

RA NEWSLETTER 2023

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RA LAUNCHES ITS 5-YEAR STRATEGIC PLAN



"I am delighted that the RA's strategic plan sets out progressive practical performance targets, which will hopefully be met over the next five years. Moreover, it is important for an organization to have a strategy in place, to give it a defined approach towards achieving its goals and objectives" noted Honourable Mutorwa. Minister Mutorwa also reiterated the RA's role towards the development of Namibia's socio economic development and growth.

RA's Chief Executive Officer, Mr Conrad Lutombi presented the strategy, which in brief outlined the implementation plan:

The CEO highlighted the RA's strategic map which is based on four pillars, namely, Stakeholder Value, Quality Roads, Organizational Capacity and Financial Optimization.

Mr Lutombi also touched on the organizations strategic focus for the next five years, summarized as follows:

- To upgrade 700 km of road to bitumen standards.
- To construct 215 km of road to gravel standards.
- To rehabilitate 410 km of bitumen road and 9 Bridges
- To reseal (preservation) 715 km of bitumen road.
- To re-gravel (preservation) 5367 km of gravel road.
- To contain the percentage of surfaced roads that are in an unacceptable condition at 10%.
- To contain the percentage of gravel roads that are in an unacceptable condition at 40%.
- To ensure that 99.50% of heavy vehicles are within the weight tolerance level.
- To enhance NatIS service delivery to 85% customer satisfaction.

On the 17th of May 2023, the RA launched its 5-year Integrated Strategic Business Plan (ISBP), which sets out the organizations strategic direction for the next five years (2022/23-2026/27).

The launch, which was attended by various stakeholders and RA staff members, took place at the Namibian Institute of Public Administration and Management (NIPAM), Windhoek. Honourable John Mutorwa, Minister of Works and Transport was the keynote speaker at the launch.

In his keynote speech, Honourable Mutorwa expressed delight in launching the RA's strategic Plan, saying that it was pleasing to note that the plan was aligned to the country's strategic policies, notably Namibia's Vision 2030, the 5th (fifth) National Development Plan (NDP5) and the Harambee Prosperity Plan (HPP).



RA LAUNCHES ITS 5-YEAR STRATEGIC PLAN (CONTINUES)

As presented, the plan also includes completion of the ongoing major road projects such as the following:

- Windhoek-Okahandja dual carriageway
- Swakopmund-Henties Bay-Uis-Khorixas- Kamanjab Road
- Swakopmund-Walvis Bay (behind the Dunes) road
- Windhoek-Hosea Kutako International Airport road, and
- Gobabis-Aminuis-Aranos road

The projected budget cost for the execution of the strategic objectives during the next five years is estimated to be around N\$15 billion. This budget will be funded by the Road Fund Administration (RFA), the Government of the Republic of Namibia (GRN) and also through Loans and Grants from development partners.

The Chairperson of the RA Board, Ms Lily Brandt, gave welcoming remarks, where she affirmed the RA's commitment to achieving

Namibia's quest to have well-functioning high-quality transport infrastructure, saying that "to attain our ambition to becoming a logistics hub, there is a need to unlock the full potential of economic corridors, construction of new roads while upgrading others to bitumen standards in order to ensure the efficient flow of goods".

Ms Brandt summarized the RA's strategic goals for the next five years as encompassing of maintenance of good corporate governance, enhancing innovation, creating a high performance culture, enhancing financial optimization, ensuring availability of the core infrastructure and services, managing traffic and transport operations, availing and preserving Namibia's national road network and ensuring stakeholder satisfaction.



The Board Chairperson encouraged RA staff to live the values of the organization in order to achieve the goals set out in the strategic plan. She also gave assurance of the Board's endeavors to sustain good working relationships with stakeholders in order to enhance synergies in the realization of Namibia's Vision 2030.



UGANDAN DELEGATION VISITS NAMIBIA FOR BENCHMARKING PURPOSES

A delegation from the Ugandan National Roads Authority and Ministry of Works and Transport of Uganda, visited Namibia from 4th to 7th of June 2023, for a benchmarking exercise on road infrastructure development and sharing of best practices with the Roads Authority (RA).

