

ECA DELEGATION HOLDS MEETINGS WITH GOVERNMENT AND PFDJ OFFICIALS

The delegation of the UN Economic Commission for Africa (ECA), led by Mr. Claver Gatete, Executive Secretary of the Commission, held extensive discussions with various Government and PFDJ officials on 27 and 28 August.

During its meetings with Mr. Hagos Gebrehiwet, Head of Economic Affairs of the PFDJ; Dr. Gergis Teklemichael, Minister of Finance and National Development; and Mr. Arefaine Berhe, Minister of Agriculture, the ECA delegation focused on mutual cooperation regarding Eritrea's priority development programs.

Briefing the delegation, Mr. Hagos Gebrehiwet stated that Eritrea is working on development programs with the objective of ensuring social justice. He

also expressed a willingness to work in collaboration with the Commission on priority development sectors.

In the meeting with the Minister of Finance and National Development, Mr. Claver Gatete conveyed the Commission's readiness to enhance human resources development and implement tangible programs in various developmental sectors, particularly in the energy and renewable energy sectors.

At the Ministry of Agriculture, Minister Arefaine Berhe highlighted Eritrea's motto, "Ensuring Nutritious Food for All and Everywhere," and emphasized that the country is working on strategic plans centered on farmers. Minister Arefaine also expressed a commitment to transform these

plans into large-scale industrial outputs in collaboration with the Commission.

The ECA delegation expressed its readiness to adopt development programs that align with Eritrea's priorities and to share Eritrea's experience in water and soil conservation with other countries.

During its second round of meetings, the delegation met and held discussions with Mr. Nesredin Mohammed-Saleh, Minister of Trade and Industry; Mr. Tesfay Gebreselasie, Minister of Land, Water, and Environment; and Mr. Alem Kibreab, Director General of Mining Department in the Ministry of Energy and Mines.

Briefing the delegation, Minister Nesredin highlighted that although Eritrea has vast resources, it has not yet achieved significant export opportunities. He also expressed



SILVER JUBILEE ANNIVERSARY OF ERITREAN COMMUNITY IN WIESBADEN

The Eritrean community in Wiesbaden and its environs, Germany, celebrated the Silver Jubilee anniversary of its establishment on 24 August.

At the celebratory event, which was attended by Mr. Kibreab Tekeste, Eritrea's Consul General in Frankfurt, Mr. Simon Yakob, chairman of the Eritrean community, provided an extensive briefing on the objectives of establishing the community and its journey over the past 25 years.

The occasion featured a photo exhibition, as well as cultural and artistic programs.

Mr. Kibreab Tekeste,

highlighting the significant contribution of Eritrean communities in various countries in upholding national culture, values, and identity, and in passing them on to the younger generation, called on every citizen to join the community

and play their part in national affairs.

Mr. Yohannes Russom, chairman of the Eritrean communities in Germany, and Ms. Leul Tewolde, head of the National Union of Eritrean



Women branch, delivered messages of solidarity.

The event was also attended by foreign nationals residing in Wiesbaden, and certificates were handed out to students who completed their secondary school education and those who took mother language training.

According to document, there are about 32 Eritrean communities in various cities across Germany.

readiness to work in collaboration with Commission in developing processed products.

Minister Tesfay Gebreselasie provided an extensive briefing to the delegation, noting that while many countries are facing severe challenges due to climate change, Eritrea has made exemplary achievements by constructing strategic dams. He expressed readiness to collaborate with the Commission on proper waste and water management, as well as human resource development.

Mr. Alem Kibreab mentioned that the primary challenge in Africa, particularly in the Horn of Africa, is energy supply. He noted that Eritrea is addressing this challenge by developing renewable and geothermal energy sources.

Mr. Claver Gatete, Executive Secretary of the Commission, stated that implementing development programs through loans from regional and global financial institutions is contributing to increased poverty in many African countries. He praised Eritrea's achievements in priority sectors, including solar, geothermal, and wind energy, agriculture, trade, and statistics, through the mobilization of its resources and human capacity, suggesting it could serve as a model for other African countries.

