BOTSWANA Daily News
THE PAPER THAT INFORMS AND EDUCATES

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"Through First People of the Kalahari, I managed to campaign for the rights of indigenous people, including their land rights and the preservation of their traditional way of life."

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Duma Boko School readies for January admission



Some Block 7 residents and surrounding areas, flocked the Duma Boko School in Gaborone yesterday to seek admissions for their children. The school head Ms Neo Tiro said they would start as a two-stream school from reception to Standard 5. The school is a flagship project of the African Hero initiative, developed through a partnership between government and the private-sector. Photo: Phenyo Moalosi

STORY PAGE 3



BNF policies review critical for economic emancipation

Chendzimu Manyepedza
SELEBI PHIKWE

President Advocate Duma Boko has called for a review of Botswana National Front (BNF) policies to align them with demands of achieving economic emancipation.

Addressing delegates at the BNF Special Policy Conference in Selebi Phikwe on Saturday, President Boko, also party leader, said BNF needed to develop policies that would respond to the country's economic challenges and unlock growth across key sectors, including manufacturing, industrialisation and agriculture.

Also, he said policies should reflect its transition from opposition to a governing party under the Umbrella for Democratic Change (UDC)-led government.

In addition, he emphasised the need to diversify the economy and strengthen productive sectors as part of efforts to create opportunities for Batswana and advance economic transformation

He cited manufacturing, industrialisation and agriculture as key sectors for driving economic transformation, saying prioritising them would create employment opportunities for citizens and strengthen economic stability.

On agriculture, he pointed out that government's decision to shift from supporting farmers to plough five hectares to one, would encourage farmers to maximise production and achieve high yields.

On employment, President Boko reaffirmed government's commitment to creating 100 000 jobs, saying steps were underway to fulfil the pledge.

He said the commitment required deliberate action and effective implementation rather than remaining a political promise.

He also emphasised the importance of developing citizens' skills through relevant education and training to meet the demands of the changing labour market.

He noted that some individuals held qualifications that did not match the skills sought by employers, creating a mismatch that hindered both personal advancement and economic growth. He called for programmes that equip citizens with relevant competencies and practical experience to meet the evolving needs of different industries.

He further urged BNF members to uphold the party's identity and values, emphasising the importance of ethics, fairness and integrity in their conduct.

President Boko said maintaining the party principles would distinguish BNF and preserve its standing as a political brand, particularly as the party navigated the responsibilities that came with being part of the governing coalition.

Reflecting on the recent Sefhophe by-election, in which the UDC lost the ward to the Botswana Congress Party, President Boko urged members to treat the outcome as a lesson and an opportunity for reflection and improvement.

He also called on members to remain vigilant and focused as the UDC-led government continued its work, stressing the importance of serving the needs and interests of the people. Held under the theme: The Second Phase of the Struggle: From Political Power to Economic Emancipation," the conference sought to provide a platform for dialogue, reflection and policy review as the BNF transitions from opposition politics to its role within the UDC-led government. ***BOPA***



President Advocate Duma Boko (left) and former Botswana National Front president, Mr Otsweletse Moupo during BNF Special Policy Conference in Selebi Phikwe on Saturday. President Boko said BNF needed to develop policies that would respond to the country's economic challenges and unlock growth across key sectors, including manufacturing, industrialisation and agriculture. Photo: Baldwin Nyamande

Early cancer diagnosis and support for survivors vital

> "For many people, it is discovered a little late, and we still treat cancer as something we do not know."
>
> **Minister of Minerals and Energy, Ms Bogolo Kenewendo**



Minister of Minerals and Energy Ms Bogolo Kenewendo speaking at the Letsile Tebogo Charitable Foundation cancer awareness symposium in Gaborone on Friday, Ms Kenewendo said stigma, limited knowledge of symptoms and late diagnosis continued to contribute to loss of lives. Photo: Phenyo Ramatu

Lesedi Thatayamodimo
GABORONE

Minister of Minerals and Energy, Ms Bogolo Kenewendo, has called for greater cancer awareness, early diagnosis and sustained support for patients and survivors, urging Batswana to unite in the fight against the disease.

Speaking at the Letsile Tebogo Charitable Foundation Cancer Awareness Symposium he in Gaborone on Friday, Ms Kenewendo said stigma, limited knowledge of cancer symptoms and late diagnosis continued to contribute to loss of lives.

She said there was a need to encourage people to recognise cancer symptoms, seek medical attention early and engage in open conversations about the disease.

"For many people, it is discovered a little late, and we still treat cancer as something we do not know," she said.

Ms Kenewendo noted that cancer did not discriminate based on social status, personal achievements or future aspirations, making it a concern that required collective responsibility.

She urged Batswana to become more informed about the disease and create an environment in which people felt comfortable seeking medical advice and support.

She said raising awareness was essential to changing attitudes towards cancer and improving community responses to those affected. Beyond early diagnosis, Ms Kenewendo stressed the importance of supporting cancer survivors, noting that the challenges associated with the disease often continued long after treatment had ended.

She said survivors could experience fear of recurrence, exhaustion, loneliness and financial pressure, while families and caregivers also faced emotional and practical difficulties throughout the cancer journey.

"The physical scars may heal, but the emotional scars remain," she said.

Ms Kenewendo said survivors deserved more than praise for overcoming the disease, calling for meaningful support to help them rebuild their lives and pursue their aspirations.

"You deserve more than applause for surviving; you deserve the support to thrive and to fully live again," she said.

She also expressed solidarity with patients still undergoing treatment, families who had lost loved ones and caregivers who continued to make personal sacrifices while supporting those affected by cancer.

Ms Kenewendo emphasised that the effects of cancer extended beyond patients, affecting families who had to cope with uncertainty, grief and the financial and emotional demands associated with the illness.

She called for greater compassion and continued community involvement to ensure that patients, survivors, bereaved families and caregivers received the care, dignity and encouragement they needed. ***BOPA***

Boko hails Sesana for championing indigenous people rights

Lorato Gaofise
GABORONE

Honorary Doctor of Letters (DLitt) conferred on Dr Roy Sesana is a befitting recognition of his lifelong commitment to human rights and his enduring legacy of advocacy.

This was said by President Advocate Duma Boko at the 44th University of Botswana (UB) Graduation Ceremony in Gaborone on Friday.

He hailed him as a champion of indigenous people's rights, particularly for his role in resisting the forced relocation of communities from the Central Kalahari Game Reserve (CKGR).

President Boko said Dr Sesana was the first applicant in a landmark legal case challenging the government's relocation of CKGR communities to New Xade and Kaudwane. The case became one of the longest-running civil cases in Botswana.

He said the case culminated in a landmark 2006 High Court ruling that the evictions were unlawful and unconstitutional.

"The case caused great strain and stress on real people, creatures of flesh, blood and soul, and demonstrated the inherent inequities, even of the justice system," he said.

President Boko recalled the difficulties the legal system faced in understanding indigenous communities, their cultures and their responses to challenges.

He called an incident during cross-examination in which one of the indigenous people, who was told that she had willingly and voluntarily left the CKGR, questioned why she had been crying, kicking and screaming while being carried onto a truck if her departure had been voluntary.

The incident, he said, illustrated the conflict between a system shaped by the exclusion of certain communities and the cultural realities of those communities.

President Boko also described the occasion as a momentous day in the lives of the graduands, their families and communities, as well as in the history of the country.

Therefore, he encouraged each graduate to contribute meaningfully to Botswana's unfolding story, urging them to abandon dominant conceptions in favour of new and untried ways of relating to one another and engaging with existing systems.

He also challenged them to approach institutions with doubt and scepticism, maintaining an ongoing critique of established institutions and conventional ways of living and doing things.

President Boko said society had waited for the graduates, and that the time had come for them to respond to the expectations placed upon them.

He urged them to take an active role in shaping history rather than remaining passive observers, reminding them that ordinary people like themselves were the makers of history.

"Go on and be great. Your activities should bring great joy to your families, great success to your country and great honour to the people of Botswana and the African continent," he said. ***BOPA***

Ministry advocates adoption of technologies in land management

Phodiso Rankwe
TLOKWENG

Government is advocating the rapid adoption of advanced technologies, including satellite positioning, Geographic Information Systems (GIS), remote sensing, survey-grade drones and digital cadastral systems for accurate land data and ethical surveying practices.

This was said Minister of Lands and Agriculture, Dr Edwin Dikoloti during a ceremony to formally register land surveyors in Tlokweng recently.

He said the technologies would replace outdated manual mapping processes, thereby improving service delivery, operational efficiency and public trust in land management.

Dr Dikoloti added that integrating digital systems would enable faster resolution of boundary disputes and more accurate spatial planning, ensuring that land allocation kept pace with population growth and economic demands.

The event marked a historic milestone for Botswana's geomatics profession, with 28 land surveyors registered in a single cycle, the highest number in the country's history.

This brought the total number of registered practitioners to 148, signalling growing local capacity in land administration.

The development also reflected progress in female representation in the profession, attributed largely to the localisation of geomatics degree programmes.

Addressing the newly registered surveyors, Dr Dikoloti said their professional responsibilities extended beyond personal achievement, given the implications of their work for property ownership, investment decisions, infrastructure provision and community development.

He urged them to uphold professional ethics and ensure accuracy, impartiality and accountability in carrying out their duties.

For his part, Botswana Institute of Geomatics (BIG) president, Mr Timon Kelebeng, said surveying went beyond taking measurements or establishing physical boundaries.

He said land surveyors played a critical role in building economic confidence, as their work directly influenced land ownership, infrastructure development and sustainable environmental management.

Mr Kelebeng emphasised that accuracy, honesty and professional ethics were non-negotiable in the profession.

"Where accuracy is required, let accuracy prevail, and where ethics demand honesty, let honesty prevail," he said, reminding practitioners that their decisions carried a public trust with implications for generations to come.

He also encouraged collaboration among key industry stakeholders, including the Department of Surveys and Mapping, the Land Surveyors Council, tertiary institutions and professional bodies such as BIG, to ensure that regulation and capacity development progressed hand in hand.

"As the sector embraces digital transformation, the Land Surveyors Council has reaffirmed its commitment to building a modern, future-ready geomatics profession that safeguards land rights and delivers transparent and accountable services to all Batswana." ***BOPA***



Director General in the Ministry of Interior and Safety of the Republic of Korea Dr Yang Younghyu and Minister of Lands and Agriculture, Dr Edwin Dikoloti at the formal registration of land surveyors in Tlokweng on Wednesday. Dr Younghyu said land surveyors were pioneers in transforming land administration and a strong bridge of technical cooperation between the two countries. Photo: Phodiso Rankwe

Duma Boko School readies for January admission

Mpho Mosojane
GABORONE

Some residents of Block 7 and surrounding areas, yesterday flocked to the newly opened Duma Boko School to seek admissions for their children, marking a monumental chapter toward the operationalisation of the school.

Opened in September by President Advocate Duma Boko, the school is expected to open doors next year.

In an interview, the school head, Ms Neo Tiro said their mandate was to ensure that operations began smoothly, citing that they would initially start as a two-stream school.

"We will admit two classes of 40 learners per standard with future plans of expansion. Our initial cohort translates to around 480 learners from reception until Standard 5 with the primary criteria being a Block 7 permanent residential address," she highlighted.

According to Ms Tiro, their target was for learners seeking transition from private schools to the public school system.

"Today, we are focusing on transitions from private schools only. We have made a separate arrangement for those transferring from public schools," she said.

Meanwhile, some of the parents, who came in droves to seek space for their children at the school, expressed admiration at Duma Boko School's cutting-edge infrastructure.

"I have two children in Standard One and Six respectively and I want them transferred from a private school without sacrificing their quality of education and the Duma Boko School is a perfect option for me, as it matches the standards of private schools," said Ms Maitumelo Ketso, a Block 7 resident.

For Mr Ben Bakwena, a father, who has traversed the city, his search narrowed to the Duma Boko School, hoping that proximity will be his fate after enduring previous rejections from other public schools.

"Finding a spot for my child has been exhausting, today Duma Boko School marks my third attempt. I pray that since it is in our area, the neighbourhood factor will prove to be equitable to us Block 7 residents to be given priority. It will be huge relief for our daily commute," he added.

The school is a flagship project of the African Hero initiative, developed through a partnership between government and private-sector partners.

Its facilities include modern classrooms, technology-enabled learning spaces, specialised Science, Technology, Engineering, Arts and Mathematics laboratories, robotics facilities, a library, an indoor play area, sports and arts spaces, a tuck shop and a sickbay.

The school is also designed to promote inclusive education by catering for learners with special educational needs, while introducing a technology-driven approach to teaching and learning. ***BOPA***



Duma Boko School Head Ms Neo Tiro

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Sesana dedicates award to San community

"Through First People of the Kalahari, I managed to campaign for the rights of indigenous people, including their land rights and the preservation of their traditional way of life."



The University of Botswana conferred an Honorary Doctor of Letters (DLitt) on Roy Sesana in Gaborone on Friday. Photo: Phenyo Moalosi



Advocate Duma Boko (right) with veteran San rights activist, Roy Sesana during the legal battle over the relocation of Basarwa communities from the Central Kalahari Game Reserve. The case became a landmark in Botswana's legal history concerning indigenous rights and ancestral land.

Lorato Gaofise
GABORONE

From the remote settlement of Molapo in the Central Kalahari Game Reserve (CKGR) to the international stage, veteran San rights activist Dr Roy Sesana has dedicated his life to defending the rights, dignity and ancestral land of his people.

His lifelong commitment was recognised on Friday when University of Botswana (UB) conferred an Honorary Doctor of Letters (DLitt) on him during its 44th graduation ceremonies in Gaborone.

The honour recognised his contribution to human rights, indigenous rights, cultural identity and the preservation of San heritage. It also celebrated his courage and resilience in advocating for one of Botswana's historically marginalised communities.

Speaking in an interview after receiving the award, Dr Sesana dedicated the honour to Batswana and his community saying he grew up connected to the land, traditions and way of life that would later shape his activism.

He spent several years working in South African mines before returning to Botswana in 1971 to live among his community.

His advocacy gained momentum around 1991 when he co-founded the First People of the Kalahari (FPK) with fellow human rights activist John Hardbattle.

"Through this organisation, I managed to campaign for the rights of indigenous people, including their land rights and the preservation of their traditional way of life," he said.

In 1995, Dr Sesana became FPK chairperson, a position from which he led efforts to challenge the relocation of San communities from the CKGR. As communities were moved to settlements outside the reserve, he and FPK challenged what they regarded as the loss of ancestral land, traditional livelihoods and cultural identity.

The struggle eventually reached the courts. In 2002, FPK, under his leadership, took the government to court, seeking recognition of the rights of relocated community members to return to the reserve.

In 2006, the High Court ruled in favour of the applicants, finding that their removal and the subsequent refusal to allow them to return were unlawful and unconstitutional.

The case became a landmark in Botswana's legal history concerning indigenous rights and ancestral land.

Dr Sesana's advocacy also attracted international attention. He travelled to Europe and the United States to highlight the concerns of San communities and garner support for their struggle.

