



At Bokomo Namibia, a joint venture between the Frans Indongo Group (Namibia) and PepsiCo Inc, you get the best of both worlds: an entrepreneur's mindset plus reach and resources through our worldwide network. Bring your unique perspective. Bring curiosity. Bring ingenuity, and drive. We'll give you a platform to be daring.

Employee Relations Manager

Be the Voice of Balance at Bokomo!

Bokomo Namibia is seeking an experienced and motivated **Employee Relations Manager** to strengthen our HR team. The successful candidate will play a pivotal role in creating a fair, inclusive, and productive workplace by managing employee relations, ensuring compliance with Namibian Labour Legislation, and fostering trust across the organization

Key Responsibilities

- Act as the primary contact for grievance, concerns and disputes.
- Lead impartial investigations into misconduct, harassment or policy breaches.
- Guide managers on performance management, disciplinary processes and terminations
- Represent the company in labour disputes and negotiations.
- Develop and implement employee relations policies that align with best practices.
- Collaborate with unions, management and external legal advisors to ensure compliance.

Who are you:

- Degree in Industrial Relations / Human Resources Management
- 5+ years relevant experience in Employee Relations / Labour Law or Industrial Relations Experience
- Solid knowledge of Namibian Labour Law and HR best practices
- Excellent communication & conflict resolution skills
- High integrity, discretion and emotional intelligence.

Be part of a team that values people and purpose

Closing date: 17 October 2025

Submit Your Application
hrrnamibia@bokomonamibia.com.na