The ECA delegation also visited various developmental sites in the Southern Region including the Gergera Dam and its associated infrastructure, as well as the solar power system and agricultural activities in the area.

OPINION

Traditional Eritrean Dances

Simon Weldemichael

Two weeks have passed since the national festival 2024 ended with a fervent closing. I frequently visited the qushet zobatat area to meet and see the dance groups from each region, which include all nine ethnic groups. The beautiful sound of traditional drums was still vibrating in my ears, and the feeling of all the people watching the dancers pushing around me was worthwhile. I curiously observed every movement, and whenever they opened the floor for the public, I joined in and tried to replicate their dance moves. Listening to traditional Eritrean beats and watching their dances energizes the soul. The young dancers, adorned with traditional attire, let the music flow through their bodies, mixing the movement patterns of their own dances with the instruments to create a very authentic way of dancing. Everything is authentic and showcases the purity and beauty of Eritrean cultures and traditions.

In the previous editions of Hadas Ertra, I read an article by Efriem Habtetsion, a columnist for art and culture. He conducted an extensive interview with Kahsay Gebrehiwet, an Eritrean dance trainer and researcher. Kahsay Gebrehiwet explained that Eritrea



has a rich cultural heritage of dancing, and according to a study, there are over 300 different dance moves in the nine ethnic groups of Eritrea. Following independence, Eritrea saw the formation of various dance groups at national, regional, and sub-regional levels, which have significantly contributed to the preservation of the culture and advancement of dancing across all ethnic groups. Culturally repressive colonization not only resists and survives many traditional features, but also transforms and readjusts them to new and emerging circumstances. The cultural and dancing groups that emerged before and after Eritrea's independence played a significant role in the revival and regeneration of authentic versions of traditional dances.

Traditional dances, particularly

those performed in distinct ceremonies, have many functions. They create and enhance a sense of community. The continuity and intensity of the rituals, may it be marriage, prayer, or cultural festival, leaves one utterly elated. The traditional dance of Eritrean society is profoundly moving. These ceremonies also serve as a means of transmitting traditions. They are learning experiences. Eritrea's traditional society utilizes dance as a practical means of communication, serving various purposes. We can assert that dance does not exist solely for artistic purposes. Apart from theatrical scenery, traditional dances of Eritrean society have sociological, historical, and religious functions. Each ethnic group of Eritrea has its own unique dances used for a variety of social and cultural

purposes.

Throughout history, dance has held a significant place in the social structure of Eritrean society. Dance is most commonly defined as a way of expressing oneself through movement. However, dance cannot be reduced to mere movement. Dance always bears a specific meaning. For example, in almost all ethnic groups in Eritrea, a man turns a woman under his arm in a particular dance. This body movement conveys a broader cultural meaning: it's a sign of male servility to a woman, which signifies the role and position of women in society. A male dancer typically wields a sword and stick, which they use for artistic purposes. Aside from that, boys and girls use a variety of ornaments.

Traditional Eritrean society

views dancing as a medium to express actual and contemporary ideas, enhancing existing forms with thoughts and ideas that will eventually shape future cultural affluence. The traditional dance incorporates elements of our cultural tradition and heritage and passes them down from generation to generation. Therefore, the preservation and development of traditional dancing contributes substantially to the reinforcement of our cultural identity and plays a crucial role in the cultural development of our society. The various dancing groups' existence and active functions ensure that some traditional elements remain intact. They contribute to the ongoing transformation of the culture. These dance groups are not just preserving tradition; they are also inventing and transforming traditional dance without sacrificing authenticity. They have great creative potential, guided by researchers and professionals in the cultural affairs department.

The traditional dance of Eritrean society is a participatory and communicative dance. The interaction between the dancers themselves, as well as between the dancers and spectators, is unique. Besides that, the objects used during the performance, as well as the dancers' costumes, are eye-catching. Each object and costume has a specific purpose and significance. Costumes serve more than just ensuring a successful performance. In traditional society, the function of the costume reflects the status of its wearer. The costume is an indication of how to differentiate between community members and dancers. Each age group wears a different kind of costume. The costume also helps to distinguish between unmarried and married women.