In 2005, he received the Right Livelihood Award in recognition of his resistance to the eviction of San communities from their ancestral lands and his efforts to protect their traditional way of life.

The honorary doctorate comes as Botswana celebrates 60 years of independence, offering an opportunity to reflect on the country's progress in democracy, human rights, cultural identity, equality and inclusion.

For Dr Sesana, the recognition affirms the importance of protecting indigenous rights, preserving cultural identity and upholding the dignity of communities whose voices have historically struggled to be heard.

His journey from Molapo to the international stage stand as a testament to perseverance, courage and conviction.

Through decades of advocacy, he has helped bring the concerns of the San people into national and international discussions on justice, equality and human rights. ***BOPA***

Dr Moeti receives recognition for contribution to public health

Gontle Merafhe
GABORONE

The University of Botswana (UB) has honoured former World Health Organisation (WHO) Regional Director for Africa, Dr Matshidiso Moeti, with an honorary Doctor of Science (DSc) degree in recognition of her distinguished leadership in public health and contribution to strengthening healthcare systems across the continent.

UB Vice Chancellor, Professor David Norris, conferred the honorary degree on Dr Moeti, WHO Regional Director for Africa Emeritus, during the university's graduation ceremony on Wednesday.

Professor Norris said Dr Moeti served as the first woman Regional Director for the WHO African Region from 2015 to 2025, during which she led a transformation agenda aimed at strengthening health systems, improving emergency and disease outbreak preparedness, advancing universal health coverage and promoting equity, accountability and women's leadership.

Her tenure spanned significant public health challenges, including the COVID-19 pandemic, which tested the preparedness and resilience of healthcare systems worldwide.

The honorary degree recognises Dr Moeti's contribution to advancing public health and promoting stronger, more resilient healthcare systems across Africa.

Since 2015, Dr Moeti has led the transformation of WHO in Africa to ensure the Organization is accountable, effective and driven by results. ***BOPA***



UB Vice Chancellor, Professor David Norris (right), conferring WHO regional director for Africa Emeritus, Dr Matshidiso Moeti with an honorary degree of Doctor of Science Honoris Causa in recognition of her leadership in public health during the university's 44th graduation ceremony in Gaborone. Photo: Washa Bofelwang

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Name of the Procuring Entity	Department of Broadcasting Services

This is to inform the public that the below company has been approved by the Accounting Officer for the direct appointment.

Name of Procuring Entity	**Department of Broadcasting Services**
Tittle of Procurement	Repair, Maintenance and replacement of faulty calrec type R (core) system for RB studio
Method of Procurement	Direct Appointment
Approved Suppliers	Calrec Audio Limited
Period of the Contract	Once - Off

Director/Procurement Oversight
Ministry for State President, Defence and Security

Telephone: 365 8000/3000

Republic of Botswana

DEPARTMENT OF BROADCASTING SERVICES
PRIVATE BAG 0060
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MINISTRY FOR STATE PRESIDENT, DEFENCE & SECURITY

NOTICE OF APPROVED SUPPLIER

Name of the Procuring Entity	Department of Broadcasting Services

This is to inform the public that the below company has been approved by the Accounting Officer for the direct appointment.

Name of Procuring Entity	**Department of Broadcasting Services**
Tittle of Procurement	Provision of media rights for Serie A La Liga. 2026/2027 season
Method of Procurement	Direct Appointment
Approved Suppliers	Sporty Internet Limited
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   - Geography Teacher - Bachelor of Education
   - History Teacher - Bachelor of Education
   - Pre-Primary Teacher - Early Childhood Development (ECD) Diploma
   - Junior Primary Teacher – ECD Diploma
2. Meet the applicable Botswana Qualifications Authority (BQA) qualification recognition requirements.
3. Hold a valid teaching permission to teach and the required professional registration and teaching licence, including BOTEPCO registration/licensing where applicable under current requirements.
4. Demonstrate sound subject knowledge, effective classroom practice and the ability to deliver an engaging, learner centred curriculum.
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How to apply

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

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Policy reforms to benefit ungazetted settlements - Hikuama

Gaolethoo Kgatitswe
TSUTSUBEGA

Policy reforms are critical in ensuring that residents of ungazetted settlements are not excluded from development initiatives and access to essential services, Maun West Member of Parliament, Mr Caterpillar Hikuama has said.

Speaking at a kgotla meeting at Tsutsubega on Thursday, he said policymakers should respond to the needs of communities regardless of whether their settlements had been formalised.

He said residents from ungazetted settlements faced challenges requiring the attention of policymakers, adding that development approaches should recognise realities of people living in such areas.

"Government should revisit some of these policies that deny ungazetted areas the dignity of receiving basic needs and cater for all communities alike," he said.

Tsutsubega Kgosi, Mr Edwin Maleho, complained that elephants were destroying agricultural fields, while other wild animals threatened livestock, posing a major challenge for residents who depended on livestock for their livelihoods.

He also raised concerns about children's educational progression, noting that some families struggled to afford schooling costs, contributing to the low number of young people from the community progressing to higher education.

Kgosi Maleho said the community was exploring electric fencing as a measure to protect agricultural fields, with Wild Impact providing financial assistance towards the initiative, noting however that not all fields had been fenced.

"We appreciate efforts from the private sector, including Wild Impact, an entity which had been helping us to electrify our field fences as a step towards reducing human-wildlife conflict," he said.

Tsutsubega Village Development Committee chairperson, Ms Botshabile Mmusi, raised concerns about livestock theft and commended AndBeyond company for its contribution to the community.

She said the company supported the community through initiatives such as drilling boreholes, training young people and providing employment opportunities.

Ms Mmusi said such interventions had a positive impact on households by helping residents earn a living and become self-reliant, including through supported craft activities.

Mr Hikuama urged residents to remain engaged in efforts to influence decision-making, emphasising that people living in ungazetted settlements also deserved consideration in development planning. ***BOPA***

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

VACANCY NUMBER NO. 9 OF 2026

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VACANCY: SENIOR TRAINER, PUBLIC SECTOR MANAGEMENT & LEADERSHIP

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

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

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

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

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

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

REQUIRED SKILLS AND COMPETENCIES

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

VACANCY NUMBER NO. 10 OF 2026

VACANCY: SENIOR TRAINER, PUBLIC FINANCE & PROCUREMENT

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

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

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

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

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

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

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

Applications should be addressed to:
The Executive Director
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Or Hand Delivered at;
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For any clarification, contact Human Resource Unit at
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Closing Date: 06 November 2026



DailyBusiness



Farmers observing wheat varieties during a research engagement organised by the National Agricultural Research and Development Institute at Boro Farm, aimed at promoting wheat production and sharing improved farming practices.
Photo: Gaolethoo Kgatitswe

NARDI promotes wheat farming to boost production

Gaolethoo Kgatitswe
BORO

With Botswana producing only about five per cent of its wheat requirements, the National Agricultural Research and Development Institute (NARDI) is encouraging farmers to venture into wheat production to reduce reliance on imports and diversify the economy.

The call was made during a wheat variety development farm engagement at Boro Farm, where farmers were exposed to different wheat varieties and research findings to help them appreciate the crop's potential and adopt improved production practices.

The engagement showcased 14 wheat varieties, with researchers explaining their characteristics and the importance of adopting appropriate farming techniques to improve yields.

District Agricultural Coordinator, Mr Kenneth Mabote, said NARDI had conducted research and collaborated with relevant stakeholders to provide guidance on appropriate wheat production practices.

He encouraged farmers to embrace agricultural technologies that could improve farming methods and increase yields, noting that wheat was an important crop used in bread and other food products consumed daily.

NARDI Senior Research Scientist, Mr Dikuwa Ketumile, said Botswana's low wheat production presented an opportunity for local farmers, given the high demand for the cereal and the country's dependence on imports.

"There is an opportunity for farmers to invest in ploughing wheat as it has a market while its production is low, hence the call for you to take it up," he said.

Mr Ketumile said increasing domestic production could help bridge the supply gap, create income-generating opportunities for farmers and contribute to economic diversification.

He added that exposing farmers to research findings and different wheat varieties was important in equipping them with the knowledge to make informed decisions about wheat production.

The engagement formed part of NARDI's efforts to share progress in wheat variety development with farmers and promote the adoption of research-based agricultural practices.

Mr Ketumile said such initiatives would help farmers assess wheat production as a potential farming enterprise while contributing to efforts to strengthen domestic food production. ***BOPA***

Step up and bridge gap - Mmolotsi

Esther Mmolai
MAUN

As government rolls out the country's National Environmental, Social and Governance (ESG) strategy and framework, the private sector has been challenged to step up and bridge the gap between policy and practice.

Developed by the National Planning Commission (NPC) in collaboration with United Nations Development Programme (UNDP), the framework provides a standardised roadmap for businesses to align profitability with measurable environmental and social impact.

The call was made by the Minister of Environment and Tourism, Mr Wynter Mmolotsi at the Botswana Sustainability Week held in Maun recently, challenging the summit to focus on advancing practical, ready-to-implement projects.

He said government was in need of initiatives that tangibly protect the environment, measurably strengthen communities and unlock innovative frameworks to address finance, climate risk and resource security.

"This framework is the lever that will transform how we measure performance, manage corporate impacts and attract green financing to our shores. We are not here merely to discuss the problems, but to co-author solutions. We are here to define exactly what the public sector needs from business leaders and non-profit organisations," he added.

Mr Mmolotsi said sustainability was no longer an item on a Corporate Social Responsibility (CSR) checklist as ESG principles were now central metrics of operational efficiency, risk management and competitive advantage.

He said companies that integrate ESG into their core DNA were the ones securing international funding, reducing operational costs and capturing the modern consumer market.

"Whether we are talking about transitions to renewable energy, developing sustainable eco-tourism models, or advancing smart climate agriculture, the private sector must take the wheel. Our role as government is to clear the path, de-risk the ecosystem and ensure coherent environmental governance that builds trust and fosters market confidence," he said.

He challenged the gathering to use the 2026 Sustainability Week to build concrete partnerships, align resources and secure a resilient future for both the people and the ecosystems.

Minister Mmolotsi said the partnerships should not just be vision aligned, but market-ready.

Held under the theme: "Activate Private Sector Leadership to Drive Botswana's Next Growth Economy," he stated that the theme acknowledges a profound truth that the government could write policies, set standards and sign international treaties but the private sector has the agility, capital and innovation to scale them into bankable economic opportunities.

He further highlighted that environment and wildlife were the heartbeat of Botswana's economy.

"Our healthy land, pristine waters and vibrant ecosystems not only define our heritage but also sustain our tourism industry, drive job creation, secure our food supply and anchor Botswana's global reputation as a leader in conservation," he said.

Mr Mmolotsi said communities were indispensable partners in conservation and development, therefore the people who live alongside wildlife must actively participate in decision making and share fairly in the economic benefits from tourism, conservation and responsible investment. ***BOPA***

BUSINESS BRIEFS

American consumers prefer natural diamonds - report

LOBATSE - Natural diamonds remain the most desired jewellery in the United States, ahead of laboratory-grown diamonds, other gemstones and pure gold jewellery, according to De Beers Group Chief Executive Officer, Mr Al Cook. He said this in the latest De Beers Group Diamond Report, released in June 2026, which highlighted an increase in the desirability of natural diamonds in 2025. He noted that the findings reflected the continued appeal of natural diamonds among American consumers, driven by their uniqueness, rarity, timelessness and inherent value. He said laboratory-grown diamonds had generated considerable interest in recent years. However, despite rapid growth in volumes, driven by increased supply from China and India, they accounted for only 15 per cent. ***BOPA***

Zimbabwe president asks for lifting of sanctions

HARARE - Zimbabwe President Emmerson Mnangagwa on Sunday called for the unconditional lifting of sanctions imposed by Western countries on Zimbabwe, saying the measures constrain economic development. In a speech marking the Southern African Development Community (SADC) Anti-Sanctions Day, Mnangagwa said Zimbabwe was making progress in its development aspirations despite the sanctions, stressing that regional integration was crucial to achieving the country's development goals. "Sanctions not only punish our country, but the entire SADC family and infringe Zimbabwe's role in advancing an integrated Africa," said Mnangagwa, who also expressed appreciation to SADC member states for supporting the call to remove the unilateral sanctions. ***Xinhua***

Ghana launches initiatives to boost competitiveness

ACCRA - Ghana on Friday launched two innovative initiatives to boost exporters' capacity and enhance the country's export competitiveness. Ghana Export Promotion Authority (GEPA), Chief Executive Officer Francis Kojo Kwarteng Arthur said the Friday Market would be held to showcase locally made products. This platform provides opportunities for small and medium-sized enterprises to test their products, collate customer feedback, build business networks and build their brands to the required global market standards, added Arthur. He said the initiative would firm up efforts to build export capacity and complement Ghana's trade fairs by connecting Ghana producers with international buyers and improving the visibility of high-quality made-in-Ghana products. ***Xinhua***

LEA welcomes gazettement of unified SMME definition



Minister of Trade and Entrepreneurship Mr Tiroeaone Ntsima

Marvin Motlhabane
KANYE

Gazettement of a single, legally recognised national definition for Small, Micro and Medium Enterprises (SMMEs), is a foundational reform that will promote fairness, consistency and reliable data in Botswana's enterprise development sector.

Under the new definition, micro enterprises employ fewer than six people and have an annual turnover of less than P270 000. Small enterprises employ between six and 25 people and have an annual turnover of between P270 000 and P7 million, while medium enterprises employ between 26 and 100 people and record annual turnover of between P7 000 001 and P20 million.

The Small Business (Size of Enterprises) Order, 2026 (Statutory Instrument No. 123 of 2026), published on August 28, 2026, was made by the Minister of Trade and Entrepreneurship, Mr Tiroeaone Ntsima, under section 2 of the Small Business Act (Cap. 43:10) to establish employment and annual turnover thresholds for classifying micro, small and medium enterprises.

Speaking in an interview with *BOPA*, LEA Caretaker chief executive officer, Mr Thato Jensen, said the gazettement replaces fragmented and outdated classifications that had persisted for years across government agencies, banks and development programmes. He said the previous framework resulted in significant inconsistencies, with institutions applying different criteria to classify SMMEs.

"Some organisations ignored the 1999 definitions because they were deemed outdated. Others created their own definitions using either employment or turnover. Banks often used turnover only, while some institutions did not differentiate between micro, small or medium enterprises at all," he said.

The situation became more fragmented following the release of the National Entrepreneurship Policy (NEP) in 2019, which proposed revised thresholds. "Some stakeholders adopted and used the 2019 definition, while others ignored it on the grounds that it had not been gazetted as required by section 2 of the Small Business Act, which confers the power to define and gazette the SMME definition on the Minister of Trade and Entrepreneurship," Mr Jensen said.

The 2011 Statutory Instrument No. 79, which remained the official definition until the latest gazettement, was itself based on thresholds established under the 1999 SMME Policy. Mr Jensen said LEA had long argued that lack of a uniform definition undermined fair access to business support and made it difficult to reliably measure the sector's contribution to the economy.

The revised definition emerged from a process mandated by the Ministry of Trade and Entrepreneurship and led by LEA. It involved research, benchmarking and extensive stakeholder consultations.

