

MEDIA RELEASE

Thursday, 28 October 2021

UPDATE ON THE RECRUITMENT OF THE CHIEF EXECUTIVE OFFICER

The City of Windhoek embarked on an effort to recruit a suitably qualified and experienced chief executive officer during 2021 following the resignation of the previous incumbent.

In order to ensure transparency, city councillors were engaged within the confines of the recruitment and selection guidelines. This engagement involved seeking endorsement and approval from the council's management committee with respect to the Recruitment and Selection Project Plan and subsequently, matters pertaining to the (1) Interview Panel, (2) Selection Tools, and (3) Scoring Methodology/Weighting were approved at management committee meetings of 3 August 2021 as well as 14 September 2021.

The participation of the acting CEO, George Mayumbelo, in the process and in the capacity as representative of the Human Capital department was approved at the above-mentioned management committee meetings which is contrary to recent, erroneous reports in a local daily newspaper where it was reported that there were irregularities with respect to the acting CEO serving on the shortlisting as well as the interview panel. Assertions that this practice is contrary to Council policy is also incorrect as no such prohibition exists in neither Council policies nor the Recruitment and Selection Regulations for Local Authority Councils: Local Authorities Act of 1992. Furthermore, it is common practice that a human resources expert remains involved and participates throughout the process in order to ensure consistency, fairness and transparency in the execution of the various stages of a comprehensive recruitment process of this nature.

Mr. Mayumbelo, although acting CEO, remains and is the substantively appointed strategic executive for Human Capital and Corporate Services. Given the strategic importance as well as the seniority of the position being filled, it remains imperative that the most senior and experienced employees participate in this critical process.

The composition of the shortlisting committee, as well as the interview panel, were determined in accordance with the Recruitment and Selection

Regulations for Local Authority Councils. Section 15 of the regulations guide with respect to the shortlisting committee whilst Section 22 guides the composition of the interview panel. Both sections also guide the levels of permissible participation of councillors in these respective processes. Employee, Affirmative Action and Union representatives, as well as councilors, participated as observers to the process. In addition, 87,000 members of the public observed and participated in the process by way of the public presentations which were live-streamed.

It should be noted that the administrative process followed with regards to the recruitment of the Chief Executive Officer complied to the Recruitment and Selection Regulations for Local Authority Councils: Local Authorities Act of 1992 in all respects and aspects.

The position of Chief Executive Officer of the City of Windhoek is a position of strategic importance for not only Windhoek as a city, but also for the Namibian nation at large as it serves as the political and economic point of convergence for the country. The attention in the recruitment process of the chief executive officer from various interest groups and stakeholders is therefore warranted, however, it remains a serious concern that there is a cabal with ulterior motives and selfish interest which is hell-bent seems committed to ensuring both the recruitment process and ultimately the organisation is derailed from its primary objectives of serving the residents.

Whilst these efforts continue to delay and sidetrack public discourse on the more important issues and degenerate the conversation to mud-slinging and character assassinations, the City of Windhoek and those with its best interests at heart, shall remain committed to ensuring that truth, fairness and practices of good corporate governance prevail and that this process reaches its natural conclusion.

George Mayumbelo

ACTING CHIEF EXECUTIVE OFFICER

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ISSUED BY:

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