We must push forward and introduce intervention programs to preserve and modernize Eritrean traditional dances with utmost care. Traditional dance, as a crucial component of cultural heritage, can enhance cultural literacy through its practice. The presentation of traditional dances at national festivals and other occasions raises cultural awareness among the young. It helps to be conscious of their culture and tradition. By getting in contact with their cultural heritage, they are able to appreciate their cultural identity.



**ERITREA
PROFILE**

Published Every
Wednesday & Saturday

Editor-In-Chief
Amanuel Mesfun

Asst. Editor-In-Chief
Sirak Habtemichael

P.O.Box: 247

Tel: 11-41-14

Fax: 12-77-49

E-mail:

eritreaprofilemoi@gmail.com

Advertisement: 12-50-13

Layout

Azmera Berhane
Betelhiem Tadesse

OPINION

Moving Auditing Forward, Step by Step

Dr. Fikrejesus Amahazion

Recently, Eritrea Profile featured an interview that Samuel Habtemichael, a young local journalist, conducted with Wynand Wentzel, an executive officer at the African Organization for Supreme Audit Institutions in English-speaking countries (AFROSAI-E). Not long ago, Wentzel traveled to Eritrea as part of a larger AFROSAI-E team to conduct the Management Development Program workshop in cooperation with Eritrea's Office of the Auditor General (OAG).

The wide-ranging interview touched on a lot of important topics and offered many useful insights. Wentzel noted, for instance, that considerable progress has been made in some areas, with work still proceeding in others, and that the latest training initiative is just the latest within a broader framework aiming to improve the nation's auditing capacity. Alongside being extremely positive and encouraging

institutions can identify various ways in which government organisations can operate "better" and develop opportunities for government agencies to improve their management practices and systems. Beyond that, they also serve to promote effectiveness, ensure integrity, and help to prevent and combat corruption or irregularities, as well as support the sound utilization of public resources. Many empirical analyses and countless case studies have additionally demonstrated how they can assist in reducing poverty, encourage investment, and promote inclusive socioeconomic growth and development.

A long history...

As per Legal Notice 14/1993-Article 2/25, the OAG in Eritrea is basically responsible for auditing government offices, national departments, state-owned enterprises, and other institutions, as well as regularly drafting comprehensive reports.

Eritrea, which was distinguished as Italy's "colonia primogenita (first-born colony)".

Subsequently, during the years of the British Administration, the title of the auditing office in Eritrea was changed to the Office of the Auditor General, with its main foci being auditing and overseeing government assets, revenues, and expenditures. Later on, across the years of brief federation with Ethiopia, the auditing office reported to the then parliament, while following the illegal and forceful annexation of Eritrea by Ethiopia it became an important branch of the latter's national auditing framework. At that time, it was responsible for auditing government accounts in Eritrea and several other northern provinces of Ethiopia. Finally, upon the liberation of Eritrea, the all-new OAG was established.

At independence, the OAG was immediately faced with a plethora of significant challenges and a lack of

continued learning have remained central priorities for the OAG. This is part and parcel of the country's wider commitment to raising human capital. (Human capital can be understood as the collection or body of knowledge, skills, competencies, abilities, and health that people accumulate throughout their lives, enabling them to realize their potential as productive members of society.) Last year, during his

strengthening skills and continuous learning for employees. For one, countless studies and a large body of empirical work from around the world have shown that employees – regardless of their age, experience, industry, or sector – tend to overwhelmingly desire upgrading their skills and having opportunities to strengthen or expand their professional development. Simply, people want to improve their



visit to Russia for the Russia-Africa Summit, President Isaias Afwerki underscored this point, commenting that, "...the development of our human resources is a priority for us. There could be other resources: oil, gas, minerals, and so on. But human resources are our human capital. We need to invest in that..."

Over the years, through the close cooperation of a range of partners, including the Eritrean Center for Organizational Excellence and the AFROSAI-E, the OAG has organized a number of local and regional training workshops. With regard to the recent training program, it was focused on "people management" and in the words of Wentzel, sought to teach participants "how to manage their staff effectively, enabling them to conduct audits, [as well as] focused on ethics and integrity."