Participants included commercial banks, research and academic institutions, universities, Statistics Botswana, small business associations, development partners, SMMEs, development finance institutions and key ministries, including the Ministry of Finance and the Ministry of Youth and Gender Affairs.

Mr Jensen said the unified definition would deliver three key benefits: fairer and more consistent access to enterprise development programmes, financing and other targeted support; more reliable national SMME data collection and measurement of the sector's economic contribution; and better-informed policy, regulatory and investment decisions by government, financial institutions and development partners.

He said the reform would establish a common standard for classifying SMMEs across the country while strengthening the evidence base for policy development and targeted financing.

"This is a foundational reform. You cannot develop what you cannot define and measure.

A single gazetted definition provides a common standard for classifying SMMEs across Botswana, promotes fairness and consistency in access to business support, and strengthens the evidence base for policy decisions and targeted financing," he said.

LEA has also submitted a proposal to the Ministry for a mandatory SMME registration framework, which the Authority believes would help realise the full benefits of improved data on the sector. ***BOPA***

burs
botswana unified revenue service

21 October 2026

PUBLIC NOTICE

REMITTANCE OF NEW OTHER WITHHOLDING TAXES

Following the commencement of the Income Tax Act 2026 on the 1st July 2026, the public is informed that all new Other Withholding Taxes are available for remittance through existing payment platforms.

TAX CODE	NAME OF THE TAX	RATES
WHT124	WHT Insurance Premium – Non-Residents	3%
WHT125	WHT Natural Resource Amount – Non-Residents	15%
WHT126	WHT Repatriated Profit – Non-Residents	10%
WHT127	WHT Capital Gain – Non-Residents	10%

Furthermore, taxpayers are reminded of name changes of certain Other Withholding Taxes as per the new Income Tax Act:

Old	New
Management and Consultancy Fees	Technical Fees
Entertainment Fees	Payments to Entertainer
Commercial Royalties	Royalties
Rental	Rent

Please note that the BURS Tax Management System still reflects the old names. You are advised to continue using the old names when making payments.

BURS, Collecting for Progress

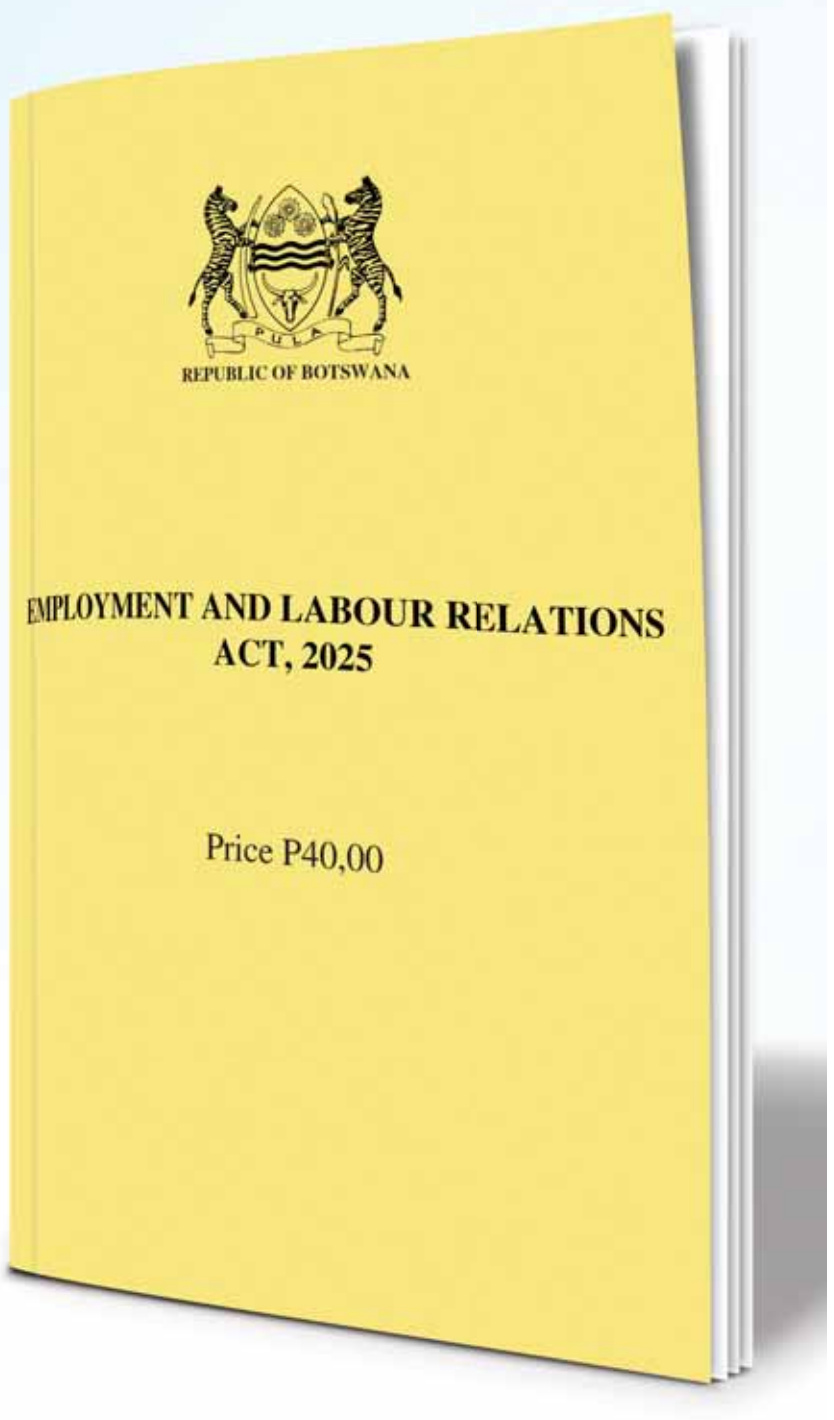
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REPUBLIC OF BOTSWANA

MINISTRY FOR STATE PRESIDENT, DEFENCE AND SECURITY

DEPARTMENT OF GOVERNMENT PRINTING AND PUBLISHING SERVICES

EMPLOYMENT AND LABOUR RELATIONS ACT, 2025 & REGULATIONS, 2026



The general public is informed that the new Employment and Labour Relations Act, 2025 and the Employment and Labour Relations Regulations, 2026 are now available for purchase.

To purchase these publications, visit your nearest Government Bookshop nationwide.

ACT, 2025	P40.00
REGULATIONS, 2026	P30.00

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UNDP and govt push for businesses to reach global markets

Tumisang Moilwa
GABORONE



Ministry of Youth and Gender Affairs permanent secretary, Ms Natasha Rampa, Ministry of Trade and Entrepreneurship deputy permanent secretary Professor Goemeone Mogomotsi and United Nations Development Programme resident representative, Ms Lovita Ramguttee during the launch of Small, Micro and Medium Enterprises market day in Gaborone recently.

The United Nations Development Programme (UNDP) and government are working to equip Botswana's small businesses with the skills and partnerships needed to compete in regional and international markets.

This was highlighted during a market day held under the theme: Seen in Botswana, Sent to the World, which showcased local enterprises and efforts to improve market access for micro, small and medium enterprises (MSMEs).

UNDP Botswana Resident Representative, Ms Lovita Ramguttee, said the organisation was supporting local businesses through financial literacy, business planning, investment readiness and training on trade requirements under the African Continental Free Trade Area (AfCFTA).

She said the support also included trade missions and business exchanges in countries such as Namibia, Rwanda, Togo, Tunisia, Nigeria and Burkina Faso, providing businesses with opportunities to learn about regional markets and establish commercial connections.

Ms Ramguttee said the market day sought to connect local enterprises with potential buyers and business partners while encouraging private sector players in retail, hospitality and tourism to incorporate locally made products into their procurement and supply chains.

She also called on diplomatic missions to help identify international market opportunities for Botswana's products and services.

The Deputy Permanent Secretary in the Ministry of Trade and Entrepreneurship, Professor Goemeone Mogomotsi, said AfCFTA presented businesses with an opportunity to expand beyond Botswana's domestic market into a continental market of more than 1.4 billion people.

However, he said businesses needed to understand trade regulations, meet relevant standards and use digital tools to compete effectively.

He said government, in partnership with UNDP, had been helping businesses understand rules of origin, e-tariffs, digital trade and export readiness to prepare them to take advantage of opportunities under the continental trade agreement.

The market day provided a practical platform to demonstrate how such initiatives could help local businesses position themselves for wider markets.

For nine women behind Authentic Okavango Baskets, UNDP support helped them transition from selling their products individually to operating as a single company.

Ms Ditiro Kelaotswe of Authentic Okavango Baskets said the women had previously produced and sold baskets independently in different villages in the Okavango region until UNDP identified them and encouraged them to establish a single business. She said the organisation sent the group to Rwanda to learn about partnerships and collaboration, helping them understand the importance of working together.



Ms Ditiro Kelaotswe of Authentic Okavango Baskets presenting about the process of making a basket during market day in Gaborone recently. United Nations Development Programme helped the organisation transition from selling their products individually to operating as a single company.
Photos: Washa Bofelwang

"We were all selling individually until UNDP discovered us and suggested that we merge and make one company," she said.

The women subsequently established Authentic Okavango Baskets, producing baskets from reeds and water lilies collected from rivers.

Ms Kelaotswe said the company had already established a market in Europe and was awaiting the completion of its catalogue as it prepared to pursue further opportunities. Their experience illustrates how collaboration and business development support can help local artisans organise their operations, strengthen their market position and explore international opportunities.

Meanwhile, Permanent Secretary in the Ministry of Youth and Gender Affairs, Ms Natasha Rampa, said supporting women- and youth-led enterprises was important for economic diversification, job creation and improved household incomes.

She said training, mentorship, market access and digital tools could help women and young people develop sustainable businesses and reach customers beyond their immediate communities.

"Women's entrepreneurship is not a side social issue. It's central to economic diversification," she said.

Ms Rampa added that digital trade and e-commerce could reduce geographical barriers and create further opportunities for small businesses to access wider markets. ***BOPA***

Moupo urges coalition parties to embrace governing responsibilities

Chendzimu Manyepedza
SELE EBI PHIKWE

It is time members of the Botswana National Front (BNF) and coalition parties that form the Umbrella for Democratic Change (UDC) adapt to their current roles as part of the governing body, and depart from the adversarial posture typical of opposition politics.

Speaking during a three-day BNF Special Policy Conference in Selebi Phikwe, former party president, Mr Otsweletse Moupo urged them to internalise the distinction between their past roles in opposition and their current responsibilities as a government. He noted that their actions and public statements should demonstrate the weight of the political authority they now wielded.

Mr Moupo also encouraged BNF and coalition party members to prioritise issues that reflected a commitment to serving the nation effectively and maintaining public confidence in the UDC-led administration.

"I urge some of the UDC members to shift focus toward highlighting the work and progress made since assuming power, rather than continuing to dwell on the shortcomings of the previous administration," he said.

Mr Moupo said UDC needed to direct public attention toward its own record in the government, ensuring that Batswana were informed about progress made in addressing the country's challenges since assuming power.

He further expressed a concern regarding the use of social media by some members to express internal grievances, since such platforms had no official status within the party structure for addressing concerns.

Until the BNF constitution is revised to officially include social media as part of its communication and grievance mechanisms, complaints made through these channels cannot be regarded as formal submissions, Mr Moupo said.

He also condemned factionalism and indiscipline within the party, warning that such behaviour threatened party unity and undermined the organisation's strength and effectiveness.

Instead, he said it was crucial for internal disputes to be resolved through established party structures, to foster a sense of collaboration and to uphold discipline among members.

Mr Moupo preached working cohesively by all UDC members and displaying conduct that must not only align with the expectations of Batswana but also reflect the ideals of accountability and transparency that the coalition stood for.

All members of the BNF and its coalition partners must collectively strive toward achieving the party's objectives, by setting a positive example for the nation they serve, said Mr Moupo. ***BOPA***

Dikgang

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Letlhoko la ditsha le kokonela dikereke



Balemi ba merogo kwa Pandamatenga ba lebanwe ke ditatlhegelo morago ga gore sefako se senye merogo kwa masimong a temo ya merogo. Merogo mengwe e ne e setse e siametse go rojwa. Senepe: Portia Keetile

Keamogetse Setilo

THABALA

Dikereke tsa Thabala di boletse fa seemo sa letlhoko la ditsha tsa kereke se ba beile ka fa mosing ka jaana ba sa kgone go fitlhelela ditoro tsa bone tsa go gola.

Ba buile se fa ba ne ba lekodisa Mopalamente wa Serowe Borwa Rre Leepetswe Lesedi mo phuthegong ya kgotla e a neng a e biditse go lekola dikereke kwa Thabala bosheng.

Fa a lekodisa Mopalamente, modulasetilo wa lekgotla la baruti kwa Thabala, Rre Obuile Bosena o ne a bolela fa go tlhoka go bewa ditsha ga dikereke go sa ba tshedise sentle ka jaana dikereke dingwe di felela di ipeile fela mme di palelwe ke go ka tlhabologa ka bakereki ba nna ba lebile tsela gore ba lephata la kabo ditsha ba tsile go tsaya lefatshe la bone.

A re dikereke di ntshitswe mo gare ga motse, mme tsa fiwa lefelo la nakwana kwa ntle ga motse, lebaka e le gore di tsosa modumo o o feteletseng.

O ne a kgala se, a bolela fa e se lebaka le le nonofileng ka jaana, dibara di le mo gare ga motse mme e bile di le modumo go gaisa dikereke.

Rre Bosena o ne a itela mo go Mopalamente gore go nne le phokotso ya dituelo tsa ditsha tsa dikereke ya ngwaga le ngwaga, a bolela fa dikereke di sena madi ka jaana di sa gwebe.

O boletse gape fa dikereke di lela ka bothata jwa tiego e e nnang teng fa ba eletsa go reka ditsha tsa bonno go di fetolela mo ditsheng tsa kereke.

Fa a tswa la gagwe, Rre Lesedi o ne a lemotsha batsena-phuthego fa kabo ya ditsha e sala morago melawana e e beilweng ka fa molaong wa kabo ya ditsha.

A bolela fa dikereke di tshwanetse go ikopela ditsha kwa go ba lephata la kabo ditsha jaaka baikopedi botlhe ba dira.

O tlhalositse fa go sekaseka dituelo tsa ditsha tsa kereke go ketefalela puso, ka jaana go bonala fa dikereke dingwe e le dikgwebo, e bile di tletse tsietso mo setshabeng.

O ne a kgothatsa dikereke go netefatsa gore ba dira di lekgetho ka nako le go obamela melao yotlhe ya lefatshe go itsa go gotlhagotlhana le ba melao.

Rre Lesedi o kopile dikereke go nna le seabe mo go lekeng go lwantsha seemo se se kekelang sa dipolaano, dithubetso, le bogodu tse di busetsang lefatshe kwa morago.

Modulasetilo wa Serowe Sub-Land board, Rre Sefane Phuthego o tlhalositse fa kabo ya ditsha e tsamaisiwa ka moalo, a re go le gantsi, baikopedi ba kgona go ikopela go bewa ba re go na le lefatshe mo gare ga motse, mme e re go kanokwa go fitlhelwe e se lefatshe le le ka abiwang ka le diretswe go katologanya dijarata le dikgwebo.

