide operational leadership for the finance function and oversee human resources and IT. This includes championing digital transformation initiatives, ensuring effective technology governance, and leading the strategic alignment of HR functions with organizational priorities. You will also act as a key liaison with external auditors, regulators, and rating agencies.

Candidate Profile

To be considered for this role, you should possess:

- Education and Experience:** A relevant tertiary qualification is required, with a CA, MBA, CFA, or similar qualification strongly preferred. A fellowship with an international accountancy body like CIMA or ACCA is highly desirable. You must have at least 10 years of experience in a senior finance role, with a significant portion in the financial services industry, specifically in private credit, investment management, or investment banking.
- Mergers & Acquisitions:** You must have demonstrable expertise in mergers and acquisitions, including deal structuring, due diligence, and post-merger integration.
- African Network:** Strong, established relationships and networks within the Sub-Saharan African business landscape are crucial.
- Skills:** Demonstrated advanced financial modelling, data analytics, and presentation skills are essential for driving decision-making and strategic initiatives. The ability to work in diverse, multicultural markets and strong communication skills are also vital.

Chief Risk Officer (CRO)

Norsad Capital is a premier impact investor and private credit provider, offering flexible debt financing to profitable, growth-stage companies across Africa that drive meaningful social impact. We are now entering a critical phase in our flagship fund's lifecycle and are seeking an exceptional CRO to spearhead our portfolio wind-down and value preservation strategies. This pivotal role is designed for a strategic leader with deep expertise in distressed debt, workout execution, and complex financial restructurings. The successful candidate will be instrumental in safeguarding investor capital, optimizing recoveries, and ensuring the fund's commercial and impact outcomes are realized in full alignment with our 'profit with purpose' mandate.

The CRO holds enterprise-wide responsibility for all risk and compliance functions, reporting directly to the CEO with a formal line to the Board's Audit & Risk Committee (ARC). As a key member of the Executive Committee (ExCo), the CRO is central to upholding the highest regulatory standards and driving the organization's risk and portfolio realization strategy. The primary mission is twofold: first, to navigate the complexities of the fund's harvest phase by directing resilient exit strategies that ensure compliance and maximize value realization; and second, to support turnaround initiatives and build robust risk frameworks and processes that will underpin the future growth plans of an evolving private markets firm.

Key Responsibilities

- Harvest Phase Portfolio Leadership:** Direct all workout strategies, including restructurings, enforcement actions, and asset sales. Oversee IFRS9 provisioning, recovery forecasts, and approve exit recommendations to the Board, balancing risk-return and cash flow objectives specific to the wind-down scenario.
- Risk & Value Preservation:** Develop and implement a robust risk appetite framework tailored to the challenges of the harvest phase. Lead credit

risk monitoring, covenant enforcement, and portfolio stress testing for distressed assets. Oversee efficient debt recovery processes, including collections and collateral realization to avert impairments and preserve value.

- Enterprise Risk Governance:** Embed a disciplined, enterprise-wide risk culture. Enforce portfolio risk limits across credit, market, liquidity, capital, operational, ICS, model risk, financial crime and Sustainability risk types, escalate material breaches, and maintain all key policy frameworks (Risk, Compliance, AML/ABC, ESG). Ensure transparent reporting to shareholders, LPs, lenders, and regulators on the fund's risk exposure and compliance status.
- ESG & Impact Integrity:** Ensure ESG covenant compliance and align impact measurement with global standards throughout the exit process. Develop and implement ESG-driven recovery strategies to protect environmental, social, and governance outcomes during portfolio realisation.
- Regulatory Stewardship & Compliance:** Serve as the designated AML Compliance Officer, overseeing all KYC, CDD, and regulatory filings (NBFIRA, BITC, FIA). Ensure strict adherence to fund governance terms, Botswana IFSC accreditation requirements, and transactional regulatory and data protection laws across SADC jurisdictions.

Requirements, Skills & Experience:

This role demands a proven leader with an exceptional track record in navigating financial complexity and distress. The ideal candidate will possess:

- 15+ years of progressive experience in financial services, with substantial expertise in private credit, commercial banking, or investment management, including a minimum of 5 years at an Executive Committee or senior management level.
- A demonstrated mastery in distressed debt management, workout execution, and portfolio wind-down or harvest phases is non-negotiable. Direct experience with insolvency proceedings within SADC financial markets is highly valued.
- Deep technical expertise in credit risk modeling, covenant monitoring tools, and portfolio oversight is essential. You must possess an authoritative knowledge of Botswana's compliance regimes (NBFIRA, IFSC) and have established regulatory relationships.
- Strategic acumen with the ability to influence at the Board and ExCo level, communicate complex issues with clarity, and make decisive, action-oriented decisions under pressure. High emotional intelligence (EQ) is critical for stakeholder negotiations and crisis management.
- Familiarity with global ESG and impact investing frameworks (e.g., GRESB, TCFD) is important to uphold our commitment to sustainable and purpose-driven finance throughout the exit process.
- If you are a strategic leader ready to apply your deep technical and managerial expertise to a complex challenge and solidify Norsad's legacy as a leader in African impact finance, we invite you to apply.