What is more, a large number of employees of the OAG (auditors and others) have been provided with various forms of support to enroll in different types of skills development courses, complete certification programs, and train overseas. Importantly, all workshops and opportunities are offered free of charge to all participants, helping to ensure equality and accessibility.

In addition to the significance of raising human capital, the recent training program organized by the Eritrea's OAG reinforces the far-reaching importance of upgrading or

competency and perform their duties to the best of their abilities.

As well, upgrading skills and promoting continued learning helps to raise the morale, motivation, and engagement among employees, is often associated with lower rates of absenteeism, and contributes significantly to higher levels of efficiency and productivity. Within the context of a rapidly transforming world with a plethora of emerging developments, including automation, digitalization, climate change, technological advancements, and other trends, it also helps to ensure an adaptable, flexible, agile workforce that is closely attuned to – and, more importantly, able to effectively respond to – shifting demands.

What is more, acquiring new skills, developing new ones, and continuing to learn and develop can help to raise the potential of employees and promote their capacity for innovation or creativity. For instance, participating in training programs can allow employees to see novel ideas and expose them to new ways of doing things. This, in turn, can be applied to their current roles or future positions.

Overall, the capacity-building training programs that it has continued to provide have helped to raise human capital, represented an important part of the overall employee experience, and offered a wealth of different benefits at both the individual and institutional level.



news, the recently concluded training workshop conducted by Wentzel and the AFROSAI-E team serves as a useful opportunity to take a broader look at auditing and the OAG in Eritrea, as well as briefly reflect upon several related points.

A crucial component of state governance and administration...

Around the world, national auditing institutions are regarded as a crucial component of a state's governance and administration framework. In addition to playing a vital role in identifying waste and a lack of probity, reducing leakage and inefficiencies, auditing

Following Eritrea's achievement of independence, the OAG was established in May of 1992 through Proclamation No. 23/1992. (This was soon repealed and then replaced by Proclamation No. 37/1993.)

While the OAG in Eritrea was formally established at independence, auditing in the country actually has a much longer history. To be more precise, auditing practices in Eritrea date back to the time of Italian colonization. During that period, an auditing office, then serving under the name "Controlere Generale Di Conti", was established. The institution functioned to control accounts and properties within

resources – hardly surprising in the wake of the long war for national independence. However, the OAG has grown substantively and made not insignificant strides. Experience, both institutional and among individual workers, has grown, while the overall quality and quantity of services offered and delivered has risen. As observed by Wentzel during the recent workshop, "From a competency standpoint, they [Eritrean trainees] are undoubtedly highly competent, motivated, and dedicated individuals."

Expanding human capital and continuous learning

Notably, capacity-building and



The Chronicles of Heritage

Sona Berhane

A variety of leafy vegetables, which were of necessity the staple meals of July, see people through the hopeful month of

Delving into Eritrean customs, Bereket Amare's insightful book "ክብ ጥሪ ናብ ጥሪ" offers a captivating exploration of the Tigrinya society across the twelve months of a year. Published in 2022, the book meticulously records the various traditions and customs that shape Eritrean life. To illuminate the cultural significance of August, the following excerpt is drawn and translated from the chapter dedicated to this specific month.



August as well. And as the month begins with a sacred fast (which prohibits all animal products from one's diet), the vegetarian diet takes on a solemn and spiritual tone. At this time, mothers gather the leafy treasures from their gardens, boil them to a tender state and, rolling them in flaxseed and pepper, serve it to their families as a humble yet nourishing repast. When accompanied by a crust of flatbread, it is said that this simple dish becomes a feast.

August is a month of sobriety and reflection. For this reason, it is quite rare that one would find opportunity to enjoy the once-abundant Swa, be it a potent sip of a newly-brewed stock, or the diluted drops of the last barrel. This scarcity is captured in the

old adage, "In August, even the spilled dregs are gathered."