Rre Phuthego o ne a sedimosetsa phuthego gore go diega go duela madi a ngwaga le ngwaga a setsha ke gone go bakang sekoloto se dikereke di tshabelelwang ke go lela ka sone.

O ne a kgothatsa dikereke go sala melao ya peo ditsha morago go itsa go gotlhagotlhana le ba molao. ***BOPA***

Batho ba tshwanetse go thapiwa ka bokgoni jwa bone

Chendzimu Manyepedza

SELEBI PHIKWE

Tautona Advocate Duma Boko o kgadile go hira go lebilwe gore motho ke wa phathi efe ya sepolotiki, segolo jang ba puso e e mo setilong ka nako eo.

Tautona o buile se kwa bokopanong jwa phathi ya sepolotiki ya Botswana National Front (BNF), jwa malatsi a mararo, jo bo neng bo tshweretswe kwa Selebi Phikwe, go fitlha ka Tshipi.

Bokopano jo, bo ne bo tsenwe ke baeteledipele le maloko a BNF, go buisana le go sekaseka go baakanya ditsetlana dingwe tsa molao motheo, gore di tsamaelana le se Batswana ba se tlhokang jaaka e le bone babusi.

Tautona Boko o tlhalositse fa go le maleba gore go thapiwe go lebilwe bokgoni ebile go tsamaelana le dithutego tsa motho e seng kamano le gore motho ke leloko la phathi e fe. A re go nna leloko la phathi e e mo pusong ga go a tshwanela go nna le seabe sepe mo ditshwetso tsa go hira.

O tlhalositse go hira ga go a tshwanela go nna le tlhaolele mme ebile fa go tlhokafalang gore lenaneo la khiro ya batho ba ba nnang kgakala le ditlamelo (Affirnmative action) e dirwe, mme go sa mpampediwe.

Tautona Boko o buile kgatlhanong le go ikopela boloko jwa BNF ka e le mo pusong tsholofelo e le go ka akola ditshono mme e re e tswa mo setilong, motho a bo a e phuaganya.

A re go batla go ikamanya le phathi e e mo pusong le go akola meamuso ya yone mo go seng maleba, ke go tlhoka boikarabelo ebile go ka belaetsa gore motho wa go nna jaana o ka tshegetsa maikarabelo le mo tirong e a tlaa bong a tshephilwe ka yone.

Tautona Boko o kopile maloko a BNF go nna boikanyego mo go sepe se ba se dirang le go nna le tlotlo mo go ba bangwe.

A re go dira jalo go ka tswelela go godisa phathi, mowa wa neelano le setho, dilo tse di ka bayang phathi mo maemong a a kgatlhisang ebile a eletsega mo setshabeng.

O kgadile tshenyetso setshaba e maloko mangwe a BNF ba amanngwang le yone, a re ditlhotlhomiso di tlaa dirwa mme o pe yo o tlaa bonwang molato o tlaa tseelwa dikgato tse di maleba. ***BOPA***

Republic of Botswana

MINISTRY OF SPORT AND ARTS

EXTERNAL ADVERTISEMENT

VACANCY CIRCULAR NO. 6 OF 2026

Applications are invited from suitably qualified, talented, decisive, and self-driven citizens of Botswana for the position of:

1. DEPUTY MANAGER – FACILITIES MANAGEMENT
SALARY: D1 (P386,892 – P426,660) PER ANNUM
TENABLE: Ministry Headquarters

MAIN PURPOSE OF THE JOB

To manage and coordinate projects for the maintenance of all buildings in the Ministry.

KEY PERFORMANCE AREAS

1. Develops and reviews facilities management regulations, procedures and requirements.
2. Monitors implementation of facility management regulations, procedures and requirements.
3. Plans and administers the maintenance schedule for buildings within the Ministry.
4. Advises Senior Management on areas to consider for outsourcing and leads their implementation.
5. Sensitises other staff members on the approved practices and procedures of proper building maintenance.
6. Monitors adherence to Government regulations and environmental health and safety standards in relation to facilities.
7. Undertakes and documents a termly risk assessment of all buildings and other health and safety checks as directed by the Health and Safety regulations.
8. Administers and monitors service contracts in collaboration with the Contract Management Office to ensure work is properly performed and that claims for payment are made.
9. Supervises the work of contractors in connection with the maintenance and improvement of buildings and building facilities.
10. Conducts periodic inspections of buildings and evaluates the complexity of any needed repairs to determine the best solution and job cost.
11. Oversees the implementation of approved procedures to ensure the ongoing efficient operation of assigned buildings.
12. Prepares reports on the operational effectiveness of the facilities.
13. Prepares a budget for the maintenance of all the buildings.
14. Initiates and manages procurement of any building's maintenance needs by the Ministry.
15. Undertakes any other related duties assigned by Management to meet the exigencies of the service.

QUALIFICATIONS

Degree in Estate Management/Property Management/ Facilities Management/ Construction Management/ Engineering/Building Services or any related field.

EXPERIENCE

At least ten (10) years post-qualification experience in Estate/Property/Facilities Management.

KEY SKILLS AND COMPETENCIES

- Working with People
- Leading and Supervising
- Deciding and Initiating Action
- Adhering to Principles and Values
- Relating and Networking
- Planning and Organising
- Persuading and Influencing
- Presenting and Communicating Information
- Delivering Results and Meeting Customer Expectations
- Analysing
- Creating and Innovating
- Writing and Reporting
- Adapting and Responding to Change
- Learning and Researching
- Applying Expertise and Technology

BENEFITS

1. Leave: 30 working days per annum
2. Optional Contributory Medical Aid Scheme (Government pays 50% and Employee pays 50%).
3. Contributory Pension Fund (Government contributes 15% and employee contributes 5% of basic salary).

VACANCY CIRCULAR NO. 7 OF 2026

Applications are invited from suitably qualified, talented, decisive, and self-driven citizens of Botswana for the position of:

2. ASSISTANT MANAGER – EMPLOYEE RELATIONS
SALARY: D2 (P337,008 – P371,628) PER ANNUM
TENABLE: Ministry Headquarters

MAIN PURPOSE OF THE JOB

To coordinate the employment relations function and assist in facilitating the implementation of employment relations policies, procedures and labour agreements.

KEY PERFORMANCE AREAS

1. Provides advice and guidance on interpretation of laws, policies, rules and procedures on employee relations to customers.
2. Promotes good communication and harmonious relationships between the employer and employees.
3. Assists in the development of grievance and dispute resolution mechanisms in the Ministry.
4. Provides technical advice to the Ministry on Labour disputes referred to mediation and arbitration.
5. Analyses disciplinary proceedings and penalty recommendations, and advises Management on the substantive/procedural merits of cases.
6. Provides technical support to the Ministry Management at consultative meetings with recognized Public Service Trade Unions.
7. Monitors the implementation of the joint resolutions reached by the Ministry and the recognized Public Sector Trade Unions.
8. Facilitates capacity building on employee relations in the Ministry.
9. Provides technical expertise on employee relations matters.
10. Facilitates the formulation and implementation of the Employee Relations Annual Work Plan and targets to achieve the objectives and initiatives of the Unit.
11. Resolves staff grievances and provides advice and support on employee relations matters.
12. Monitors compliance with government policies, rules and procedures on employee relations.
13. Prepares budget estimates for the Unit.
14. Supervises and identifies skills gaps of supervisees and recommends appropriate training.
15. Undertakes any other related duties assigned by Management to meet the exigencies of the service.

QUALIFICATIONS

Degree in Human Resource Management/Public Administration or related fields. Training in Labour Law/Industrial Psychology will be an added advantage.

EXPERIENCE

At least ten (10) years of relevant work experience, two (2) years of which should have been served at D3 Salary Scale in the Public Service or equivalent level in Private/Parastatal Institutions.

KEY SKILLS AND COMPETENCIES

- Working with People
- Leading and Supervising
- Deciding and Initiating Action
- Adhering to Principles and Values
- Planning and Organising
- Delivering Results and Meeting Customer Expectations
- Analysing
- Writing and Reporting
- Adapting and Responding to Change
- Learning and Researching

BENEFITS

4. Leave: 30 working days per annum
5. Optional Contributory Medical Aid Scheme (Government pays 50% and Employee pays 50%).
6. Contributory Pension Fund (Government contributes 15% and employee contributes 5% of basic salary).

VACANCY CIRCULAR NO. 8 OF 2026

Applications are invited from suitably qualified, talented, decisive, and self-driven citizens of Botswana for the position of:

3. PRINCIPAL MANAGEMENT ANALYST I
SALARY: D2 (P337,008 – P371,628) PER ANNUM
TENABLE: Ministry Headquarters

MAIN PURPOSE OF THE JOB

To provide guidance to Departments and Agencies on the implementation of Human Resource Management Reforms.

KEY PERFORMANCE AREAS

1. Addresses customer queries on policies and procedures.
2. Provides professional advice to Departments and Agencies on Management Services issues.
3. Monitors organizational reviews undertaken by private consultants by providing expert advice as a member of the technical team.
4. Provides professional guidance and examines alignment of the organizational structure with the processes and core mandate of the Ministry/ Department for quality check.
5. Provides consultancy services on manpower utilization studies in Ministries, Departments and Agencies.
6. Provides professional guidance and examines Job Effectiveness Descriptions for quality check.
7. Provides professional guidance and examines Competency Based Career Paths for quality check.
8. Facilitates the development of the implementation strategy for approved recommendations.
9. Monitors the implementation of approved recommendations for reviews and manpower utilization exercises.
10. Monitors the implementation of Human Resource Management reforms and evaluates its impact in re-inventing Government as and when required.
11. Provides consultancy services on the identification of processes.
12. Provides consultancy services on the documentation of processes.
13. Provides consultancy services on the identification of processes.
14. Assesses jobs and recommends appropriate grades to the supervisor.
15. Assesses grades and structural implications of manpower requests.
16. Analyses and consolidates reports for various projects.
17. Recommends improvements in the business analysis field.
18. Undertakes any other related duties assigned by Management to meet the exigencies of the service.

QUALIFICATIONS

Degree in Management Services or Human Resource Management / Public Administration / Industrial Psychology / Business Administration / Management or related fields. Membership of the Institute of Management Services or an equivalent professional body is also desirable.

EXPERIENCE

At least ten (10) years of relevant work experience in management services or equivalent, two (2) years of which should have been served at D3 Salary Scale as Principal Management Analyst II in Public Service or equivalent level in Private/Parastatal Institutions.

KEY SKILLS AND COMPETENCIES

- Working with People
- Leading and Supervising
- Delivering Results and Meeting Customer Expectations
- Analysing
- Writing and Reporting
- Adapting and Responding to Change
- Applying Expertise and Technology
- Formulating Strategies and Concepts

BENEFITS

7. Leave: 30 working days per annum
8. Optional Contributory Medical Aid Scheme (Government pays 50% and Employee pays 50%).
9. Contributory Pension Fund (Government contributes 15% and employee contributes 5% of basic salary).

VACANCY CIRCULAR NO. 9 OF 2026

Applications are invited from suitably qualified, talented, decisive, and self-driven citizens of Botswana for the positions of:

4. ASSISTANT DIRECTOR (2 POSTS)
SALARY: D2 (P337,008 – P371,628) PER ANNUM
TENABLE: (Sport and Recreation, Arts and Culture) Headquarters

MAIN PURPOSE OF THE JOB

To coordinate human resource functions of: recruitment and selection, training and development, employee relations and other human resource management and administration issues.

KEY PERFORMANCE AREAS

1. Provides advice and guidance on interpretation of human resource management policies to customers.
2. Attends to customer enquiries and queries.
3. Facilitates recruitment-related processes.
4. Analyses and shortlists candidates for interviews.
5. Attends to staff welfare issues.
6. Resolves staff grievances.
7. Administers disciplinary cases.
8. Facilitates the implementation of the anti-corruption strategy.
9. Supervises and manages the performance of supervisees.
10. Supervises training and development functions.
11. Monitors compliance with human resource management policies.
12. Prepares manpower estimates/requirements.
13. Prepares procurement plan.
14. Monitors human resources votes ledger.
15. Identifies skills gaps of supervises and recommends appropriate training.
16. Provides induction to newly recruited staff.
17. Facilitates the implementation of plans, strategies and programmes for Records Management, Security, Secretarial, Cleaning and Transport Services.
18. Ensures the implementation of sound operational guidelines for Records Management, Security, Secretarial, Cleaning and Transport Services.
19. Undertakes any other related duties assigned by Management to meet the exigencies of the service.

QUALIFICATIONS

Degree in Human Resource Management or Public Administration, Industrial Relations or Strategic Management or Business Administration.

EXPERIENCE

At least ten (10) years of relevant work experience, two (2) years of which should have been served as Chief Administration Officer I on D3 Salary Scale in the Public Service or equivalent level in Private/Parastatal Institutions.

KEY SKILLS AND COMPETENCIES

- Working with People
- Leading and Supervising
- Deciding and Initiating Action
- Adhering to Principles and Values
- Relating and Networking
- Planning and Organising
- Persuading and Influencing
- Presenting and Communicating Information
- Delivering Results and Meeting Customer Expectations
- Analysing
- Creating and Innovating
- Writing and Reporting
- Adapting and Responding to Change
- Learning and Researching

BENEFITS

10. Leave: 30 working days per annum
11. Optional Contributory Medical Aid Scheme (Government pays 50% and Employee pays 50%).
12. Contributory Pension Fund (Government contributes 15% and employee contributes 5% of basic salary).

IMPORTANT

Applicants should quote the vacancy circular and provide the following details.

(a) Updated detailed Curriculum Vitae
(b) Certified copies of certificates, Omang and at least two recent work-related references (not more than six months old) confirming the required experience.

NB: Applications from Public Officers must be routed through the Heads of Department. Applications not so routed will not be considered. Applicants not meeting the minimum requirements will not be responded to.

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

Applications should be addressed to:

Permanent Secretary,
Ministry of Sport and Arts,
Private Bag 00384,
GABORONE

or hand delivered to;

Ministry Headquarters,
Central Square Building,
Plot 54355, CBD 2nd floor, Office Numbers 209 or 220.

For further information, contact 3698227 or 3698315

CLOSING DATE: 02nd November 2026

NOTE : This advert supercedes the advert which was published on Friday October 16 , 2026

Telephone: 365 8000/3000

Republic of Botswana

DEPARTMENT OF BROADCASTING SERVICES
PRIVATE BAG 0060
GABORONE

MINISTRY FOR STATE PRESIDENT, DEFENCE & SECURITY

NOTICE OF APPROVED SUPPLIER

Name of the Procuring Entity	Department of Broadcasting Services

This is to inform the public that the below company has been approved by the Accounting Officer for the direct appointment.