The delegation visited Namibia upon recommendation from their appointed Consultant on road infrastructure development for benchmarking on best practices, as part of a project called the Road Sector Development Plan, Phase 3-4, a ten-year plan funded by the Development Bank (DB) for planning road projects in Uganda. The visiting team comprised of the following officials; Mr Davis Muhwezi-Contract Manager/Team Leader; Mr Usama Kayima, Engineer-Principal-Executive Engineer; Mr Herbert Katoroogo, Principal Monitoring & Evaluation Officer; Mr Enos Baluku, Transport Planner and Ms Yvonne Mukuru Keinembabazi, Transport Economist.

According to the team leader, Mr Muhwezi, Uganda has over 150,000 kilometers (one hundred and fifty thousand) of roads, which the country is in the process of developing over the next 10 years. Mr Muhwezi explained that Uganda is currently facing challenges with mismatched planning functions and implementations, thus the need for the benchmarking exercise, to try and learn from other countries, particularly Namibia and Kenya with a view to plan and implement better. He added that their consultant is expected to give them recommendations in terms of what to prioritize and also to provide guidance on the correct intervention measures.

The visiting team was welcomed by the Executive Officer of Transportation, Mr Sidney Boois. In his welcoming statement, Mr Boois thanked the Ugandan team for considering Namibia for its benchmarking. He said Namibia appreciated the recognition by its continental counterparts and further emphasized that as much as Namibia has the best roads on the continent, RA values this engagement and hoped that both teams can learn from each other during the planned programme and sessions.

Officials from the Engineering Unit, Transportation, and the Office of the CEO, attended the meeting and made presentations on their divisional functions and operations.



The presentations are available on request from the respective divisional representatives mentioned below:

- **Introduction of the RA's mandate video:** available from Corporate Communication
- **Presentation on Overloading control:** Mr Richard Milinga, Divisional Head: Transport Inspectorate
- **Presentation on Network Planning:** Mr Oshoveli Hiveluah, Divisional Manager: Network Planning
- **Presentation on Network Development:** Mr Harley Simasiku, Engineering Manager: Network Development
- **Presentation on Network Maintenance:** Mr Silas Mbulu, Engineering Technician
- **Presentation on Asset Management:** Ms Sophie Tekie, Divisional Manager: Road Management System
- **Presentation on Road Management System:** Mr Ferguson Pause, Engineering Manager: Road Management System.



COMPLETION AND OPENING OF THE ACCESS ROAD TO PROSPERITA INDUSTRIAL AREA, WINDHOEK

As part of the upgrade to dual carriageway of the Windhoek to Hosea Kutako International Airport Road project, the RA has constructed access roads to residential and industrial areas passing through this road.

These roads are constructed to provide access to areas along the freeway that previously had access to the Western bypass. This includes the recently opened access to Prosperity Industrial area, through Auas interchange.

Briefing the media at the opening of the access to Prosperity industrial area, the Chief Executive Officer of the RA, Mr Conrad Lutombi explained that the opening of this access will bring relief to the residents of Cimbebasia and businesses around Prosperita who have, for some time, been complaining about traffic congestion along Michelle Mclean and Auas Roads. However, with this opening, both Residents of Cimbebasia and businesses in and around Prosperita will now enjoy quicker mobility in terms of movement to their houses, workplaces and accessing businesses at Prosperita.

In addition, RA also received a lot of complaints about traffic congestion on the Auas interchange, which are attributed to the fact that the dual carriageway between Safari Hotel and Truck Port (Auasweg road) converges into a one way, which creates huge congestion. Mr Lutombi indicated that the RA has engaged the City of Windhoek to consider construction of a dual carriageway in this area to connect to the Auas dual carriageway. However, the materialization of this plan will depend on the City of Windhoek.

In addition to the access to Prosperita, RA has also completed construction of the access road to the University of Namibia as well as another access to the Windhoek Country Club. The RA is also in the process of constructing accesses to River Crossing Lodge and to AVIS residential area.



THE UPGRADING TO DUAL CARRIAGEWAY OF TR9/1 (WINDHOEK - HOSEA KUTAKO INTERNATIONAL AIRPORT) TO DUAL CARRIAGEWAY STANDARDS COMMENCED IN 2016.

This project is being carried out in phases. **Phase 1** starts at Sam Nujoma-Western Bypass to Auasblick. Phase 1A also includes construction of a 4.4 km carriageway connecting Windhoek to the Rehoboth Police Road Block, which once completed, will divert traffic from Windhoek to Rehoboth.

Phase 2A, is 21.5 km commences at Auasblick to Dordabis Interchange and **Phase 2B** from Dordabis Interchange to Hosea Kutako International Airport.