The Fast of Fl'seta, a period of spiritual reflection and abstinence, commences on the first of August and continues until the sacred feast of Kidane Mihret. This solemn observance is rooted in the belief that upon the earthly passing of the Virgin Mary on the twenty-first of January, known locally as Aster'eyo, or The Manifestation, the twelve apostles were unable to discern a clear sign marking her departure from this mortal realm. In their fervent quest for divine revelation, these devoted disciples undertook a rigorous fast from June until early July. However, the celestial sign remained elusive. Undeterred, they again embarked upon

another period of fasting in August, their spirits strengthened by their faith.

Two weeks later, on the fourteenth day of August, the long-awaited revelation arrived. A celestial sign, a radiant beacon of divine light, illuminated the heavens signifying the Virgin Mary's ascension to the heavenly realm. This momentous occasion, marking the end of the two-week fast, is commemorated with much solemnity and merriment. The holiday, which is known as "The Ascension of Mary", is locally referred to simply as Maria.

The term Felese, in the ancient Ge'ez language, signifies the act of moving from one place to another or migrating. Thus, Fl'seta is a religious term symbolizing the Virgin Mary's celestial journey from the earthly realm to the heavenly abode. This sacred migration, celebrated as a triumph of faith and purity, serves as a source of inspiration for countless believers.

abruptly as it began. During damp days such as these, the skyline becomes a misty outline as everything else is covered with a glistening sheen of near-constant moisture.

Despite the frequent downpour, August is a beautiful month in the countryside. The fields are a sea of deep green, and the air is filled with the sweet scent of blooming corncobs. The farmer is busy tending to his crops, sown and pruned the previous month, which have now grown to reach his waist; most of the grains will have eared up. As the farmer gazes upon his farm, his eyes are met with young cornstalks, their verdant leaves rustling in the summer breeze, each one a promise of a bountiful harvest. Nubs of budding corncobs cling to the roots of the bowing leaves, their spiky husks just beginning to form, shielding the golden kernels within.

August is also the month when, to ensure a good harvest, farmers go about the backbreaking task of sorting the



While the August showers may not be as torrential as those of July, they possess a capricious and unpredictable nature that sets them apart, often descending from a seemingly clear sky without warning. It is a common occurrence to leave one's home basking in the warm sunlight, thinking it will be a sunny day with not a cloud in sight, only to be caught in a sudden downpour and return drenched to the bone. The fickle rains of August do not overpower the land, however, and come either in a gentle drizzle that remains for several days or may present in short bursts of intense rainfall that clears up as

wheat from the chaff. Weeding becomes an indispensable part of tending one's farm as the rainy season will rejuvenate the weeds rather as abundantly as the crops. Begun during the previous month, farmers will keep weeding their farms continuously throughout August as well. This campaign of weeding may take place either individually or be joined by helping hands, and is accompanied with a number of traditional weeding songs to help ease the hardships of labor. And the farmer, deeply heartened by his flourishing farms, will look forward to the coming month with a sense of hope and expectation.



LOCAL NEWS

VOCATIONAL TRAINING FOR MEMBERS OF POLICE AND SECURITY

The Dekemhare Police and Security Training Center provided vocational training to 30 staff members.

law, ethics, public relations, and drug and narcotics control.

Lt. Col. Haile Berhe, Head of Administration at the Eritrean Police.

During the ceremony, certificates of merit and special awards for outstanding trainees were presented by Brig. Gen. Adm Kokol, Commander of the Training Center, Col. Zeray Kaleab, Deputy Commander of the Center, and

Speaking at the event, Brig. Gen. Adm Kokol urged the trainees to apply the skills they learned to facilitate their daily activities at work and to share their knowledge with others.

Maj. Andom Mehari, Head of Policing Training, reported that the trainees, who were from various police stations across the country, received training in documentation,



FARMERS DAY OBSERVED IN CENTRAL REGION

Farmers Day was observed in the Central Region on 27 August, focusing on the expansion of improved corn seed.