Name of Procuring Entity	**Department of Broadcasting Services**
Tittle of Procurement	Provision of maintenance and support contract for quictools software at Botswana Television
Method of Procurement	Direct Appointment
Approved Suppliers	Radioware Limited
Period of the Contract	Three (3) years

Director/Procurement Oversight
Ministry for State President, Defence and Security

Telephone: 365 8000/3000

Republic of Botswana

DEPARTMENT OF BROADCASTING SERVICES
PRIVATE BAG 0060
GABORONE

MINISTRY FOR STATE PRESIDENT, DEFENCE & SECURITY

NOTICE OF APPROVED SUPPLIER

Name of the Procuring Entity	Department of Broadcasting Services

This is to inform the public that the below company has been approved by the Accounting Officer for the direct appointment.

Name of Procuring Entity	**Department of Broadcasting Services**
Tittle of Procurement	Procurement of maintenance and support services for television (BTV) – on-air automation and production systems
Method of Procurement	Direct Appointment
Approved Suppliers	Grass Valley Nederland B.V
Period of the Contract	Three (3) years

Director/Procurement Oversight
Ministry for State President, Defence and Security

Republic of Botswana

MINISTRY FOR STATE PRESIDENT, DEFENCE & SECURITY

Department of Broadcasting Services

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

Tender Reference No. MSPDS/DBS/012/2026-2027

• Tender Title: **PROCUREMENT FOR SUPPLY AND DELIVERY OF SPARE PARTS FOR MEDIUM WAVE TRANSMITTERS(TRAM 50-LCD, TRAM 25-LCD) FOR DEPARTMENT OF BROADCASTING SERVICES**

• Sealed Tender offers are invited for **PROCUREMENT FOR SUPPLY AND DELIVERY OF SPARE PARTS FOR MEDIUM WAVE TRANSMITTERS(TRAM 50-LCD, TRAM 25-LCD) FOR DEPARTMENT OF BROADCASTING SERVICES**

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

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

The Tenderer shall furnish the following documentary evidence to demonstrate that it meets the compliance criteria:

(i) Local companies should be registered with the Public Procurement Regulatory Authority in the following categories:
Code: 203 Electrical, Electronic, Mechanical and ICT supplies
Sub codes: 02 –Broadcast Transmission equipment

• The tender is reserved for 100% citizens owned companies as stated under Section 76 (2) of the Public Procurement Act.

• Local Procurement Scheme Presidential Directive 19 (B)/2013 – which is in line with the Citizen Economic Empowerment Policy and Presidential Directive Cab no. 34 (B)/2014 & 11(A)/2010 on the "Economic Diversification Drive" will be applied in this tender.

• The physical address for collection of tender documents is:
Department of Broadcasting Services, Procurement Office no: 13, Transport Block, Mass Media Complex, Plot 37795, Wellie Seboni Rd, G/West Phase 2, Gaborone, Botswana

• Documents may be collected during working hours between 0800hrs to 1230hrs and 1400hrs to 1530hrs effective from 14/10/2026.

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

• Queries or clarifications relating to the issuance of these documents may be addressed in writing not later than three (3) working days before the tender closing date to Didibeng Modisenyane, 365 3020 **Email:** ***dmodisenyane@gov.bw***

• The closing date and time for receipt of sealed tender offers is **1000hours** on the **30/10/2026**

• Late tender offers will not be accepted.

• The Bid Submission Method is: a single envelope or package submission, in which a tender document containing the financial and technical officer of a bidder is submitted together in one sealed envelope or packaging;
The Evaluation Method is: ***Least Cost Selection-Supplies Evaluation Method***

• Submit One (1) original tender document marked **"ORIGINAL"** and 2 duplicate copies of the original document marked **"COPY"** in one sealed envelope clearly marked.

• The Contractor/Supplier shall comply with all applicable data protection laws especially the Data Protection Act N0.18 of 2024 and implement appropriate technical and organisational measures to protect personal data in the control of and or data processed by Ministry for State President, Defence and Security.

• **Tender Reference No. MSPDS/DBS/012/2026-2027**

PROCUREMENT FOR SUPPLY AND DELIVERY OF SPARE PARTS FOR MEDIUM WAVE TRANSMITTERS(TRAM 50-LCD, TRAM 25-LCD) FOR DEPARTMENT OF BROADCASTING SERVICES

• The Tender documents shall be delivered to:
The Government Buyer, Ministry for State President, Defence and Security
Finance House Building, Floor 4,
Office 401 Government Enclave, Gaborone

The name and address of the bidder should be clearly marked on the envelope.

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

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

Government Buyer
Ministry for State President, Defence and Security



Classified Ads

BUSINESS | FARM WORKERS | MISCELLANEOUS | PROPERTIES | VACANCIES

ACCOMODATION

STUDENTS/ SHARED ACCOMODATION available at Madiba ward, Mahalapye from January 2027. Whatsup 76 177 107 / 75 452 829

AUTOMOTIVE

MECHANICS WANTED RENEW-IT panel beater is looking for x2 heavy duty mechanics with knowledge of trucks & trailers. Cell: 74 311 008 Tell: 318 8243. Drop Cvs @ our office: Plot 130A Mogoditshane. Email: infor@renew-it.co.bw

BUSINESS SERVICES

1 CONTRACT MANAGER WANTED 10 years or more in Aluminum Designing & Tendering. Apply Hosiery Investments P.O Box 4450. Plot 1238 / OOC G/west Industrial, Haile Selassie RD Gaborone, 74 026 195, closing date 10 November 2026

FARM WORKERS

FARM WORKERS WANTED. Mokalaheri/Monwane lands. Contacts: 72 290 356

FARM MANAGER NEEDED. Applicant must have minimum-Diploma in Animal Production and Crop Production. Focus in Artificial Insemination, Embryo Flushing, Fodder Production. Experience of more than 2 years experience. Email to: gape@eyedsystems.co.bw

FARM WORKER WANTED at Seleme, Kgatleng district, a farm worker with experience in general farming. Application to be addressed to: Mr Mhlanga Ezekiel, P O Box 501553 Gaborone or send application through whatsapp number 71391728

3 SEASONAL FARM WORKERS wanted at Gamodubu Farm located at 5 Km from Gamodubu village, no experience needed. Land preparation and ploughing. Closing date 11.11.2026. Call 73 303 678 / 72321401 G. M. Moitui.

TWO FARM WORKERS WANTED, Molehisi, Box 502556, Gaborone. Segolame Mathumo 71 605 754, closing 12 Nov 2026

FARM WORKERS WANTED at Seleme Lands Kgatleng for general farminhg. Respond to Mmusi Jacob Ramosako P O Box 20223 Gaborone. Closing date 10.11.2026

FARM MANAGER WANTED at Mahuhumetse Dikgonnye. Apply to Montshosi Sylvester Maokwane. Box 81345 Gaborone. 71 315 584, 76893944

3 FARM WORKERS WANTED at Mmamhiko with 5 years experience. Contact Tsaone Kabo 74 636 985 P O Box 501378, Gaborone. Closing date 6 November 2026.

FARM WORKER WANTED in Satau Lands Call 77 165 943 Kamwi Songa P. O. Box 553 Kasane

FARM WORKER WANTED. Matlakeng Lands, Goodhope District. Contact: 71 648 758

J' S EXOTIC GARDEN in Francistown is looking for hands on Manager and Farm worker. Requirement: At least certificate related to horticulture (Orchard), 3 years experience plus horticulture experience for farm worker. Police clearance for foreigners. Apply to jmatenje36@yahoo.com 78 244 608. Apply from 25th October to November 2026.

HERDBOY NEEDED at Mabutswe Tlokweng. Contact Alfred Mokwena Masilo, cell: 74 803 228

FARM WORKER - Mabeleapodi, Botsile Tshegetsang, Box 1471 Serowe

FARM WORKER WANTED at Monwane, Mochudi. Call Mathumo @ 74 203 399 Box AE 235 AEH Gaborone.

FARM LABOURER URGENTLY wanted. Apply, Phikisano Kereeletswe Box 5283 Gaborone, farm area Rammidi/ Thamaga.

APPLICATION FOR A CERTIFIED COPY OF A LOST NOTARIAL DEED OF CESSION

NOTICE IS HEREBY GIVEN that the undersigned intends to apply for a certified Copy of a lost Deed Notarial Deed of Cession **No: MA 846/2013** dated **8th** day of **November 2013** made in favour of **MATSHIDISO KEFENTSE NTESENG MAKARA** in respect of:

CERTAIN: Piece of land being Tribal Lot 2992 Bokaa ;

SITUATED: at Bokaa in the Bakgatla Tribal Territory;

MEASURING: 1121 m^2 (One Thousand One Hundred and Twenty-One Square Metres)

WHICH PROPERTY is held under Notarial Deed of Cession No. MA 846/2013 dated 8th day of November, 2013 made in favour of **MATSHIDISO KEFENTSE NTESENG MAKARA;**

SUBJECT: to the reservations and conditions contained in the aforesaid Deed

All person having objections to the issuance of the aforesaid of such property are hereby required to lodge the same, in writing to the Registrar of Deeds within three (3) weeks from the date of the second publication of this notice.

DATED 15th October 2026.

PEOLEGAL

PEO LEGAL, PLOT 2536, P.O. BOX 789 AAH, MASA CENTRE, GABORONE, TEL: 3975779

CHANGE OF LANDUSE

Bonani Bonyongo, the owner of Lot 4183 Bokaa wishes to change land use from industrial to single family residential. Contact **72555223.**

For any objections contact Kgatleng District Council, Physical Planning office within 14 days of this publication.

VACANCY

Full Diamond Polisher – Galahad
Proven expertise in operating and polishing diamondsusing Galahad polishing technology.
10 years' experience.

Apply with references and Cv to:

HR Manager
M Suresh Botswana (Pty) Ltd
P.O. Box 341AAD, Poso House
Gaborone

Or hand deliver to

BITC Factory shells , Plot 61128-30, Unit A3, Block 8, Gaborone

VACANCY: INTERIOR ARCHITECT

REQUIREMENTS:
- DEGREE IN INTERIOR
- ARCHITECTURE
- 3-4 YEARS EXPERIENCE
- SELF-DRIVEN,
- HARD WORKER AND TEAM PLAYER
- WITH A DRIVERS LICENSE

COMPETENCIES:
- AUTOCAD,
- ARCHICAD,
- AUTODESK REVIT,
- TWINMOTION
- PHOTOSHOP AND MICROSOFT OFFICE SUITE.

APPLY TO: JAREG TOURS (PTY) LTD T/A SASA INTERIORS
P O BOX 603091 GABORONE

CLOSING DATE: 10/11/2026

VACANCY: RETAIL PHARMACIST (STORE MANAGER)

About the Role

Pro-Wellness Pharmacy is hiring an experienced, **self-driven full-time Retail Pharmacist** to manage our store operations in Gaborone. This role balances daily commercial store management with high-quality clinical care and regulatory oversight.

Qualifications & Requirements

Education : Bachelor of Pharmacy (BPharm) degree.
Experience : Minimum 10 years of post-qualification experience in retail pharmacy management.
Registration : Current valid registration with the Botswana Health Professions Council (BHPC) (with Blue Card).

Interested candidates should email their comprehensive CV, certified academic certificates, and valid BHPC registration documents to the Operations Manager at **goward@btcmail.co.bw.**

Closing Date: 9 November 2026

CHANGE OF MARRIAGE PROPERTY REGIME

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

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

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

DATED AT GABORONE THIS DAY 22nd OCTOBER 2026

1st PUBLICATION

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

INTENTION TO CHANGE MARRIAGE PROPERTY REGIME

(In terms of Section 8 (1)(I) of the Married Persons Act, 2014)

(THIRD PUBLICATION)

1. **NLEBELEKI ELPHAS** and **ONALENNA ELPHAS** married in community of property on the **27th of October 2023** in Tutume, wish to change their property regime to out of community of property.
2. The parties intend to apply to the High Court of Botswana after the expiration of three (3) weeks' statutory notice from the date of the first publication thereof.
3. Any person, creditor or debtor, who may have an interest in the assets and/or liabilities of the parties' estate, should they have objections to the parties changing their marriage regime, are to inform the parties' Attorneys, **MAKGANE ATTORNEYS**, before the expiration of the said **three (3) week period,** or make representations before the High Court of Botswana once the contemplated application is lodged.

DATED AT GABORONE ON THE 23rd DAY OF SEPTEMBER 2026.

MAKGANE ATTORNEYS | APPLICANT'S ATTORNEYS
PLOT 14416, GABORONE WEST INDUSTRIAL
FIRST FLOOR, UNIT 3, SABLE HOUSE | P O BOX 3035, GABORONE
TEL: 318 5500 | **FAX**: 318 5564 | **EMAIL:** lethogonolomakgane@yahoo.com.au

NEIGHBOUR CONSULTATION

LEE MARTINE PROPERTIES (Pty) Ltd wishes to apply for a Bar License at Sajama Enterprises (pty) ltd (Mowana Park shopping mall) plot number 74343 Shop number 29. Anyone with an objection can write to the council secretary, Gaborone city council, P/ Bag 0089 Gaborone

CAREGIVER/ NURSE AIDE REQUIRED

in Gaborone to take care of a mature elderly over 80 years old woman, a mother and great grandmother, who has a medical condition of memory loss, frequent falling and difficulties in walking and restricted mobility. The Applicant should be female with suitable qualifications and experience and aged 35 years and above. The Applicant should be fluent in English.

The deadline for receipt of applications is the 16th November 2026 and should be sent to Ms Kose Chilume through chilumeyvonne@gmail.com or whatsupp +267 72303035.

BOTSWANA @ 60
A Journey Through The Lens
#One nation . A thousand stories!

BE PART OF A HISTORIC EVENT WITH LASTING IMPRESSIONS

Where : National Museum and Art Gallery
When : From 14th September 2026
What : An exquisitely curated Photo exhibition
Who : All interested in growing and developing arts
How : Call 365 3500 / 365 3574/365 3512 / 365 3592



NEIGHBOUR CONSULTATION

LEE MARTINE PROPERTIES (Pty) Ltd wishes to apply for a Night Club License at Sajama Enterprises (pty) ltd (Mowana Park shopping mall) plot number 74343 Shop number 29. Anyone with an objection can write to the council secretary, Gaborone city council, P/Bag 0089 Gaborone

EVELYN NGWAKO OWNER of Plot 125 at Madema Ward, Semolale wishes to change land use of their plot from residential to commercial. For any clarity or objection, contact Bobirwa District Council-Physical Planning on 2619274 or owner on 75 502 3312 within 14 days of publication.

I THE OWNER OF PLOT 7578, hereby notice my neighbours of my intention to build a screenwall. For objections please contact Tlokweng council physical planning at 369 5041

THE OWNER OF LOT 1621 in WhiteCity Gaborone would like to change use of their plot from residential to multi-family residential. Any objections should be forwarded to Gaborone City Council Physical Planning within 14 days from the date of this publication.

OWNER OF PLOT 68210, Gaborone North would like to notify neighbors and the public of the intention to build a single residential development. For any objections please contact Gaborone city council, physical planning department on 3657400 within fourteen (14) fays of this publication.

