



Republic of Namibia



Namibian Correctional Service

Ministry of Home Affairs, Immigration, Safety and Security

Enquiries: SCCO JN Idipo
Tel No: (+264 81) 9546074
Fax No: (+264 61) 238469

Office of the Commissioner-General
Namibian Correctional Service
Private Bag 13281
Windhoek
Namibia

My Ref: 11/S.4/1/1/2

Your Ref:

TO : HEADS OF SUB-DEPARTMENTS
HEADS OF DIRECTORATES: CG'S OFFICE

FROM : RT HAMUNYELA 
A COMMISSIONER-GENERAL

DATE : 14 JULY 2026

SUBJECT : EXTERNAL RE-ADVERTISEMENT OF THE VACANT POSITIONS OF ASSISTANT COMMISSIONER (CLINICAL PSYCHOLOGIST) GRADE 5 AT OLUNO CORRECTIONAL FACILITY AND TWO (2) SENIOR SUPERINTENDENT (OCCUPATIONAL THERAPIST) GRADE 6 AT GOBABIS AND OLUNO CORRECTONAL FACILITIES RESPECTIVELY



The Namibian Correctional Service have one (1) vacant position of Assistant Commissioner (Clinical Psychology) Grade 5 at Oluno Correctional Facility and two (2) vacant positions of Senior Superintendent (Occupational Therapist) Grade 6 at Gobabis and Oluno Correctional Facilities.

You are hereby directed to place the attached advertisement at the notice board and forward to all the Regional Council Offices for the applicants who meet the requirements to apply. Applications should reach the Directorate: Human Resource Management, attention Deputy Commissioner Mary N Nfwambi before the closing date of 21 August 2026. (See attached advert)



Republic of Namibia



Namibian Correctional Service

Ministry of Home Affairs, Immigration, Safety and Security

DEPARTMENT: NAMIBIAN CORRECTIONAL SERVICE

EXTERNAL RE-ADVERTISEMENT VACANCIES

Post designation	: Assistant Commissioner (Clinical Psychologist) Grade 5
	: Mental Health Services
1 x Post	: Oluno Correctional Facility
Salary Scale	: N\$ 454 232 - 543 055
Salary Notch	: N\$ 454 232 per annum
Housing Allowance	: N\$ 17 424 per annum
Transport Allowance	: N\$ 10 512 per annum

Minimum Requirements:

- A Master's Degree (NQF Level 9) in Clinical Psychology from a recognized university.
- Valid registration with the Health Professions Council of Namibia (HPCNA) as a Clinical Psychologist.

Added Advantages:

- Local language proficiency.
- At least one year of working experience, post completion of internship.

Experience:

- Experience in counselling or therapeutic work with hard to serve or resistant clients.
- Relevant experience within a correctional or forensic environment will be considered an asset.

Key Activities:

- Conducting psychological assessments by choosing and employing appropriate psychological tests, instruments, interviews and procedures to assess cognitive, personality, relational functioning and neuro-psychological status of State President Decision patients and offenders with mental health conditions;
- Providing therapy and clinical interventions to State President Decision patients and offenders with mental health conditions and where appropriate their families in a manner consistent with accepted theories and procedures as prescribed by the Code of Ethics of Clinical Psychologists;
- Collaborating with other available members of the inter-disciplinary team in identifying and problem formulation, setting goals, implementing the selected intervention strategies and evaluation;

- Identifying and addressing the education, training and supervision needs of subordinates including rehabilitation coordinators, interns, and other professionals;
- Supporting and participating in research activities as a way of fostering professional growth and quality assurance;
- Providing advice and consulting with other officers and staff at correctional facilities on issues pertaining to the rehabilitation and reintegration of SPD patients and offenders with mental health conditions;
- Participating in the conceptualization, design, development, implementation, monitoring and evaluation of treatment protocols and rehabilitation interventions for SPDs and offenders with mental health conditions.

Knowledge:

The position requires specialized knowledge, training, aptitude and/or experience of the techniques, practices and procedures of clinical psychology with hard to service clients. The position also requires knowledge of psychopathology, psychometric assessment tools, motivational interviewing techniques, treatment delivery and evaluation, clinical and forensic report writing and interpretation as well research skills.

Skills and Abilities:

- Ability to write, present and communicate orally at high level;
- Ability to analyse, identify options and take appropriate action;
- Ability to negotiate and work effectively within an interdisciplinary team environment;
- Ability to problem-solve within the realities and safety/security considerations of the institutional setting;
- Ability to lead, manage, plan, control, coach, mentor and motivate subordinates and colleagues.