Mr. Amanuel Woldetsion, Head of Seeds Development at the Department of Agriculture and Land in the region, stated that improved corn seed was cultivated as a pilot project on 11 hectares of land by 22 exemplary farmers who had previously received training. The project is reportedly in good condition.

Mr. Amanuel further noted that while improved corn seeds were previously imported, they are now being multiplied domestically and distributed to farmers.

Mr. Asrat Haile, Director General of the Department of Agriculture and Land, commended the cooperation shown by sub-zonal administrators and indicated plans to expand the program.

Mr. Fesehaye Haile, Governor of the Central Region, and Mr. Semere Amlesom, Director General of Agricultural Extension at the Ministry of Agriculture, praised the exemplary farmers for effectively applying the training they received and encouraged them to continue working hard for even better outcomes.

ELECTIONS OF AREA ADMINISTRATORS AND MANAGING DIRECTORS

Fifteen administrative areas in the Golij sub-zone of the Gash Barka region have held elections of area administrators and managing directors as well as village coordinators.

The elections aimed to replace outgoing administrators and managing directors.

Mr. Desie Zeramicael, the sub-zone administrator, stated that the elections are part of efforts to expand administrative services. He urged the newly elected area administrators, managing directors and village coordinators to serve the people diligently and to enhance public participation in the ongoing development initiatives.

The newly elected officials expressed their readiness to serve the public with commitment.

Continued from page 8

We found it fascinating to learn about the . . .

constructed, which I believe is a model that other countries should follow to enhance food security and promote environmental sustainability. In the face of increasingly unpredictable climate conditions, such innovative strategies are commendable. Expanding irrigation farming, rather than relying solely on rain-fed agriculture, is essential, and Eritrea has effectively increased its water capacity while adopting sustainable agricultural practices.

We are eager to collaborate with the Eritrean government on energy initiatives, particularly in renewable sources like solar, wind, and geothermal energy. This can not only meet the country's energy needs but also allow for surplus energy exports, given Eritrea's vast potential. We have already begun this collaboration and formulated a plan for the coming months. Our meetings with various Ministers and government bodies have been productive, and we are excited to move forward together.

Based on your discussions, what specific plans have you agreed to support the country's

initiatives and programs?

We agreed on the importance of compiling statistics by the end of this year. We have a tight schedule to ensure that, by this year's end, Eritrea can bolster its own statistical processes. Additionally, we aim to complete all technical work and training related to energy—particularly in geothermal and solar—by then, allowing us to assess the next steps.

While we continue to learn about agriculture and other sectors, we plan to work closely with the Government, following their guidance to ensure our support is complementary. We also want to assist them in developing innovative financing mechanisms, especially in relation to climate initiatives.

Furthermore, we aim to support trade and value-addition, particularly in the mining sector. Eritrea is rich in resources like copper, potash, gold, and zinc. As this sector grows, it's crucial to focus on value addition so that jobs remain in the country and it

benefits fully from its resources, rather than just exporting raw materials. We believe Eritrea has the will and capacity, and the Government is prepared to lead this process effectively.

What lessons or best practices from Eritrea's approach could be beneficial for other countries in the African region, and how can Eritrea learn from the experiences of others?

First of all, we want to encourage other countries to learn from the establishment of water reservoirs and integrated farming practices. A significant portion of GDP in African countries depends on

agriculture. Despite this, we are importing \$120 billion worth of food annually, which needs to change. That's why we emphasize that Eritrea provides a strong example in irrigation, a key component for food security and productivity. Through south-south cooperation, countries can learn from one another, with Eritrea both teaching and learning from the experiences of others.

In one of our meetings, we discussed new innovations in various fields such as agriculture, health, transportation, education, and more. We also recognized that some countries are implementing AI-

driven solutions. To facilitate this exchange, we have created a platform where individuals can log in to explore innovations across different sectors. This enables users to connect with companies or countries to learn how to adapt these innovations to their own contexts. Our aim is to compile successful practices from each country so that nations can discover what is happening elsewhere and pursue learning opportunities from each other.





