

CURRICULUM VITAE

JACOB 'NTINTIN' ORANJE

P. O. BOX	329, LUDERITZ, NAMIBIA,
PLACE & DATE OF BIRTH	KEETMANSHOOP, NAMIBIA, 11 JUNE 1973
NATIONALITY	NAMIBIAN
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PROFESSIONAL PROFILE:

A HIGHLY EXPERIENCED (GENERALIST) HR PRACTITIONER WITH EXTENSIVE OPERATIONAL AND STRATEGIC INSIGHT OF HUMAN RESOURCE MANAGEMENT/ DEVELOPMENT. HAVE CONSIDERABLE EXPOSURE TO AND A PASSION FOR SMALL BUSINESS DEVELOPMENT – WITH ABILITIES AND A TRACK-RECORD TO CONVERT BUSINESS CONCEPTS IN FULLY-FUNCTIONAL/ PROFITABLE ENTITIES. VIEWED AS AN ASTUTE PROBLEM-SOLVER, TRUSTED TEAM-PLAYER. PERSONAL LIFE-GOAL/ VISION IS 'TO EMPOWER THROUGH CHANGE'.

AREAS OF EXPERTISE:

- RESEARCH
- EMPLOYEE RELATIONS/ LAW
- EMPLOYMENT LAW
- BUSINESS COACHING
- BUSINESS PLANNING

TECHNICAL SKILLS:

- BUSINESS PLANNING – E.G. PROPOSAL DEVELOPMENT & IMPLEMENTATION
- EMPLOYMENT LAW – POLICY DEVELOPMENT/ IMPLEMENTATION & TRAINING
- COACHING – FOCUSSED ON 'EMPLOYEE PERFORMANCE COACHING'
- RESEARCH/ DATA ANALYSIS & PRESENTATION - Statistical Package for Social Sciences (SPSS),

COUNTRIES WORKED (CONSULTANCIES):

- NAMIBIA, SOUTH AFRICA & BOTSWANA

PROFESSIONAL ASSOCIATION:

- COACHES & MENTORS SOUTH AFRICA (COMENSA)

SUMMARY OF ACADEMIC QUALIFICATIONS:

CERTIFICATE IN COACHING PRACTICE

2009 – 2009

UNIVERSITY OF STELLENBOSCH BUSINESS SCHOOL (USB-BS)

CAPE TOWN, SOUTH AFRICA

WWW.USB.AC.ZA

COURSE IN LABOUR RELATIONS MANAGEMENT (DISTINCTION)

2003 – 2004

CENTRE FOR BUSINESS MANAGEMENT, UNIVERSITY OF SOUTH AFRICA (UNISA), PRETORIA,
SOUTH AFRICA

WWW.UNISA.CO.ZA

DIPLOMA: HUMAN RESOURCES MANAGEMENT

2000 – 2001

DAMELIN MANAGEMENT SCHOOL, WINDHOEK, NAMIBIA

WWW.DAMELIN.CO.ZA

PROGRAMME IN ECONOMICS AND PUBLIC FINANCE

1999 – 2000

DEPARTMENT OF ECONOMICS, UNIVERSITY OF SOUTH AFRICA (UNISA)

PRETORIA, SOUTH AFRICA WWW.UNISA.CO.ZA

DIPLOMA: PUBLIC ADMINISTRATION

1994 – 1997

POLYTECHNIC OF NAMIBIA, WINDHOEK, NAMIBIA

WWW.POLYTECHNIC.EDU.NA

HIGHLIGHTS OF PROFESSIONAL EXPERIENCES:

EDGE ENTREPRENEURIAL DEVELOPMENT CONSULTANCY (EEDC) 2009 UNTIL DATE

FOUNDER/ BUSINESS COACH, LUDERITZ

- OFFERING THE FOLLOWING TO SMALL BUSINESSES:
 - BUSINESS PLANNING & MANAGEMENT
 - BUSINESS TRAINING & DEVELOPMENT
 - BUSINESS INTELLIGENCE & RESEARCH
 - BUSINESS COACHING AND MENTORING

SIGNIFICANT ACHIEVEMENTS:

- COMPILED PROPOSALS AND SOURCE FUNDING FOR SMALL BUSINESSES TOTALLING N\$9 MILLION SINCE 2009 UNTIL DATE.
- PROVIDE CONSULTANCY SERVICES (ON BUSINESS DEVELOPMENT SERVICES) TO:
 - MINISTRY OF TRADE AND INDUSTRY
 - MINISTRY OF ENVIRONMENT AND TOURISM
 - NNCI
 - MARIENTAL MUNICIPALITY
 - AUS COMMUNITY TRUST
 - BETHANIE VILLAGE COUNCIL

NAMIBIAN PORTS AUTHORITY (NAMPORT)

2008 UNTIL DATE

HUMAN RESOURCES PRACTITIONER, PORT OF LUDERITZ

- PROVIDING THE FOLLOWING HR SUPPORT INTERVENTIONS FOR AN ABOUT 100 EMPLOYEES, IN THE FOLLOWING SPHERES:
 - EMPLOYEE RELATIONS
 - EMPLOYEE SOURCING
 - TRAINING & DEVELOPMENT
 - HR ADMINISTRATION
 - HR INFORMATION SYSTEMS

SIGNIFICANT ACHIEVEMENTS:

- RECEIVED REWARD FOR 'TOP PERFORMING EMPLOYEE' IN HR FROM CEO, 2009.
- INITIATED STRATEGIES AND TOOLS THAT EFFECTIVELY CEMENTED UNION-MANAGEMENT RELATIONS, 2010.
- CONDUCTED RESEARCH ON 'STAFF MOBILITY AND INCENTIVES' THAT IS BEING CONSIDERED FOR INCREASING STAFF RETENTION, 2009.
- INITIATED AMENDMENTS TO EMPLOYMENT CONTRACTS (FIX-TERM EMPLOYEES) FOR GREATER LEGAL COMPLIANCE AND TO ELIMINATE POSSIBLE LITIGATION, 2009.
- DRAFTING OF A WORKPLACE COACHING PROGRAMME (IN PROGRESS).