KESAOBAKA POWANE, OWNER of lot 513, Dikwididi, Kgatleng seeks land use change: residential to commercial (self-catering apartments). Objections: Kgatleng District Council physical planning, 577 3519, within 14 days

THE OWNER OF TRIBAL LOT 10178 would like to inform his neighbours at Goo Mere/Serowe, that he would like to change his plot from residential to commercial shopping complex. Any objections should be forwarded to Serowe District Council, Physical Planning Department, telephone no: 4631138 within 14 days of publication.

CHANGE OF LAND-USE for plot 266 Nickie Drive S/Phikwe from single family to civic and community (Day Care). Objections- to S/Phikwe Town Council within 14 days

VACANCIES

HANDYMAN VACANCY, must know plumbing, carpentry, electrical maintenance. Drivers license a plus. 73 608 041/2

JCB DRIVER VACANCY. Must have valid license & experience. 73 608 042

ALEX (AC) TRANSPORT services Pty Ltd is looking for a mechanical engineering/ electrician with 5 years expirence and masters in mechanical Alexio Chibatamoto 75 560 871

COST CONSULT (PTY) Ltd is looking for a Senior Quantity Surveyor with minimum 15 years experience. Qualifications: Bsc (Hons) Degree in Quantity Surveying and having worked for both contractor and client organisations. Applications should be sent by email to costconsult2020@gmail.com or by post to P. O. Box 21035, Bontleng, Gaborone.

Adverts booking
365 3593
365 3599

LOST BOND

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

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

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

DATED AT GABORONE ON THIS 16th DAY OF OCTOBER 2026

LAW OFFICES OF AKHEEL JINABHAI & ASSOCIATES | MCL | DRIVING SUCCESS THROUGH LEGAL STRATEGY
AJA House, Unit 2, Matante Mews
Plot 54373 CBD, Gaborone
P O Box 20575, Gaborone Botswana
Plot 17396 Boseja Ward Maun, Botswana
Tel: (+267) 316 3125 Fax: (+267) 316 3124
Email: info@aja.co.bw
Web: www.aja.co.bw
Partners Akheel Jinabhai |
Consultant Partners Mark Mckee | Obrien Bvindi (F1 Arb) | Lebogang George
Associates Mary Maeda | Juwairiyyah Maher | Seabo Kgwadi | Tiso Boiteto

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHMY 000235-26

IN THE ESTATE of the Late GOITSEONE MATHODI who died at Nyangabwe Referal Hospital, Francistown, Francistown District, Botswana on the 23rd April 2004.

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 | Dineo Mathodi
P O Box 683, Serowe | Cell No: 76154703

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
SERA MATSELA	ESHMY 000007-26	24.11.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 20th OF OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

GIPS URGENTLY NEEDS THE FOLLOWING:

ACCOUNTING LECTURER

Master's Degree or Honors Degree in Accounting, Banking, or Finance Registered Moderator and/ or Assessor with the BQA. At least two (5) years proven teaching experience at tertiary level. Strong knowledge of accounting principles, financial reporting, taxation, and auditing Excellent communication and student engagement skills.

BUSINESS MANAGEMENT/ MARKETING LECTURERS

MBA in any of the following fields, Business Management, Business Administration, Business Studies, Economics, Finance, Statistics, Entrepreneurship, Marketing or Equivalent. The successful candidate should demonstrate sound knowledge and proven experience in research and, including the ability to contribute to research initiatives. A minimum of 10 years' relevant experience within an educational institution is required. Registered as Moderator and/or Assessor with the BQA.

ICT LECTURER

Master's Degree or Honors Degree in Information Technology, Computer Science, or related field. Registered Moderator and/or Assessor with the BQA. At least two (5) years proven teaching experience at tertiary level. Strong knowledge of Programming, Networking, and Systems Administration Excellent communication and student engagement skills.

MOTOR BODY VEHICLE REPAIRS AND REFINISHING LECTURER

Diploma plus a Degree in Motor Body Repairs, Manufacturing, or a related field. The candidate must be registered with the Engineering Registration Board (ERB). At least two (2) years' relevant teaching experience. Industry experience in vehicle body repairs and refinishing is required, along with the ability to deliver both practical and theoretical training. Good interpersonal and communication skills are essential.

DIESEL PLANT LECTURERS

Diploma plus a Degree in Heavy Plant or a related field. The candidate must be registered with the Engineering Registration Board (ERB). At least five (5) years relevant teaching experience. Practical industry experience in heavy plant and diesel equipment maintenance will be an added advantage. Strong technical and training skills are essential, along with the ability to work effectively with students in a hands-on training environment.

AUTO MOTIVE ENGINEERING TECHNICIAN

Diploma in Automotive Engineering or a related field, with strong theoretical and practical knowledge of automotive systems and diagnostics, specialized technical skills, and certification from a recognized regional or international professional body. The candidate must be also registered with the Engineering Registration Board (ERB). At least five (5) years relevant teaching experience. Industry experience and apprenticeship training are added advantages, alongside excellent communication and classroom management skills.

HEAD OF ACADEMICS

The candidate must hold a Master's degree, a PhD or evidence of ongoing PhD studies. The successful candidate should have a strong understanding of international educational conferences and provide evidence of participation in and, presentation at reputable international conferences, demonstrate sound knowledge and proven experience in research and, including the ability to contribute to research initiatives, programme design, and academic quality improvement. A minimum of 10 years' relevant experience within an educational institution is required. Previous managerial experience will be considered an added advantage. The successful candidate must also have BQA accreditation as an Assessor.

CENTRE MANAGER

Incumbents must have a Master's degree Specializing in Management or Equivalent from a reputable institution, 10 years and above experience in an educational institution environment preferably at managerial or head of department level, Experience in programs development and Have BQA Accreditations, Moderator and Assessor.

Interested candidates may apply in confidence to HR Department:
Email **hr@gips.ac.bw**
Or Drop your cv in person at GIPS Campus, Off Molepolole Road.
Plot 39250, Block 6 or Post your CV:
P.O Box 216 Gaborone, Botswana.
Closing Date: 14th November 2026

H/W MMESI
IN THE MAGISTRATE'S COURT OF GABORONE HELD AT EXTENSION TWO
CASE NO: CCMEX – 000592/26
In the matter between:

BARFEL PROPERTIES (PTY) LTD	**PLAINTIFF**
And	
DAZELLE GALORE SERVICES	**1St DEFENDANT**
GOITSEONE IRAN MFALADI	**2ND DEFENDANT**

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to Judgement of the above Honorable court,the following property of the above named of the above Defendant's will be sold by **Deputy Sheriff Caine Mogorosi** as follows:

DATE OF SALE:	**30th Day of October 2026**
TIME OF SALE:	**10:00 a.m**
VENUE:	**Plot 81, Unit 5, GICP**
TERMS OF SALE:	**Cash or Bank guaranteed cheques**

DATED AT GABORONE THIS 23rd DAY OCTOBER 2026.

CHARLES COLOMBIA CONSULTANCY
ATTORNEYS · CONVEYANCERS · NOTARIES

CHARLES COLOMBIA CONSULTANCY
Plaintiff's Attorneys
Plot 1048, Extension 2, Semane Close Street
P.O. Box 363, Gaborone
TEL: (+267) 391 8363 (+267 76 783 367
EMAIL: info@charlescolombia.co.bw

MAPHAKWANE.J

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

CASE NO: CVHGB-002963/25

In the matter between;

LUCAS HAMA MAUCHAZA	**PLAINTIFF**
And	
KETSHABILE ZERO BAPENE	**DEFENDANT**

NOTICE OF SALE OF EXECUTION

BE PLEASED TO TAKE NOTICE THAT that pursuant to the Writ of Execution of this Honourable Court, the movable property of the above-named plaintiffs will be sold in execution to the highest bidder by the Deputy Sheriff Kebonyekgosi Ndebele in the manner hereinafter set out.

DATE OF SALE	**:** 6th day of November 2026
TIME	**:** 10am
PLACE	**:** Broadhurst Magistrate Court
PROPERTY TO BE SOLD	**:** L shape Couch, TV, Tv stand, JBL speaker, Wall Watch, Samsung Double Door Fridge, LG Washing Machine, Boss Oven & Warmer, Queen Bed & Headboard, Iron, Air Fryer, Queen Bed, TV, Bar Fridge, Table (Black), Gym Equipments, Suit Chair Couch(c), Hisense Fridge, Deep Freezer, Five Piece sofas, Coffee Table, TV, Wall mirror, Tables x 7, Chairs x 4, Mirrors x3, Queen Bed & Headboard, Kist x 3, Hilux Surf reg: B144 BGI, VW-GTI reg: B795 BTT, Viano reg; B406 BSM, Quad Bikes x 2, Cooler Box x 3, Outdoor Chairs x3
TERMS OF SALE	**:** Cash or EFT
CONDITIONS OF SALE	**:** the conditions of sale may be inspected at the Offices of Makgane Attorneys at the address below

DEPUTY SHERRIFF KEBONYEKGOSI NTEBELE, TELEPHONE NO. 71 694 303 C/O MAKGANE ATTORNEYS PLAINTIFF'S ATTORNEYS, P.O.BOX 3035 GABORONE, PLOT 14416 GABORONE WEST INDUSTRIAL

KCSE

KALISA CONSULTANCY SERVICES & ENGINEERING (PTY) LTD

P O Box 524, Palapye, Tel: 492 0452
Mobile : (00267) 77 001 727 / 73 602 516
Email : kalisaconsultancy1@gmail.com

Kalisa Consultancy Services & Engineering (Pty) Ltd on behalf of **Jacaranda Natural Resource (Pty) Ltd** is conducting an **Environmental & Archaeological** Impact studies for a proposed exploration of METALS by drilling in the locality of Tshokwe and Robelela.

Positive Impacts include:

- Possible business opportunities.
- Short term employment.
- Provision of socio economic benefits at all stages of the project.

Negative impacts include:

- Noise and air pollution,
- Soil and water pollution due to hydrocarbons and improper storage fuel and oil during camping and drilling.
- Destruction of vegetation due to clearing of access road and drilling camp
- Vibration due to drilling equipment
- Waste generation.

In terms of **ENVIRONMENTAL ASSESSMENT (EA) ACT (CAP** 65:07), the public is invited to attend the meeting that will be held at 0800 in the morning, in the following villages:

- **11th November 2026 in Tshokwe**
- **12th November 2026 in Robelela**

For further enquiries please contact us on the details above.

Kitsiso e e ntshiwa go ya ka Molao wa Tshekatsheko ya Tikologo (EA Act o (CAP65:07), temana ya bosupa. Kitsiso ka maikutlo a Sechaba ka tshekatsheko ya tikologo (EIA) e e dirwang ya kepo ya go dupa go nna teng ga ditshipi(metals), ko lefelong le le fa metseng ya Tshokwe le Robelela. Sechaba se lalediwa phuthego ya Kgotla, ka nako ya borerabobedi, ko metseng e e latelang:

- **Kgwedi ya Ngwanatsele ele lesome le bongwe mo Tshokwe.**
- **Kgwedi ya Ngwanatsele ele lesome le bobedi mo Robelela.**

Maungo a Tiro e

- Go thama ditiro.
- Go tokafatsa matshelo a batho.

Ditla morago

- Modumo le lerole ka nako ya kepo.
- Kgoteleso ya mmu le metsi.
- Go kgaolwa le gokgoreletsega ga ditlhare.
- Kgonagalo ya go tshekinyega ga lefatshe.
- Go nna teng ga matlakala.

Go bona dintlha tse dingwe, tswee-tswee ikopanye le rona go tiriso ya dintlha/aterese tse di fa godimo

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

ESHGB - 000502/24

IN THE ESTATE of the late **JOHN BOFITILE LEGAKWA** who died at Scottish Livingstone Hospital, Molepolole, Kweneng District, Botswana on the **25th day of May 2019.**

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

DATED AT ____ ON THE ____ DAY OF ____ 2026

The Executrix | Dorothy Legakwa
P O Box 469, MOLEPOLOLE | **Cell :** 73 363 516 / 71 754 593

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
ONALENNA SEBESO	ESHMY 000599-26	26.11.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 21ST OF OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act
(Cap.31:01)

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

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
DINTLE SAMSON	ESHMY 000358-26	26.11.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 21ND OF OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act (Cap.31:01)

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

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
GOITSEMANG NTSWAPONG	ESHMY 000345-26	26.11.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 22ND OF OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master's Reference: **ESHMY 000104-26**

IN THE ESTATE of the late **GAOLATHE GALETSOSWE** who died at Monna ward, Mogorosi, Central-District, Botswana on the **28th November 2020**.

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will lie 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 date of publication thereof.

Any objection to the Estate Account may be lodged with the Master.
Dated at Mahalapye on this 22nd day of October2026

THE EXECUTOR DATIVE
Baithoki Seatholeng
P O BOX 2371
Serowe
CELL: 71491356

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
REBECCA OPELOKGALE	ESHMY 000600-26	26.11.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 22ND OF OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act (Cap.31:01)

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

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
OLEKANTSE MODIAKGOTLA	ESHMY 000284-26	26.11.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 22ND OF OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

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

ESHFT-000231-26

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the **late Gabanapelo Tubute ESHFT-000231-26** who died at Nyangabgwe Referral Hospital Francistown District, Republic of Botswana on the **28th day of January 2026**

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

DATED AT FRANCISTOWN THIS 22nd DAY OF OCTOBER 2026.

TABOKA MANYANYA
EXECUTOR DATIVE
P O BOX 30 MAITENGWE

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 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
KEBABOPE KEBADIRETSE	ESHMY 000335-26	26.11.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 22ND OF OCTOBER 2026

DEPUTY REGISTRAR & MASTER OF THE HIGH COURT

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Masters Reference: - ESHGB 000331-24

IN THE ESTATE of the late **FREDRICK LUZINDA** who died at Gaborone Private Hospital, Gaborone, Gaborone District, Botswana on the **4th June 2021.**

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

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

DATED at Gaborone on the 23rd day of October 2026

Lillian Nicky Kgaodi Luzinda
P.O Box 1344, LETLHAKANE | **72 999 906**

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 Estate Act (Cap: 33:01), heirs and next of kin of the deceased and all persons having claims against the above, are being called upon to attend before the Master of 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 related to their deceased relative.

Name of Deceased Person	Estate Number	Date of Meeting	Time	Master
GAONYATSEGE SEGAETSHO	ESHMY 000333-26	26.11.26	0900HRS	SARM

DATED AT MAHALAPYE THIS 22ND OCTOBER 2026
DEPUTY REGISTER & MASTER OF THE HIGH COURT

FIRST AND FINAL LIQUIDTION AND DISTRIBUTION ACCOUNT

ESHGB-000215/24

IN THE ESTATE OF THE LATE BOIPELO BULAYANI who died at Princess Marina Hospital, Gaborone, Gaborone District, Botswana on the 8th day of June 2016.