ASMARA MINING SHARE COMPANY

Aba Street, No. 178, House No. 16

Gejeret, P.O. Box 10688

Tel. ++291-1-153986

Asmara, Eritrea

VACANCY ANNOUNCEMENT

Asmara Mining Share Company is inviting applicants for the following position;

Mining Operation Training Coordinator

Number required – (01)

Type of contract – definite (2 years)

Major Duties and responsibilities.

- Establish a Mine Training section within the safety and training function to facilitate the safe, productive and sustained operations at Asmara Mining Share Company operations.
- Establish a solid team, develop training plans for team members and coordinate the development of their skills. Provide a competency-based training and assessment system in the areas of mining operation.
- Coordinate mine operations/maintenance training programs and activities which includes all mobile equipment training, assessment, licensing and permitting program for Asmara Mine sites, head office and its business partners.

Health and Safety Management

- Communicate all Health and Safety procedures and protocols to site drivers and operators.
- Accept personal responsibility for the health and safety of every employee under or assigned to his/her supervision.
- Oversee that all drivers and operators including third party bussing and staff transport understand and comply with Light Vehicle control and operating standard and Traffic Management Plan
- Support investigating all LV and other mobile equipment events to ascertain root cause and socialize lesson learned.

Training Planning and Analysis

- Contribute to the provision of an appropriately trained and skillful workforce for operations.
- Liaise with Mining management in identifying training needs of operations staff.
- Develop annual training business and session plans, as well as associated schedules, in consultation with the Mining management team to make provision for ongoing and expected trainings.
- Conduct training needs analysis on operations/maintenance employees and create development plans for all operations staff in their current roles.
- Identify training needs through determining risk profiles and training matrices and request these from the relevant supervisors and/or managers.

Staff Supervision

- Provide direct supervision to ALL mine operation/maintenance trainers and attend to any query escalations.
- Supervise training conducted through allocated staff by:
 - prioritizing and allocating tasks / responsibilities.
 - Checking and controlling the quality of facilitation.
 - providing on-the-job training, mentoring, coaching and guidance to trainers.
 - performing performance appraisals.
 - recommending further / relevant training courses and development actions.
 - disciplining poor performance or actions
 - enhancing communication with staff through regular feedback, contact, meetings and briefings.

Training Module Development

- Contribute to the conceptualization, development and update of Mine Operations learning solutions.
- Research, plan, and develop training modules to meet training needs, as per the competencies required; schedule and socialize training sessions.
- Introduce and commission new simulator equipment into the site and develop standard operating procedures for its use.
- Create scenarios using simulator control application software to train and assess Mine Operations personnel on simulators for production, safety and maintenance improvement programs.
- Secure external vendor training, if required.
- Schedule classes, OJTT, assessments and certifications to capacitate a trained and skillful workforce for the mining operations.

Training Execution

- Coordinate and provide cost effective competency-based training and assessment programs to employees to develop required skills and values.
- Oversee the planning, scheduling, implementation and reporting of traineeships, which include mobile equipment licensing and permit program.
- Conduct both Technical and Competency based training for Mine Operations, Process Operations, Mine Maintenance, Supply Chain to enhance operators' skills to meet equipment availability.
- Support Mining Department in the process of recruiting workforce to be appointed into the Mining department.
- Implement both classroom and on-the-job practical training, in alignment with approved training business and session plans.
- Liaise with Original Equipment Manufacturers including immersive technologies, to

conduct train-the-trainer courses, for the upskilling of trainers.

- Travel to other AMSC sites to support training and assessment.
- Support delivers mobile equipment assessment evaluations for project related employees.

Training Evaluation and Maintenance

- Oversee the issuance of driving/operating permits to drivers/operators who have demonstrated competency in assessments.
- Confirm that all training and assessment procedures are followed and all competencies; standards and/or regulations met before signing for the issue of certificate and permit.
- Evaluate trainer's performance and develop Mine Operations/Maintenance trainers (Electrical/Mechanical) to impart the required technical skills and knowledge, in accordance with prescribed curriculum, programs and standards.
- Oversee all training document controls by forwarding updated and changed content for review and approval.
- Assure that training packages are delivered to uphold the safety standards of AMSC in the execution of training and assessment.
- Support the development of a continuous improvement culture to ensure training and development remains a top priority for improving operations work quality.
- Record training data and oversee the effective storage of such records via electronic and hard copy means.