If you possess these sought-after skills and are ready to lead, we invite you to apply for the position and send your CV, certificates, and cover letter to jobs@norsadcapital.com.

Closing date for applications is 22 September 2025

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Monday September 8, 2025 No. 168



Acting President Ndaba Gaolathe giving a speech during the funeral proceedings of Atasaone 'A.T.I' Molemogi in Lerala on Saturday. Gaolathe described A.T.I as a rare and luminous force. He further said the music icon was a creative spirit who constantly sought new forms of expression. Photo: Pheny Moalosi

'Botswana must honour A.T.I'

By Omphile Ntakhwana

LERALA - Botswana must rise to celebrate and honour Atasaone 'A.T.I' Molemogi's monumental contributions to its culture and to reaffirm the nation's commitment to placing its visionary youth at the forefront of shaping the nation's tomorrow.

This was said by Acting President Ndaba Gaolathe at A.T.I's funeral service in Lerala on Saturday.

A.T.I died on August 31 after a short illness.

He said A.T.I was a singular genius, an artiste whose music was never confined to melody or rhyme or rhythm, but an artiste who lived as a vessel of something far deeper.

Gaolathe, who is also Vice President and Minister of Finance, said A.T.I moved souls not merely with melody, but with the sheer power of his words, weaving the language into intricate tapestries

that reflected deepest selves.

He further said he was a visionary who wore his art, who lived his creativity, making every stage a runway and every lyric a lesson.

"His creative spirit was a restless, brilliant fire, constantly seeking new forms of expression," he said.

"His genius lay in his ability to hold up a mirror to society, a mirror for the youth. He became a figure of identification, not of untouchable perfection, but of shared experience. He gave voice to the complexities, the joys, and the struggles of a generation, making them feel seen, making them understood, and making them less lonely in their life journeys," he added.

Gaolathe further said he had the rare privilege of a sneak peek into the raw musical genius of A.T.I and Dramaboi, who is also late.

"I was hosting a youth dialogue back in 2012 during my early

political journey and the two young men were in attendance," he said, adding that when they performed, they left an indelible mark on everyone present.

He said the raw talent, boldness; the daring creativity they exuded was electrifying.

The acting President said he remembered leaving that event certain that Botswana were witnessing a beginning of something special, a promise of what was to come.

"That very energy and authenticity became the foundation they built upon, carrying it straight into the successful and influential music careers that ensued, captivating a nation and beyond," he said.

For his part, Minister of Sport and Arts, Jacob Kelebeg said the ministry had started a process of having an entertainment bill aimed at reviewing

tax rebates and procurement of art to benefit the creatives.

"We are currently not doing enough to support, nurture, empower and grow the creative sector in Botswana and that needs to change," he said.

He said the ministry aimed to encourage airplay of local music to 80 per cent.

He further said the welfare office in the ministry needed to do more to advocate for the welfare of creatives so they could fully benefit from their work. **BOPA**

A.T.I leaves behind unreleased songs

By Ketshepile More

GABORONE - Celebrated music icon, Atasaone 'A.T.I' Molemogi leaves behind a catalogue of unreleased songs, a true reflection of the enormity of his musical talent.

"A.T.I told me recently that he has more than 100 unreleased songs, and that he was planning to release some end of September," said a friend, Kamogelo 'Skemz' Madikwe in an interview.

His producer, Moshe 'Slim Kidd' Kelebile also confirmed in an interview that A.T.I left behind plenty of unreleased material although, could not confirm the exact number.

Slim Kidd, who worked with A.T.I on his *Mankalankaleng* project, said A.T.I's unreleased work was with other producers that he had worked with.

But what happens to an artiste's unreleased material, one might ask?

In some instances, some of it gets leaked, some released officially by the artiste's estate to monetise and or hold on to the

work and also make money out of the collaborations.

"An estate is befitting for such a giant to manage all his copyright and intellectual property assets," said creative, Seabelo Modibe, who described A.T.I as a brilliant songwriter and composer.

Entertainment lawyer from Mdakane Attorneys Inc, Bongani Mdakane further explained that the release process of A.T.I's, unreleased music would depend on who owned it.

Mdakane said if A.T.I owned his music, his family had the right to the music.

"If he does not own his music, his family does not have to consent to anything, the music can still be released," said Mdakane.

Regarding collaborations on the unreleased work, Mdakane, who has more than 15 years practicing as an entertainment lawyer and other fields of law, said the estate and whoever owned the music could ensure that the distributors paid A.T.I's collaborators on his behalf. **BOPA**



Some of Botswana musicians and friends carrying the body of the late Atasaone 'A.T.I' Molemogi to his final resting place in Lerala on Saturday. Photo: Pheny Moalosi



Zebras, Mambas square off

Zebras head coach, Morena Ramoreboli (left) said they had prepared for the game and would do everything right to compete against the Mambas, who were known for their fast-paced and individualistic play.