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

DATED AT Gaborone ON THE 23rd DAY OF October 2026

The Executor | Balume Ephraim Bulayani
P. O. Box 601934, Gaborone | 72214302

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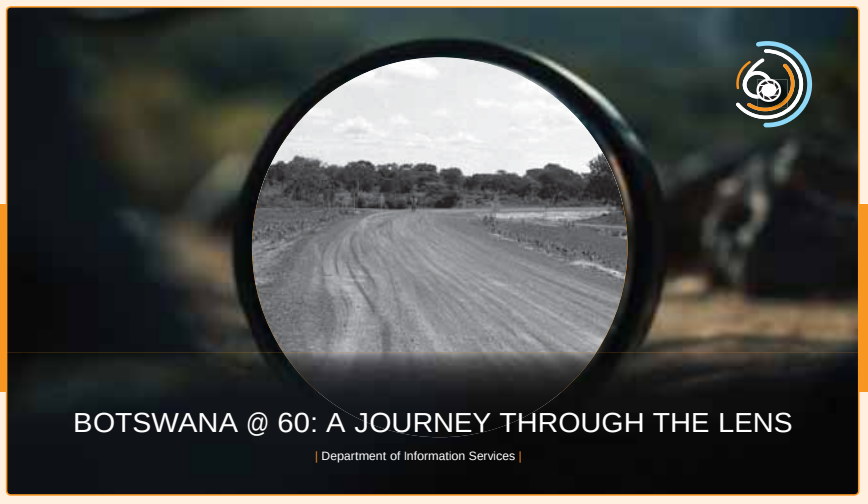
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NOTICE OF NEXT OF KIN MEETINGS

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
MONOSI MOSINKI	ESHMY 000336-26	26.11.26	09000HRS	SARM

DATED AT MAHALAPYE THIS 22ND OCTOBER 2026

MASTER OF THE HIGH COURT

Kweneng International Secondary School | Honour First

Teachers: The following teachers are required for Form 1 to Form 5: **Mathematics and Sciences (Biology, Chemistry and Phisics).**

Qualifications: Degree or equivalent plus a teaching qualification and accreditation from BQA.

Experience: Minimum of 5 years of teaching IGCSE, Verifiable records of success with past classes, ability to teach a second subject and Cambridge IGCSE teacher accreditation a big advantage.

Send or bring C.V. to: The Head, P. O. Box 586, Molepolole. (Lot No 1874, Masuaditshwene Ward, Molepolole)

Closing Date: 15 November 2026

Cambridge Assessment International Education
Cambridge International School

Tel: + 267 591 5 015
Fax: +267 591 5 016
Email: kweneng.international@gmail.com
Kweneng International Secondary School(K.I.S.S)

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act **[Cap.31:01]**

NOTICE IS HEREBY given that by virtue of section 31 of the **Administration of Estates Act (Cap:33:01)**,heirs and next of kin of the deceased and all persons having claims against the above estate, are being called upon to attend before the **Master of High Court at Maun High Court** on the date and time specified opposite the names of their deceased relatives for purposes of recommending the 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 THE DECEASED	ESTATE NUMBER	DATE OF MEETING	TIME
1.Motang Gabofele	ESHMN-00086-26	12-01-27	10:30 Hrs
2.Releseng Gabofele	ESHMN-000034-26	12-01-27	10:30 Hrs

DATED AT MAUN THIS 08th DAY OF SEPTEMBER 2026

MASTER OF THE HIGH COURT

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master's Ref: ESHGB-000287-26

IN THE ESTATE of the late **BOLESENG SEDISANYANE** who died at Boiketo Estate Plot 4587, Ga phatshwa, Kweneng District, Botswana on the **13th day of March 2026**

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

DATED at Mahalapye on the 20th day of October 2026

The Executrix
Gorata Nthokana
P O BOX 1858 Serowe
Cell: 71896339

The Executor
Phofane Makuluba
P O BOX 30465 Serowe
Cell: 71361502

NOTICE OF NEXT OF KIN MEETINGS

Administration of Estates Act
[Cap.31:01]

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

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

DATED AT MAUN THIS ___22ND DAY OF _ OCTOBER___ 2026

MASTER OF THE HIGH COURT

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ES HGB 001010/24

IN THE ESTATE of the late **GOSEGO MOKOBI** who died at Princess Marina Hospital, Gaborone, Gaborone District, Botswana on **13th June 2024.**

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

Dated at _____ on this _____ Day of _____ 2026.

EXECUTOR DATIVE | Ookeditse Philip Mokobi
P O Box 323 AAD, Poso House GABORONE | **CELL:** 72 209 265

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

Master's Reference: ESHMY 000309-26

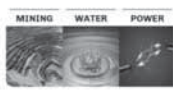
IN THE ESTATE of the late LEMME MOSINYI who died at Sebinanyana ward, Serowe, Central-Serowe District, Botswana on the 23rd of May 2023.
FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT in the Estate will lie for inspection at the Chambers of the Registrar and Master of the High Court, Mahalapye for a period of twenty-one (21) days from the date of publication thereof.

Dated at Mahalapye on this 14 day of OCTOBER 2026

THE EXECUTOR DATIVE
Segomotso Godfrey Mosinyi
Private Bag 1, Sefhare | CELL: 74579837

SEAPRO Engineering that WORKS

Plot 72, Tlokweng, Gaborone, Botswana
Private Bag BO44, Bontleng, Gaborone, Botswana
Tel: (267) 397 4861 Cell: +267 71 320 889 / 75 600 138
Email: sales@seaprobots.com



PUMPS VALVES MOTORS RENTALS

VACANCY

SEAPRO is a proudly citizen-owned engineering company with over 21 years' experience in mining, water and power solutions. We are seeking a technically qualified and commercially driven Technical Sales & Business Development Lead to grow our engineering products and solutions across Botswana. The ideal candidate will have a strong technical/engineering background, proven technical sales experience and the ability to engage customers on products, applications and solutions. This is a hands-on, customer-facing role involving regular site visits, new customer development, sales pipeline growth and securing high-value product, project and service opportunities.

KEY RESPONSIBILITIES
- Drive high-value technical sales, develop new markets, customers and business opportunities while growing existing accounts.
- Build and manage a pipeline of high-value opportunities, including CapEx projects and long-term service contracts.
- Develop strong relationships with technical and commercial decisionmakers across mining, industrial, power and infrastructure sectors.
- Conduct regular customer and site visits, providing technical input and identifying sales opportunities.
- Prepare technical proposals, negotiate commercial terms and close deals in collaboration with OEMs and internal teams.
- Monitor market trends and deliver agreed sales targets, forecasts and growth objectives.

REQUIREMENTS
- A Motswana with a Bachelor's Degree or Higher Diploma in Mechanical/Electrical Engineering, or another relevant technical/engineering field. Business qualification is an added advantage.
- 10–15 years' experience in technical sales, business development, key account management or a similar role within technical distribution, engineering solutions, heavy machinery, mining supply or related industries.
- Strong industrial equipment knowledge, a proven record of closing high-value deals and an established network in Botswana's mining, industrial, utilities or engineering sectors.
- Experience in an engineering stores, technical distribution, mining, workshop or industrial environment.
- Experience in a technical or industrial environment, valid driver's licence and willingness to travel extensively.

KEY COMPETENCIES
- Technical Credibility & Consultative Selling: Understand customer needs and recommend practical engineering solutions.
- Business Development & Sales Drive: Identify opportunities, grow revenue and achieve targets.
- Commercial Acumen: Negotiate effectively and close high-value deals.
- Customer Relationships & Collaboration: Build trust and work effectively with customers, OEMs and internal teams.

Only qualified candidates need to send their CVs and cover letters to: sphr@vbn.net.bw.

Closing date:
6 November2026

VACANCY

OPERATIONS MANAGER – CATERING

MOGHUL CATERING

Moghul Catering invites applications from suitably qualified and experienced professionals for the position of Operations Manager – Catering. The successful candidate will be responsible for leading daily catering operations, ensuring exceptional customer service, maintaining high standards of cleanliness and service delivery, and achieving strong financial performance across multiple locations nationwide.

REQUIREMENTS
- An MBA, degree plus diploma in Hospitality Management.
- At least 10 years' experience in a management role.
- Strong working knowledge of Microsoft Office applications and Point of Sale (POS) systems.

KEY RESPONSIBILITIES
- Independently oversee overall catering operations across multiple locations throughout the country, including staffing and related operational matters.
- Provide effective leadership and coordination across front-of-house and back-of-house operations.
- Maintain high levels of customer satisfaction while achieving budgeted profit margins.
- Control production costs, minimise waste and prevent pilferage.
- Monitor and maintain high standards of service quality, hygiene and cleanliness.
- Review and analyse monthly financial and operational results, identify areas of concern, and implement appropriate corrective measures.
- Lead, develop and motivate employees, with a strong focus on human resource development and performance management.

REMUNERATION AND BENEFITS

This position offers an attractive salary and benefits package, commensurate with qualifications and experience.

Preference will be given to suitably qualified Botswana citizens.

HOW TO APPLY

Interested candidates should submit their applications by post or email to: **Group Human Resources Manager |** Moghul Catering
P.O. Box 404326 Gaborone, Botswana
Telephone: 397 5246 | **Email:** info@moghul.co.bw

Closing date for applications: **9 November 2026**

Only shortlisted candidates will be contacted.



REPUBLIC OF BOTSWANA

MINISTRY OF CHILD WELFARE AND BASIC EDUCATION

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2

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

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

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

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

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

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

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

The POM will be organized or structured as follows:

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

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

The Consultant shall deliver the following products:

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

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

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

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

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

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

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

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

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

3

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

4

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

5

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

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

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

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

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

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

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

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

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

The position offers competitive remuneration for the selected individual.

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

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

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

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

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

Arts & Culture

Lehutshelo gears up for family fun day

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Polokwe Nature Discovery showcases the beauty of the valley.

Initiative explores sports tourism viability

Relief Lephutshi
KANYE

A tesm of six youth in Kanye have taken an initiative to unleash potential in sport and cultural tourism in the southern part of the country.

The move came after observing that tourism has the potential to sustain livelihoods, create employment and diversify the economy.

According to the team's spokesperson, Keemenao Ontefetse, their combined efforts gave birth to GaMaila Sports and Cultural Festival, a concept aimed at preserving and reviving existing cultural heritage sites in Kanye and the southern region.

The GaMaila Sports and Cultural Festival programme of activities features visits to heritage sites, including Polokwe Nature Discovery, set within the scenic Polokwe historic hill, which used to signal arrival in GaNgwaketse territory.

Polokwe Nature Discovery showcases the beauty of the valley below Polokwe Hill, while, on the opposite side, Polokwe View Point offers a panoramic outlook over the Polokwe area.

Another scenic location within Kanye, is the Mmamokhasi Dam, which is said to derive its name from Mokhasi grass, the reed that grows in the water.

Ontefetse said during the recent heritage tour, the team was inspired by the need and urgency to prevent the deterioration of cultural heritage sites as development evolved in and around tourism-resource areas such as Kwakgwe Hill: the home to manganese mine in Kanye currently undergoing revival by Giyani Metals.

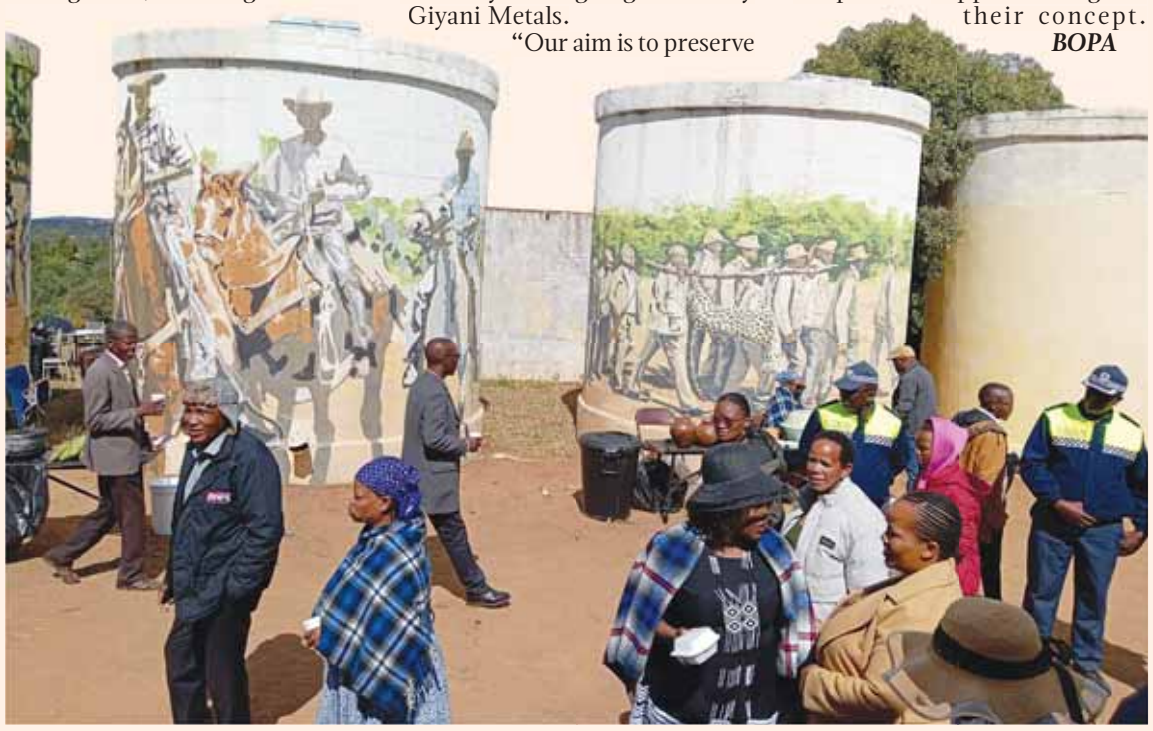
"Our aim is to preserve and achieve the beauty of their existence for reference before they are affected by upcoming developments," she said adding that the anticipated developments, even though positive, would temper with their natural look.

Ontefetse also added that the group was focused on reviving, showcasing and preserving Setswana games.

As Gamaila builds the future, Ontefetse said they envision a trail that will link natural and heritage sites in GaNgwaketse and others throughout southern Botswana.

"I would really like people from other countries to be able to come and enjoy tourism here", said Ontefetse adding that working with Botswana Tourism Organisation would help to support and grow their concept.

BOPA



Difalana Heritage Monuments of Kanye.

Mbaiwa is Mr Botswana

Tankiso Mogapi
GABORONE

Joshua Mbaki Mbaiwa, a 22-year-old from Tutume who grew up in Selebi Phikwe, has been crowned Mr Botswana during a pageant held on Saturday.

Douglas Keokgale was named first runner-up and Tshiamo Koma second runner-up.

Held under the theme: Redefining Modern Manhood, the competition sought to encourage conversations about masculinity and the expectations placed on men in contemporary society.

Overwhelmed with joy following his victory, Mbaiwa described his win as the culmination of a challenging journey that began with a desire to enter the competition.

"I am lost for words. I don't even know what to say. I am full of happiness," he said.

He said joining the competition had not been easy, recalling the challenges he faced before securing a place among the contestants. Despite the difficulties, he described the experience as enjoyable.

Beyond the title, Mbaiwa intends to use his platform to promote positive masculinity among young men through his project.

The initiative challenges traditional expectations that men should remain silent about their struggles, suppress their emotions and carry life's burdens without showing vulnerability.

Mbaiwa said such expectations placed unnecessary pressure on men, warning that discouraging them from expressing their feelings could have unintended consequences.

