

TO ALL MEDIA HOUSES
EMBARGO: For immediate release

12 April 2024

SUBJECT: RECRUITMENT FOR THE POSITION OF CHIEF EXECUTIVE OFFICER OF THE CENTRAL PROCUREMENT BOARD OF NAMIBIA

The Central Procurement Board of Namibia (CPBN) has taken note of an article that was published in one of the local daily newspapers, under the heading “*Cabinet rejects Itope for CPBN top position*”. CPBN condemns the allegations made in the article as it is a misrepresentation of facts and is purely malicious, with the intent to cast doubt on the integrity and the credibility of the recruitment process. This is further aimed causing harm to the image and reputation of the CPBN.

The position in question was advertised for the first time in the print media and on CPBN’s website on 21 April 2023. It is worth noting that the recruitment process was facilitated by an independent recruitment agency.

1. Interview Panel Composition

To ensure the effectiveness of the recruitment process, the Interview Panel consisted of five (5) members from a diverse background. Four of the panel members were CPBN Board members with a vast experience in legal and governance, engineering and supply chain management. In addition, these Board members are chairing the CPBN’s Board committees namely: Technical Committee, Audit and Risk Committee, Human Resources Committee and the Governance Board. For further diversification, the fifth member appointed to the panel is a well-respected

professional in the corporate industry with vast experience in finance and economics. It is worth noting that the panel composition was constituted and approved by CPBN Board.

In total, five candidates participated in the interview process, namely:

1. Mr. Idi Itope
2. Mr. Calvin Muniswaswa
3. Mr. Michael Humavindu
4. Mr. Audrin Mathe
5. Mr. Richwell Lukonga

2. Structure of the Interview Process

The recruitment process consisted of various phases namely:

a) Phase One

This phase consisted of Panel Interviews, contributing 55% weight towards the total score. The interview consisted of seven (7) structured questions, which were used to assess the candidates' competencies and abilities to successfully fulfil the role of a Chief Executive Officer (CEO).

b) Phase Two

This phase consisted of an Individual Presentation, contributing 25% weight towards the total score. The candidates were presented with a topic upon arrival at the interview venue and were given thirty (30) minutes to prepare and present their topics to the panel. The aim of the presentations were to assess candidates' competencies in terms of their exposure to organizational strategy as well as strategic direction.

3. Determination of the top three (3) candidates

The Panel Interview and the Individual Presentation scores were subsequently used to determine the top three candidates who progressed to the next phase of the recruitment process, which is the Psychometric Assessment. It is important to note that the aforesaid selection criteria were approved by the Interview Panel prior to the interviews. The top three

candidates after the Panel Interviews and the Individual Presentations were Messers Idi Itope, Calvin Muniswaswa and Michael Hamavindu. It is on this basis that the panel recommended that these candidates progress to the Psychometric Assessments in accordance with the approved selection criteria.

4. Psychometric Assessment

The last phase of the recruitment process consisted of the Psychometric Assessment contributing 20% weight towards the total score. Psychometric tests are indispensable tools in the recruitment of a CEO, offering objective assessment, predictive validity, insights into leadership potential, risk mitigation, assessment of cultural fit and facilitating data-driven decision-making.

5. The Successful Candidate

The table below reflects the cumulative points scored by each of the candidates after all three phases of the recruitment process. As presented below, it is evident that the candidate who emerged as the highest scoring candidate after all three phases of the recruitment process was Mr. Idi Itope. It should be noted that two of the candidates do not have scores for the Psychometric Assessment as they did not advance to that phase of the recruitment process.

| Total score/points achieved | Idi Itope | Calvin Muniswaswa | Michael Humavindu | Audrin Mathe | Richwell Lukonga |
|-----------------------------|-----------|-------------------|-------------------|--------------|------------------|
| Questions weighted 55%. | 34.57 | 34.89 | 33.94 | 32.06 | 29.86 |
| Presentation weighted 25% | 14.00 | 18.00 | 15.00 | 16.00 | 10.00 |

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|---|--------------|--------------|--------------|--------------|--------------|
| Psychometric weighted 20% | 14.55 | 7.27 | 9.09 | N/A | N/A |
| Total percentage achieved (weighted applied) | 63.12 | 60.16 | 58.03 | 48.06 | 39.86 |

Transparency and good corporate governance are fundamental principles that play a crucial role in ensuring a fair and effective recruitment process. Needless to state that the CPBN subscribes to these fundamental values. CPBN wishes to assure the public that the organisation will continue to uphold its commitment to ethical behaviour, fairness and accountability, laying the foundation for a high performing and inclusive workforce.

CPBN reject an attempt by those who has an interest in filling themselves as CEO or candidates who will advance their interest to taint, pollute, and bring into disrepute a credible recruitment process.

We remain faithful to the institution and the country at large. We shall always serve everyone in an honest and fair manner irrespective of the weight of the external forces.

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-Signed via email-