Construction work is progressing well on all the phases with Phase 1 expected to be completed in September 2023 and Phase 2 A in September 2023. While Phase 2 B is expected to be completed by September 2024.



RA OPENS ACCESS LINK FROM WINDHOEK TO REHOBOTH VIA THE SOUTHERN LINK

The Roads Authority (RA) has opened to traffic a newly completed access link from Windhoek to Rehoboth (Southern-link to the Rehoboth Police Roadblock) during a media briefing held on Friday, 12 August 2023. This access link forms part of the construction of Phase 1 of the Windhoek to Hosea Kutako Airport road project.

Briefing the media, RA's Chief Executive Officer, Mr. Conrad Lutombi, highlighted that this newly opened access link, will enable traffic from Okahandja to Rehoboth using the Freeway, to now connect through this Southern link to the Rehoboth Police Block and onwards to Rehoboth, without passing through Windhoek.

Additionally, the Gobabis Interchange, through which the link is provided, is designed as a modern systems interchange and a vital traffic distribution link that is aimed at alleviating traffic congestion in key areas of the City leading to suburbs of Cimbebasia, Kleine Kuppe, Auasblick and surrounding businesses. Therefore, by

extending the road link to the southern side, behind Cimbebasia and Prosperita, towards Rehoboth, the Roads Authority aims to ease traffic flow and decongest the Auas road (between Safari Court Hotel and Cimbebasia) during peak hours, the CEO noted.

Ultimately, the full functionality of Phase 1 of the Windhoek – Hosea Kutako Airport freeway system will optimize business transportation operations, which is critical to the efficiency and effectiveness of a north-to-south and an east-to-west system link that ensures high transport mobility, that is necessary for well-organized transportation in and around the Capital City, while also providing a link to all major trunk roads for traffic to and from the City. This project therefore carries economic significance.

Lastly, it is worth noting that this Phase is also part of a broader vision for the Windhoek to Rehoboth upgrade to freeway standards, aimed at bolstering road safety measures and facilitate smoother traffic flow, the CEO concluded.



RA HOSTS 42ND ASANRA BOARD AND COMMITTEE MEETINGS

The Roads Authority (RA) hosted the 42nd Association of Southern Africa National Road Agencies (ASANRA) Board and Committee Meetings in May this year in Swakopmund.

"ASANRA was established to deal with issues of Road network management and financing, Road building materials and Design standards, Construction and maintenance, Research and development, Technology Transfer and Capacity Building and road safety," Engineer Elias Paulo, President of ASANRA and Director-General of Mozambique National Roads Administration said during the official opening ceremony. *"These are the areas that adversely affect the efficiency and effectiveness of our road network if not properly dealt with,"* Engineer Paulo noted.

"Since its establishment, ASANRA has made commendable strides in the areas of harmonising standards, systems and procedures through preparation of guidelines and advocating for adoption of good asset management practices among Member States in line with the SADC Protocol on Transport, Communication and Meteorology. The Association established the Regional Technology Transfer and Capacity Building Programme with the objective of developing and sustaining active technology activities through effective Technology (T2) centres and providing professional and technical capacity in the Region," he added.

One of the objectives of ASANRA is to enhance regional policy coordination and road transport systems integration with the key objectives of improving intra-regional road transport efficiency, lowering transport cost and time saving.

Speaking at the same occasion, Mr Conrad Lutombi, RA CEO stated that Namibia has been a member of ASANRA since its inception and to date, Namibia has benefitted from the strong regional integration in the following areas:

- Harmonised Transport Hub which has created free flow of traffic, goods and people and has boosted the local economy.
- Networking and knowledge sharing with local, Regional and International organisations in order to remain relevant with regional developments.
- Implementing best practices, Namibia does not have to reinvent the wheel. This has also facilitated the required training and capacity building.

Mr Lutombi further remarked that the RA has spearheaded the preparation of Guidelines for further Development of Material Inventory Task Force under the Materials and Design Standards Committee. After the guidelines were completed, ASANRA resolved to adopt the RA's Materials Manual to give the SADC region guidelines for materials that has evidently contributed to the best (quality) roads in Africa. "The RA has greatly benefited from this project through recognition of its efforts for continuous development and maintenance of the best roads in Africa. The implementation of the RA Materials Manual by ASANRA member states confirms that Namibia strives to ensure internationally accepted testing methods and best practice and is at the forefront of best practices in the region," Mr Lutombi proudly stated.