By Anastacia Sibanda

GABORONE - The senior men’s national football team, the Zebras, will face the Mambas of Mozambique today in a 2026 FIFA World Cup Group G qualifier at Estádio do Zimpeto in Maputo, Mozambique.

Still smarting from a 3-1 defeat to Algeria on Thursday, the Zebras are looking to redeem themselves and prove their mettle.

This will be a challenging match as the Mambas edged

out the Zebras 3-2 in their last encounter at the Obed Itani Chilume Stadium.

Against Algeria, the Zebras showed significant improvement, displaying greater cohesion, urgency and better strategic approach.

The match against Mozambique is more than just another game, it is a pivotal moment for the Zebras.

A strong performance and a positive result against the Mambas would be a huge step toward changing the narrative that as a

small country, it cannot compete.

In an interview, the Zebras head coach, Morena Ramoreboli said they prepared for the game and would do everything right and compete against the Mambas, who were known for their fast-paced, individualistic play.

“So, we are going try to work on that and be the best that we can be and I feel that this time we will get it right,” he said.

Ramoreboli also believed the experience against Algeria had given the team a clear picture of

their strengths and weaknesses.

“Against Algeria there are couple of things that are positive and lot of pointers that need to be addressed,” he said.

Despite the 3-1 loss, he highlighted the team’s brave, fluid play and their ability to deny Algeria space, all positive signs they can build on.

He said by playing with bravery and a flowing game and denying their opponents space, the Zebras were not just fighting for a win, but for their reputation on the

international stage. Meanwhile, the game is crucial for building confidence and demonstrating that the Zebras have what it takes to be a truly competitive force.

Botswana is currently lying in a precarious fifth position with nine points in Group G , which is topped by Algeria with 18 points, followed by Uganda and Mozambique with 12 points each, while Guinea is at fourth position with 10 points and Somalia lies at the bottom of the log with a point.

BOPA

Thekiso retains Footballers Union Botswana presidency

By Anastacia Sibanda

GABORONE - Onalethata Thekiso has been re-elected unopposed as Footballers Union Botswana (FUB) president. Thekiso, along with other key members of the leadership, were elected during the FUB’s elective general assembly on Saturday, where focus was on the pressing issues facing footballers in Botswana and across the continent.

Addressing the assembly, FIFPRO Africa president, Geremie Njitap highlighted the significant challenges that remained unresolved for players, including unfavourable labour contracts, limited access to medical care, unpaid wages and insufficient post-retirement support.

Njitap said there was a need for a solution to such problems to help professionalise football in Africa.

“Our strength is in unity. Together, our voice is stronger and real change becomes possible. By building connections, cooperating and learning from experienced leaders, we empower future

generations,” he said.

He called on unions to serve as a ‘shield and guide’ for current and future players, protecting their rights and representing those who might not otherwise be heard. He also emphasised the importance of promoting better contract standards, improving working conditions and prioritising health and safety.

He further encouraged members to consider players’ lives beyond the sport, adding that player development programmes should provide access to education and career opportunities for all players, both during and after their athletic careers.

Again, he spoke on gender equality issues in football, saying that the work remained unfinished until all players, regardless of gender, receive equal respect, opportunity and recognition.

He thus urged national unions to consistently advocate for equitable protection, resources and acknowledgment for female athletes.

“By working together, we can position African football as a benchmark for inclusion and

respect worldwide,” he said.

For his part, Thekiso echoed Njitap’s sentiments and criticised the current football system for not prioritising footballers.

“It is not a system that recognises you as the most important stakeholder in the football ecosystem. In this system, you are mere tools that get replaced as soon as you lose sharpness or your potency,” he said.

Thekiso urged footballers to rise and claim their rightful place in the industry now and reminded them that being a professional footballer was a job like any other and players deserved a conducive working environment and protection of their rights.

Other FUB leadership who were re-elected unopposed included Lesego Molemogi as first vice president, Bonang Mosetha as second vice president as well as Thapelo Radifalana as the treasurer.

Mmoni Segopolo also retained his player development seat without a challenger, Benjamin Radimo was also unchallenged as strategic relations officer, as well as Kgomotso Molefe for the

female player’s representative. In contested elections, Thabang Sesinyi of Jwaneng Galaxy and also Zebras player, was elected male players’ representative with 30 votes, beating Arnold Mampori and Bophelo Kealeboga who garnered 11 and five votes,

respectively. Thato Segaki won the women’s football representative position with 33 votes against Thapelo Moshe’s 11. Joel Mogorosi was elected players’ relations officer with 38 votes, defeating Tebogo Mothusi, who got seven votes. **BOPA**



Onalethata Thekiso