"Being a real man is being resilient, disciplined, a man of dignity and integrity," he said.

Through his project, he hopes to raise awareness about healthier expressions of masculinity, encouraging young men to understand that manhood should be defined by responsibility and character rather than dominance and control.

He also emphasised the importance of investing in young people, noting that the environments in which children grow up played a role in shaping the adults they become.

"For us to have a future like that, we have to teach our young ones, invest in them, so that the environment we create around our children determines what they become in the future," he said.

Mbaiwa's project aligns with the competition's broader theme by promoting accountability, respect, discipline and integrity as key attributes of modern manhood.

His victory provides a platform to advance this message and engage young men in conversations about their roles and responsibilities in society.

BOPA



Joshua Mbaiwa (centre) was crowned Mr Botswana 2026 during a pageant in Gaborone on Saturday. Douglas Keokgale (left) and Tshiamo Koma emerged first and second prince respectively. Photo: Washa Bofelwang

Netumbo film steals show at Bantu Film Festival



The Director of Netumbo: A leader Beyond Politics*, Joel Haikali (left) and producer, Sophie Haikali during a question and answer session after the screening of the film at New Capitol Cinema, Masa in Gaborone recently.* Photos: Felicity Male

Loago Thomas
GABORONE

Among the films screened at the annual Bantu Film Festival, one documentary telling the story of Namibia's first female President stood out.

Netumbo: A Leader Beyond Politics tells the story of President Netumbo Nandi-Ndaitwah, Namibia's first woman President. The documentary captures her life, tracing her journey from her country's fight for freedom to the presidency. It is persuasive, moving and informative, following her from a humble childhood in northern Namibia, through years of exile and her rise within the South West Africa People's Organisation (SWAPO), to the highest office in the country.

The film tells enough of her story to show how Namibia fought a 24-year liberation struggle against South African rule. Its measured pace allows viewers to follow how each chapter of her life led to the next.

Central to the documentary is the idea that every stage of her life was formative. Colonial rule, her father's refusal to abandon traditional beliefs and the liberation struggle are not merely historical background; they are the forces that shaped her. Her politics did not begin in office. She was raised in an environment of resistance, and the film makes this case with quiet confidence.

One particularly revealing scene portrays her father, a reverend at a local church, navigating the tension between Christianity and traditional cultural practices. Activities such as omaludi, an annual cattle and cultural festival, were at odds with some Christian beliefs. However, her father maintained that embracing Christianity did not require abandoning their culture, allowing the festival to continue annually.

The use of archival material further strengthens the documentary, helping viewers connect with both Nandi-Ndaitwah's personal journey and Namibia's broader history. Old footage of her younger years is woven into the country's historical narrative, bringing the past to life. Seeing the President through these moments, rather than merely hearing about them, makes the history feel immediate. By linking her personal experiences to the national struggle, the film ensures that viewers remain connected to the story.

Authenticity is another of the documentary's strengths, particularly through the voices of those who share their experiences. Some contributors speak in their native languages, with subtitles making their testimonies accessible to a wider audience. Rather than smoothing over these voices or re-recording them, the film preserves their original sound. The occasional imperfect English also lends the accounts a sense of honesty rather than rehearsed polish, enhancing the documentary's credibility.

The film is equally moving. Scenes depicting Nandi-Ndaitwah's upbringing and her father's convictions provide emotional depth, while the accounts of exile and the long road to freedom convey the sacrifices behind her eventual success. These moments make it difficult to watch without reflecting on the cost of the freedom Namibia ultimately achieved.

Beyond its emotional appeal, the documentary serves an educational purpose by explaining Namibia's journey to independence.



One of the scenes in the film.

It is as much a history lesson as it is a portrait of a political leader. Younger viewers, who may know Nandi-Ndaitwah as President but have limited knowledge of the struggle that preceded her leadership, may find it particularly valuable.

However, the documentary has its limitations, especially in the range of voices represented. Its contributors are largely people close to the President, including her husband and the Vice President, alongside what appeared to be a single ordinary citizen.

A broader range of perspectives from ordinary Namibians, including more critical voices, could have added depth and complexity to the narrative. Such diversity would have strengthened the documentary had its intention extended beyond a tribute to offer a more rounded biographical account.

Nevertheless, *Netumbo: A Leader Beyond Politics* is a thoughtful, well-paced documentary that earns its emotional impact. It demonstrates how identity is shaped by adversity and how a leader's personal history can become inseparable from that of a nation.

Despite its title, the film does not truly separate Nandi-Ndaitwah from politics.

She has been involved in political life for much of her life, making the phrase "beyond politics" more appropriate when understood as a reference to the person beyond the power and responsibilities of public office, rather than a life lived apart from public service.

In this sense, the documentary succeeds in making its case. By the end, Nandi-Ndaitwah's leadership appears not to be a matter of fortune, but the culmination of a life shaped by history, conviction and the struggle for national freedom.
BOPA

Lehutshelo gears up for family fun day

Samantha Gabaeme
HUKUNTSI

Preparations are on course for a family fun day organised by Lehutshelo Junior Secondary School scheduled for November 7 at Lehutshelo Sports Ground.

Lehutshelo Family Fun Day organiser Andrew Kajuu said the initiative was part of the school's efforts aimed at raising funds for the 40th anniversary celebrations.

He said the day's activities would include a 10-kilometre bushwalk spearheaded by Macheng Hiking Club, with participants required to pay a joining fee of P100.

Other activities include live performances by various artists, colour runs, horse riding and tug-of-war competitions.

Kajuu said the organisers had partnered with Macheng Bushfire Festival to strengthen community focus of the event, adding that Kgalagadi North District Council was also supporting the initiative.

He said the organisers had approached various entities to solicit support for the event, among them, Sammy World, a graphic design company, which had offered to produce T-shirts for the event free of charge.

However, Kajuu implored all to support the event noting financial challenges.

Despite that, Kajuu expressed optimism that the event would be successful.

He encouraged members of the community to attend and expressed hope that it would attract people from across Kgalagadi North.
BOPA

First Lady pledges support for PLWDs

Ketshepile More
GABORONE

First Lady Kaone Boko has pledged to enhance support for people living with disabilities (PLWDs).

She said this at the third edition of the Play Without Boundaries event at Ba Isago University on Saturday.

Boko acknowledged shortcomings in advocating for people living with disabilities and expressed her commitment to engaging with them, understanding their experiences and collaborating to improve their lives.

She called for policies that improve the lives of people living with disabilities, emphasising the importance of listening to and involving them in decisions that affect their lives.

Boko also expressed interest in participating in adapted sports to foster connection and deepen her understanding of the experiences of people living with disabilities.

She credited Nkobolo with helping her appreciate the importance of resilience and the challenges faced by people living with disabilities as they seek recognition and support.

She acknowledged that they continued to encounter barriers in accessing support, stressing the need to listen to their concerns and involve them in decision-making processes.

Organised by former Botswana 400-metre sprinter Onkabetse Nkobolo through the Nkobolo Foundation, Play Without Boundaries seeks to break barriers, challenge perceptions, celebrate diversity and build a society where everyone belongs.

Nkobolo said he established the initiative after being involved in an accident, with the aim of highlighting the challenges faced by people living with disabilities.

"I realised that many people living with disabilities are marginalised and not prioritised enough in society," he said.

Nkobolo stressed the importance of promoting acceptance and ensuring that people living with disabilities were recognised.

He also called for more inclusive sporting opportunities, saying these could create pathways for athletes with disabilities to compete at the Olympic Games.

Debswana representative Mogomotsi Moatshe applauded the organisers for promoting inclusivity in sports.

He said the event demonstrated that sports went beyond competition to promote a sense of belonging, build confidence and strengthen communities.

He said the initiatives, highlighted the need to create environments where everyone could participate fully, while challenging barriers and assumptions, adding that inclusion was a shared responsibility that required sustained action beyond the event and across broader society. ***BOPA***



First Lady Kaone Boko (left) participating on a wheel chair-bound basketball game during the 3rd Annual Playing Without Boundaries sports event in Gaborone on Saturday. Boko acknowledged shortcomings in advocating for people living with disabilities and expressed commitment to engaging with them and understanding their experiences to improve their lives.
Photo: Phenyo Moalosi

Letsile Tebogo foundation to open Francistown cancer clinic

…from page 24

She said improving cancer care required collaboration and a shared commitment to ensuring that patients received appropriate support throughout their treatment and recovery.

Ms Kenewendo also highlighted the importance of Botswana's value of Botho, saying the country's humanity was reflected in how people treated one another during difficult times.

She said national development should not be measured solely through economic growth, wealth accumulation and infrastructure, but also by the support extended to vulnerable members of society.

"Our development must have a human face, our prosperity must have a human purpose and our compassion must translate into action," she said.

She noted that people affected by cancer needed an environment of care, attention, love and support to help them navigate the challenges associated with the disease.

Ms Kenewendo urged Batswana to stand together in supporting cancer patients, survivors, bereaved families and caregivers, emphasising that the fight against cancer required not only medical intervention but also compassion and sustained community involvement.

She said collective action was necessary to ensure that people affected by cancer received the care, dignity and encouragement needed throughout their journey.

As part of its cancer awareness campaign, the foundation also held a marathon on Saturday in support of the fight against cancer.

The activities formed part of broader efforts to raise awareness of the disease and encourage collective participation in supporting cancer patients and improving access to care. ***BOPA***



Former vice president, Slumber Tsogwane (left), former President Lt Gen. Dr Seretse Khama Ian Khama and Letsile Tebogo during the Letsile Tebogo Charitable Foundation cancer awareness marathon on Saturday. Former President Khama commended the foundation for its efforts in addressing cancer-related challenges, particularly barriers to accessing specialised healthcare.
Photo: Thompson Keobaletswe

Association calls for grassroots investment

Tumisang Moilwa
GABORONE

Gaborone City Regional Football Association (GACRFA) has called for greater investment in youth development.

The remarks were made by the GACRFA vice chairman, Rabbie Tshosa as the region launched its 2026/2027 Women's Regional League at Lekidi Football Centre on Saturday.

Tshosa said the investment was mandatory to reverse what he described as regression in women's football, adding that Botswana needed stronger development structures to nurture young players and build a sustainable pathway to the national team.

He noted that The Mares had qualified for WAFCON debut in 2022 and reached the quarter finals, followed by another qualification in 2024, where it exited in the group stage.

Recently, the team failed to qualify for the 2026 edition, which he said highlighted the need to strengthen the development of women football.

He said the association wants to introduce girls as young as 12 years old to structured football development, enabling them to progress through the regional ranks and eventually representing the national team.

"The idea is to start them young so that in 3-4 years, the national team can absorb young players," Tshosa said.

He said the Gaborone region, the country's largest, could play a significant role in rebuilding the women's game but needed support from sponsors, government, partners to expand opportunities for players and sustain the league.

Tshosa also called for a structured development programme for women's football, similar to the Botswana Football Association (BFA) Talent Development Scheme to find and nurture talent from an early age.

The league opened with Security Systems FC beating Prisons Ladies FC 4-0 at Lekidi Football Centre. ***BOPA***



Security Systems FC player Masego Montsho dribbling Prisons Ladies FC's Dipuo Ramocha in Gaborone on Saturday. Systems defeated Prisons 4-0 in Gaborone City Regional Football Association opening games. Photo: Washa Bofelwang

DailySport

Association calls for grassroots investment

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Big Guns avoid each other in semis

Obry Amseb (right) of Gaborone United and Chris Mwambo of NICO United battling for ball possession during African Hero Top 8 cup in Gaborone on Friday. GU beat NICO 2-0.
Photo: Phenyo Ramatu

Thato Mosinyi
GABORONE

Botswana premier league heavy weights Gaborone United (GU) and Mochudi Centre Chiefs have avoided each other in the African Hero Top 8 semi-final draw held on Sunday.

The two crowd pullers avoided facing each other directly in the semi-finals, paving the way for high-stakes matches as the tournament approaches its climax.

The allure of these 'cupsets' forms an integral part of the tournament's mystique and the cultural fabric of football and the semi-finals draw is no exception as it has pitted GU against Jwaneng Galaxy while Centre Chiefs will battle it out against Sua Flamingoes in a double header scheduled for November 7 at the National Stadium.

Undoubtedly, the blockbuster tie between the reigning premier league champions GU and Orange FA cup champions, Jwaneng Galaxy would indisputably headline the showdown. GU secured their ticket to the semi-finals by beating NICO United 2-0 on Friday night at Gaborone United Stadium.

Namibian international Obry Amseb gave the 'Reds' the lead at the break before Thabo Maponda wrapped up the match in the second half to secure victory for GU.

Jwaneng Galaxy edged past Township Rollers with a hard-fought 1–0 victory on Sunday in Jwaneng, courtesy of Gilbert Mugisha, to book their place in the semis.

The betting odds are undoubtedly in the Reds favour buoyed by their recent positive vein of form. GU has a reputation of being perennial winners and it is on the back of this that they will be hopeful to add another trophy to their wide range of collections and live up to their 'Money machine' tag line.

Another mouth-watering encounter is expected in the second semi-finals when on form Sua Flamingoes takes on Centre Chiefs.

A daunting task awaits Flamingoes against the unpredictable Centre Chiefs team, which seems to be finding their rhyme under coach Reneilwe Letsholonyane.

Sua Flamingoes proceeded to the semis following a 2-1 extra time victory against Orapa United while crowd favorites Centre Chiefs on the other hand booked their semi-final spot following a 3-1 victory against struggling Morupule Wanderers.

Mpho Kgawasane, Kelvin Ndebele and Nahuel Melgarejo were on target for Magosi while Leeroy Murape scored a consolidating goal for Morupule Wanderers. ***BOPA***

Letsile Tebogo foundation plans cancer clinic for Francistown

Lesedi Thatayamodimo
GABORONE

The Letsile Tebogo Charitable Foundation plans to establish a dedicated cancer clinic in Francistown in December to improve access to specialised healthcare for patients in northern Botswana.

Foundation founder and 200m Olympic champion Letsile Tebogo made the announcement at the foundation's Cancer Awareness Symposium in Gaborone on Friday, saying the initiative was prompted by the logistical and financial challenges faced by patients who travel long distances to Gaborone for specialised medical attention.

He said the facility would serve as a healthcare hub for people in the northern part of the country, reducing the burden of travelling to the capital for cancer-related services.

The proposed clinic is expected to help address geographical barriers to cancer care, particularly for patients and families who incur additional transport and accommodation costs while seeking treatment.

The initiative comes amid calls for stronger collaboration between government, charitable organisations and communities to improve cancer awareness, access to healthcare and support for those affected by the disease.

Minister of Minerals and Energy, Ms Bogolo Kenewendo, commended the foundation for its efforts to address cancer-related challenges, particularly barriers to accessing specialised healthcare.

Ms Kenewendo said initiatives aimed at bringing healthcare services closer to patients deserved national support, adding that responsibility for such efforts should extend beyond individual organisations.

"We will also find ways that we will support you in this endeavour to ensure that we rally behind you and this becomes a national project, a people's project and not just your project," she said.

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Letsile Tebogo