The Board and Committee meetings were attended by 30 delegates from 9 member countries namely Angola, Malawi, Tanzania, South Africa, Zambia, Zimbabwe, Botswana, Mozambique and the host Namibia.

After the meetings were concluded, delegates were taken on site visits of the ongoing road projects, sight-seeing, quad biking and camel rides to experience some of Namibia's tourists' attractions in the Erongo region.



ROADS AUTHORITY MAKES WAVES AT THE ANNUAL SOE GAMES



The RA made its debut appearance at the Annual State Owned Enterprises Games that were held in Rietfontein from 31 May-04 June 2023.

The RA participated in football, netball, volleyball, tug of war, relay and the 10km race. The RA teams all performed well and were eliminated in the quarter and semifinals. However, our soccer team made it to the finals and narrowly missed out on clinching gold medals after a penalty shoot-out against the NBC, and ended second with silver medals.

In recognition and appreciation of their efforts to promote the RA Brand as members of the RA Sports Teams and due to their impressive performance at the SOE games, the RA sports team members were bestowed the honor of being RA Brand Ambassadors for 2023.

The teams received their certificates from Mr. Conrad Lutombi, RA CEO at a CEO Briefing Session that was held on Friday, 21 July 2023 in Windhoek



ROADS AUTHORITY MAKES WAVES AT THE ANNUAL SOE GAMES (CONTINUES)



ROADS AUTHORITY MAKES WAVES AT THE ANNUAL SOE GAMES (CONTINUES)



KNOW YOUR COLLEAGUES:

INTERN SPECIAL

In yet another edition focusing on Interns, RA interns from the ICT Sub Division share their experiences with the organization and their personal aspirations.

1. Can you briefly tell us about yourself, who is Hilya Ithindi?

I am Hilya Ithindi, a graduate from the University of Science and Technology. I graduated with a Bachelor's Degree in Computer Science, majoring in Systems Administration and an Honors Degree in Digital Forensics.

I come from a village around the Omuthiya area in the Oshikoto Region. Growing up, society made us believe that some careers (e.g. Doctors, Nursing, Teaching, Police, etc.) were the only career options we had available. Therefore, I always wanted to become a doctor or nurse. IT was never part of my plans. But as the saying goes, Life is what happens when you are busy making other plans. I found myself registering for Computer Science at University and ended up enjoying it.

2. When did you start your internship with the RA and what are your responsibilities?

I started my internship with RA on the 20th of February 2023.

My key responsibilities include:

- **Helpdesk support:** assisting users via telephone, email or in person and providing timely and effective technical support.
- **Troubleshooting:** responding to incoming support requests from users, identifying and diagnosing technical issues.
- **Remote Assistance:** utilizing remote desktop tools or remote access software to provide assistance and troubleshoot issues on user's computers remotely.
- **Hardware and software maintenance:** assisting with installation, configuration and maintenance of computer hardware, peripherals and software applications.
- **IT Asset Management:** assisting with inventory management, including tracking and maintaining records of hardware and software assets.

3. What do you expect to gain from your internship with the RA?

Hands-on Experience: I am striving to gain practical, hands-on experience by actively participating in IT projects, tasks, and assignments.

Develop Problem-Solving Abilities: I am practicing daily on how to develop strong problem-solving and critical



ICT INTERN: HILYA ITHINDI

thinking skills. This requires us being able to analyze issues, identify root causes, and propose effective solutions. It also involves seeking for opportunities to solve technical challenges and learn from the RA IT team.

Improve Communication Skills: I recognize the importance of effective communication in the IT field. Thus I aim to improve my ability to convey technical concepts to both technical and non-technical individuals. Practice active listening, clarity in written and verbal communication, and the ability to translate complex technical jargon into understandable language.

HILYA ITHINDI (CONTINUES)

Follow Best Practices and Security Protocols: I wish to develop an understanding of best practices in IT, including data security, privacy, and compliance. Adhere to the organization's IT policies and protocols, ensure the confidentiality, integrity, and availability of information systems and data.

4. What are some of the learning opportunities you are exposed too during your time with RA?

As an IT intern, there are various learning opportunities available to expand my knowledge and skills in the field of IT, such as the following.

