



Electoral Commission of Namibia

Elections House
67-71 Van Rhijn Street
Windhoek North
Private Bag 13352
WINDHOEK
NAMIBIA

Telephone: 264-61-376200
Fax: 264-61-237618
WINDHOEK
www.ecn.na

MEDIA RELEASE (For Immediate Release)

22nd July 2020

PUBLIC INFORMATION REGARDING ECN ONLINE RECRUITMENT PROCESS FOR TEMPORARY VACANCIES FOR THE UPCOMING 2020 REGIONAL COUNCIL AND LOCAL AUTHORITY ELECTIONS

The Electoral Commission of Namibia (ECN) is currently preparing for the conduct of the 2020 Regional Councils and Local Authorities election as the body mandated to organize, direct, supervise, manage and control the conduct of all elections and referenda in a free, fair, independent, credible, transparent and impartial manner.

The mandate to conduct Regional Councils and Local Authority elections emanates from the Namibian Constitution complimented by the Electoral Act. This constitutional injunction is given greater content in the Regional Councils Act (No. 22 of 1992) and the Local Authority Councils Act (No. 23 of 1992) respectively.

As part of preparations for the forthcoming Supplementary Registration of Voters (SRV) process, the ECN has commenced with the recruitment process of mainly unemployed youth to perform certain functions during the SRV scheduled for 07th – 15th September 2020, in line with the 2020 Electoral Calendar.

For this recruitment exercise, the ECN has opted for an online recruitment process which is based on the ECN's Strategy to mitigate the impact of COVID-19 during the pre-/electoral and post-electoral phases of the said elections. The ECN's COVID-19 Mitigation Strategy was developed as an additional layer of protection reinforcing the national regulations to safeguard all those who will participate in the various activities relating to the said elections against possible COVID-19 infections. In this regard, the ECN

All official correspondence must be addressed to the Chief Electoral and Referenda Officer
Members of the Electoral Commission: Adv. Notemba Tjipueja (Chairperson)
Mr. Ulrich Freyer, Mrs. Elsie Nghikembua, Mr. Gerson Tjihenuna and Mr. Evaristus Evaristus

strategy is aligned with the health and hygiene precautions issued by the authorities, which every citizen is required to abide by.

In this specific instance the online recruitment approach helps to avoid or reduce contact with contaminated surfaces and objects through the handling of thousands and thousands of application forms sent from all across the country to the ECN Head Office. The physical handling of application forms presents a clear public health risk based on the health literacy provided by authorities, hence the new measures. In this connection, candidates shortlisted for the positions of Regional Coordinators, Assistant Coordinators and Supervisor of Registration/Returning Officers will be interviewed via a virtual platform as opposed to physical in-person interactions, in line with our COVID-19 Mitigation Strategy.

In addition, the introduction of the online application platform is an opportunity to strengthen our internal processes by creating a cutting-edge virtual hiring solution in order to seamlessly manage the recruitment process by making it more manageable as well as ensuring integrity.

Furthermore, the SRV exercise creates around **6,000** temporary vacancies and the polling process approximately **13,000** temporary positions. As of today, **22nd July 2020**, no less than **69,000** applications have already been received through the online platform from across the country. With six (6) days to go before the closing date, the number of applications received exceed the total number of physical applications received for the 2019 SRV which was around **53 000** applications. It is highly likely that multiple applications have been submitted by the same persons for various local authorities and constituencies with a view to increase the chances of success. The online application system will distinguish multiple entries from the same applicant.

The ECN is cognizant of the fact that a significant number of online applications would come from people in mainly urban centers who enjoy greater access to the modern technologies and the internet. In this regard, the ECN is fully aware of the digital divide and how this impact the chances of unemployed young Namibians living outside the mainstream. The ECN will take into account these realities and challenges during the final phase of the recruitment process to ensure that the outcome is not only representative, but also reflective of the socio-economic and demographic dynamics of all our regions. While the focus remains on giving opportunities to unemployed young Namibians, the ECN's recruitment process must also ensure that gender balance is considered, and that people with disabilities are included as well as persons from marginalized communities.

Additionally, due to public demand, the ECN has reconsidered its decision and decided to relax the requirements for drivers' license for **ONLY** the registration/polling officials and Team Leader/Presiding Officer positions.


22.07.2020

Finally, the ECN applaud the commendable efforts by authorities to curb the further spread of the coronavirus (COVID-19) and will implement its COVID-19 Mitigation Strategy fully during the forthcoming electoral processes to support the Ministry of Health and Social Services to enforce compliance with the National Regulations under the State of Emergency of the Government of the Republic of Namibia.

Interested persons may apply for testimonials by emailing to: testimonials@ecn.na

NB: Only load required documents in individual batches NOT exceeding 2MB. Applicants are further advised to apply from locations with a stable internet connection.

Issued by:



Theo Mufson

Chief Electoral & Referenda Officer

Office of the Chief Electoral Officer

Tel: +264 61 376 224 / Fax: +264 61 237 618

Email: info@ecn.na / web: www.ecn.na