Personal Suitability:

- Ability to work under pressure
- Ability to deliver under resource-constrained conditions
- Respect
- Initiative/leadership
- Integrity/Discretion
- Result-orientation
- Teamwork/Adaptability
- Sensitivity to diversity
- Interpersonal relationship skills

NB: Although priority will be given to Namibian citizens, non-Namibians are encouraged to apply.

Closing Date: 21 August 2026

Applications must be submitted on form 156043 (Public Service Application form) obtainable from any Public Service Office/Ministry/Agency and must be accompanied by a comprehensive CV, confirmation of probation letter, certified copies of educational qualifications and other relevant documents.

Qualifications obtained from foreign institutions must be accompanied by an evaluation of Qualification letter from NQA. Applications should be forwarded to the Ministry of Home Affairs, Immigration, Safety and Security, Namibian Correctional Service, Private Bag 13281, Windhoek or hand delivered at Brendan Simbwaye Square, Goethe Street, Block B, 5-Floor Room 500.

NB: Applicants must not have visible tattoos on their bodies when wearing the Correctional Service uniform.

Applicants must note that security vetting and qualification verification will be conducted and that their appointment is subject to positive outcome of these checks. Successful candidate will be required to undergo job-specific trainings and basic correctional service training.

General enquiries can be addressed to: D/COMM AT Mwafufya: +264 81 954 6045 or D/COMM M Nfwambi: +264 81 954 6068.

Note: Only shortlisted candidates will be contacted.





Republic of Namibia



Namibian Correctional Service

Ministry of Home Affairs, Immigration, Safety and Security

DEPARTMENT: NAMIBIAN CORRECTIONAL SERVICE

EXTERNAL RE-ADVERTISEMENT VACANCIES

Post Designation	: Senior Superintendent (Occupational Therapist) Grade 6 Mental Health Officer
2 x Posts	: 1 x Oluno Correctional Facility : 1 x Gobabis Correctional Facility
Salary Scale	: N\$ 372 627 – 445 325
Salary Notch	: N\$ 372 627 per annum
Housing Allowance	: N\$ 17 424 per annum
Transport Allowance	: N\$ 10 512 per annum

Minimum Requirements:

- An Honours Degree (NQF Level 8) in Occupational Therapy from a recognized university.
- Valid registration or be registrable with the Health Professions Council of Namibia (HPCNA) as an Occupational Therapist.
- If registrable, applicants must be registered with the HPCNA as interns and have less than 3 months of internship training remaining.
- Applicants should have a good command of English, good communication and writing skills and be computer literate.

Experience:

- Experience in therapeutic work with hard to serve or resistant clients with mental health conditions, psychiatric patients or State President Decision (SPD) patients is an added advantage;
- Relevant experience within a correctional environment would be considered an asset;

Key Responsibilities include, but are not limited to;

- Providing guidance on the maintenance of a safe correctional environment sensitive to the psychological and physiological needs of SPD patients;
- Making diagnosis and implement treatment plans congruent with the impairment or functional limitation of SPD patients;
- Selecting appropriate assessment techniques for SPD patients;
- Recommending and implementing physical therapy solutions of care in collaboration with the SPD patient and the multidisciplinary team;
- Managing SPD patients through prevention, treatment and/or rehabilitative interventions;
Documenting all aspects of physical therapy care and develop a final rehabilitation plan for SPD patients post discharge;

*All official correspondence must be addressed to the Commissioner-General,
Namibian Correctional Service*

- Collaborating in the development, implementation and evaluation of rehabilitation services;
- Collaborating with external stakeholders in the provision of rehabilitation services to SPD patients and inmates with mental health conditions;
- Compiling reports on the progress of rehabilitation interventions for SPD patients and inmates with mental health conditions;
- Providing assistance and direction to the multidisciplinary team in the management of complex cases and initiate appropriate referrals;
- Participating in the identification of staff's training needs with regards to mental health and develop and implements strategies to respond to the identified training needs;

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Please complete and send a separate application for each post you applied for. Qualifications obtained from foreign institutions must be accompanied by an evaluation of Qualification letter from NQA.

Applications must be forwarded to the Ministry of Home Affairs, Immigration, Safety and Security, Namibian Correctional Service, Private Bag 13281, Windhoek or hand delivered at the Namibian Correctional Service Headquarters: Brendan Simbwaye Square, Goethe Street, Block B, 5th floor, Room 500.

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