- **On-the-Job Training:** Gain hands-on experience by working closely with the RA IT team on ongoing and new projects as well as day to day operations.
- **Shadowing:** Observing the RA IT team in their day-to-day tasks and projects, which gives me the opportunity to gain valuable insights into their problem-solving approaches, communication with users, and overall IT operations.
- **Mentorship:** I have the opportunity to seek guidance from seasoned IT professionals who can provide advice, answer questions, and offer career guidance. The IT team is always happy to share their experiences, help me navigate challenges, and provide valuable insights into the industry.
- **Soft Skills Development:** I have come to recognize the importance of soft skills in IT. While interacting with end users and carrying out tasks I am able to enhance my communication, problem-solving, and critical thinking skills, as well as your ability to work in a team and manage time effectively.

5. What are some of the career opportunities in your field that others can persue?

Some potential career paths for systems administration majors include but not limited to the following:

- **Systems Administrator:** This is the most direct and common career path for systems administration majors.
- **Network Administrator:** Network administrators focus specifically on managing and maintaining computer networks within an organization.
- **Cloud Administrator:** With the increasing popularity of cloud computing, there is a growing demand for professionals who

can manage and administer cloud-based systems.

- **DevOps Engineer:** DevOps (Development and Operations) is an approach that emphasizes collaboration between development teams and operations teams to enable faster and more reliable software development and deployment. DevOps engineers bridge the gap between software development and systems administration.
- **IT Consultant:** As an IT consultant, you would provide expert advice and guidance to organizations on their IT infrastructure and systems.
- **IT Project Manager:** With experience and additional project management skills, you could transition into an IT project management role. As an IT project manager, you would be responsible for planning, executing, and managing IT projects, coordinating resources, ensuring project success within budget and timelines, and communicating with stakeholders.

6. What are your hopes for the future?

I want to inspire fellow females to pursue careers in IT. There are various career paths within IT which one can branch into. In today's modern world, the IT Industry is constantly evolving and most, if not all business processes are highly dependent on IT and it would be an added advantage to have a strong foundation of computing basics.

I hope to see more young people come together and educate the youth about the benefits of pursuing a career in IT, especially in schools through motivational speakers as well as events such as career fairs.

7. Do you have any advice to other interns wishing to intern at the RA?

Yes! I would advise them to be proactive and eager to learn: To try as much as possible to take the initiative to ask questions, seek opportunities to contribute, and show enthusiasm for expanding thier knowledge and skills.

- **Communicate effectively:** Develop strong communication skills, both verbal and written. Clearly articulate your ideas, actively listen to others, and be open to feedback. Good communication is crucial in IT roles, as you'll often need to explain technical concepts to non-technical individuals.
- **Document your work:** Keep a record of the projects you work on, the tasks you complete, and the skills you acquire. This documentation will serve as a valuable resource for future reference and can be included in your portfolio or resume.
- **Show professionalism:** Arrive on time, dress appropriately, and maintain a positive attitude. Be respectful, reliable, and demonstrate a strong work ethic. Professionalism is highly valued in the IT industry and can significantly impact your reputation.
- **Seek feedback and learn from it:** Actively seek feedback from your supervisor and colleagues. Embrace constructive criticism as an opportunity for growth and improvement. Incorporate the feedback you receive into your work to continually enhance your skills.
- **Embrace challenges:** Don't shy away from difficult tasks or projects. Embrace them as learning opportunities and push yourself beyond your comfort zone. Overcoming challenges will help you grow both personally and professionally.



INTERN SPECIAL ENGELA ENGELBRECHT

1. Can you briefly tell us about yourself, who is Engela Engelbrecht?

I am a small town girl from the quiet streets of Mariental in the Hardap Region. I have recently graduated in Computer Science majoring in Systems Administration, from the esteemed Namibia University of Science and Technology (NUST). If I am being honest, this was not my first, second or third choice back when I matriculated, however, looking back I am grateful for where I am today. Growing up, I was not exposed to many career options and computer science seemed too far out of my reach. A supporting family, many good Samaritans and countless words of encouragement and prayers led me to where I stand today. Eventually pivoting from a career in engineering, I found my clan in the computing click of NUST.

2. What are your hopes for the future?

As a young aspiring IT professional, I wish to see more young individuals from my own community in the south, join the IT profession. I hope to inspire others coming from my community to pursue what they are passionate about, despite challenges that may be discouraging. I value equality, fairness, and opportunities for everyone, regardless of their gender, race, or background. I dream of working for organizations that prioritize diversity, foster inclusivity, and create a sense of belonging for all employees. I am happy to report that I was lucky enough to be a part of an organization with values that I could learn from during my time here at RA.



ICT INTERN: ENGELA ENGELBRECHT