KARAS LABOUR & INDUSTRY RESEARCH CONSULTANCY

2004 - 2009

CONSULTANT: EMPLOYEE & ORGANISATIONAL DEVELOPMENT, KEETMANSHOOP

- PROVIDED SPECIALISTS HR INTERVENTIONS TO CLIENTS (PRIVATE & GOVERNMENT ENTITIES) IN THE FOLLOWING SPHERES:
 - ORGANISATIONAL DEVELOPMENT
 - EMPLOYEE RELATIONS
 - TRAINING & DEVELOPMENT

SIGNIFICANT ACHIEVEMENTS:

- APPOINTED AS A SPECIAL ADVISOR (ECONOMIC DEVELOPMENT/ INVESTMENT PROMOTION) TO THE GOVERNOR OF THE KARAS REGIONAL COUNCIL.
- ESTABLISHED CORPORATE TRAINING AND DEVELOPMENT PROGRAMS THAT ALIGNED STRATEGIC LEADERSHIP, STAFFING, TRAINING, AND PERFORMANCE MANAGEMENT PROCESSES AT SELECTED LOCAL AUTHORITIES IN NAMIBIA.
- Directed an international research team conducting a study on "The State of Decentralisation in Namibia" for the Namibian government on behalf of the World Bank.
- Provided training and information-dissemination interventions on the 'Build-Together Housing Project' for management of regional and local authorities in Namibia on behalf of the Namibian government.

NOVANAM GROUP OF COMPANIES

2002 - 2004

ASSISTANT MANAGER: HUMAN RESOURCES, LUDERITZ

- MANAGED THE HR DEPARTMENT WITH 15 SUBORDINATES AND 1,800 EMPLOYEES.

KEY FOCAL AREAS COMPRISED:

- HR organisational audits, policy development and -implementation
- HR training & organisation development
- Employee relations/ labour law
- Wages/ benefit administration

SIGNIFICANT ACHIEVEMENTS:

- Averted a potentially-devastating strike in the absence of my supervisor by exploiting a technical loophole that was embraced by union and senior management. A settlement was reached as a result.
- Secured final approval of ISO audit certification through HR policy and HR information system improvements I initiated and implemented. With this, I averted a threatening certification disqualification.

NAMIBIAN ECONOMIC POLICY RESEARCH UNIT (NEPRU)

1995 - 2000

RESEARCH ASSISTANT/ JUNIOR RESEARCHER, WINDHOEK

- PROVIDED RESEARCH SUPPORT ON ASSIGNED PROJECTS. FOCUSED ON:
 - EXECUTING PRIMARY AND SECONDARY RESEARCH ACTIVITIES.
 - WRITING OF RESEARCH REPORTS AND PRESENTING IT TO CLIENTS/ MEDIA.
 - FOCUSING ON LABOUR MARKET AND PUBLIC FINANCE ANALYSIS.

PUBLICATIONS:

- I PRODUCED A RESEARCH REPORT TITLED '*THE NAMIBIAN BUSINESS CLIMATE SURVEY: A SURVEY IN RELATION TO SADC*'; I SELECTED THE SURVEY SAMPLE, ANALYSED THE RESULTS, WROTE AND PRESENTED THE PAPER.
- I WROTE A PAPER ON '*THE STATE OF DECENTRALISATION IN THE FOUR COASTAL REGIONS OF NAMIBIA, AS A COMPONENT OF THE NAMIBIA COAST BIODIVERSITY CONSERVATION PROJECT (NACOMA)*'.

- SELECTED ARTICLES (OF MINE) PUBLISHED BY THE 'THE NAMIBIAN', A PROMINENT LOCAL DAILY NEWSPAPER ARE:
 - HUMAN RESOURCES DEVELOPMENT – A PRIORITY?
 - ONE NAMIBIA TWO NATIONS – INDIGENISATION
 - TRANSFORMATION – EVOLUTION NOT REVOLUTION
 - EDUCATION – THE POLICY-MAKING PREDICAMENT

LANGUAGE PROFICIENCY:

	SPEAK	WRITE	READ
• ENGLISH	GOOD	GOOD	GOOD
• AFRIKAANS	GOOD	GOOD	GOOD
• DAMARA/NAMA	FAIR	POOR	POOR

REFERENCES:

MR. EPSOM JOSSOP

COUNTRY MANAGER/ DIRECTOR
ADCON GROUP OF COMPANIES
TEL: +264 61 253990

MR. DAVID M. POKOLO

GROUP SENIOR MANAGER – HR
NOVANAM GROUP OF COMPANIES
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