

Hiring Namibia employees is the most important factor for your company's success. Your employees are your most important capital, and they'll ensure your business runs every day while you handle leadership tasks. As a result, you must know how to hire Namibia employees and recruit top talent for your open positions.

Globalization Partners can help you make the most of the hiring process through Namibia hiring outsourcing. Instead of you recruiting your own employees, we'll find the right people for your team and onboard them. Since we use our existing subsidiary, we can save you time and worries about Namibia employment compliance.

How to Hire Namibia Employees

Namibia allows both fixed- and indefinite-term contracts, but they must be written in the local language. Although you can include any terms applicable to the employment, we recommend including compensation, benefits, termination requirements, and any other terms related to your company. Always include salary and compensation amounts in Namibian dollars to avoid confusion.

Knowing the right business etiquette can help you learn how to hire Namibia employees with respect. For example, male Namibian colleagues often greet each other with an African handshake, while women usually greet each other with words. When you enter a room for a meeting, you should greet everyone in the room and arrive on time. Namibians use an indirect communication style and may be offended if you use a confrontational tone when discussing business.

Namibia Employment Compliance Laws

Namibia's employment compliance laws include regulations related to working hours. Employees typically shouldn't work more than 45 hours a week or 10 hours of overtime each week. Keep in mind that after hiring an employee, you must complete a registration form so that the employee can receive an Income Tax Number and begin to get paid.

Although there aren't many collective bargaining agreements (CBAs) or trade unions in Namibia, you should always check for one before drafting an employment contract. These agreements can have different Namibia employment compliance laws that may go beyond the scope of what you have in your contract.

How Can You Onboard Employees Successfully?

Onboarding employees is a vital part of the hiring process. When employees go through a successful onboarding process, they feel ready to tackle their job and confident in your company. We recommend reviewing the employment contract with employees and having them sign it once they agree to the terms. Then, employees can begin training for their position and learn more about your company's processes and goals.

Benefits of Namibia Hiring Outsourcing

If you don't have the time or knowledge to hire Namibia employees, you can benefit from Namibia hiring outsourcing. Globalization Partners can hire employees through our Namibia PEO, then assign those employees to work for your company. We'll make sure every employee has a positive hiring experience and the skills to be productive right away.

Globalization Partners Is on Your Team

Globalization Partners will act as an extension of your team throughout your expansion. [Contact us today](#) to learn more about Namibia hiring outsourcing and our other services.