Profile: Qualifications and Experience
Formal Education, Certifications or Equivalent

- Bachelors' Degree in a Mining related discipline OR
- BSc Degree in Engineering or related field.
- MET II or III; MVT II or III.
- Mine Foreman/Engineering Superintendent Certificate of Competency
- Driver Instructor Certificate
- Workplace Trainer and Assessor IV
- Trainer Advantage Certification

Working Experience – Nature & Length

- Minimum of 6 years' generalized experience in Mine Operations, with previous facilitation experience, of which 2 – 3 years should be in a supervisory and/or coordinating capacity.
- Proficiency in multi-equipment operation

Technical Skills

- Leadership skill in multi-disciplinary environment.
- Advanced mine equipment simulator skills.
- Strong training needs analysis skills.
- Strong analytical and problem-solving skills.
- Strong communication (written and verbal) and interpersonal skills.
- Advanced computer application skills
- Strong facilitation skills.
- Strong stakeholder engagement skills.
- Strong leadership and management skills.
- Strong coaching and mentoring skills.
- Ability to manage multiple tasks, data and crews.
- Plan, organize and execution skills
- Understand Machine capabilities and deliverables
- Valid Driver's License

Behavioral Skills

- Approachable.
- Assertive.
- Continuous Learning.
- Customer Focused.
- Dedicated.
- Goal Oriented.
- Influential.
- Initiative.
- Leadership.
- Pro-Active.
- Reliable.
- Results Driven.
- Safety Conscious.
- Technically Inclined.
- Organized

General Information and other requirements:

- | | |
|--|---------------------------------|
| <input type="checkbox"/> Place of Work: | Asmara and ASMC Sites |
| <input type="checkbox"/> Type of contract: | definite Period (2 years) |
| <input type="checkbox"/> Salary: | As per the Company salary scale |

Additional requirements for Nationals:

- Having fulfilled his/her National Service obligation and provide evidence of release paper from the Ministry of Defense.
- Present clearance paper from current/last employer.
- Testimonial documents to be attached (CV, work experience credentials, a copy of your National Identity Card, etc.).
- Only shortlisted applicants would be considered as potential candidates for an interview.

Continued on page 7



ASMARA MINING SHARE COMPANY

Abu Street, No. 178, House No. 16

Gejemet, P.O. Box 10688

Tel. ++291-1-153986

Asmara, Eritrea

VACANCY ANNOUNCEMENT

Asmara Mining Share Company is inviting applicants for the following position;

Plant and Crusher Mechanic
Number required – (02)
Type of contract – Indefinite
Major Duties and responsibilities.

- To support the junior and senior maintenance supervisor in the day to day running of the fixed process & crushing plant and equipment.
- To maintain and repair the process plant and equipment to an acceptable standard during the life of the mine.
- Carry out weekly inspections of the plant and write inspection reports as per the company protocol.
- Ensure the plant meets the required operational availability.

General responsibilities:

- Follow direct instructions from both the junior and senior HME supervisors.
- Perform preventative maintenance on all process plant and equipment.
- Repair and maintain the fixed processing plant and associated equipment's.
- Maintains control of plant tools, manuals, repair parts, assemblies, and consumables.
- Capable of reading and disseminating information from schematics and maintenance manuals.
- Ability to order correct parts for procurement from the supply chain team.
- Ensure maintenance works in compliance with norms and standards applicable in Eritrea.
- Accomplish tasks with allotted time and in compliance with budget constraints.
- Working towards increasing equipment reliability as well as availability.
- Ensure continued operations of production shifts through execution of the production plan and schedules.
- Inspect assigned work units to ensure schedules and objectives are attained.
- Maintain his/her equipment clean as well as that of the site under his/her responsibility.
- Complete all necessary documents in relation with maintenance management system.
- Promote a safe work environment in compliance with enforced health and safety policies and practices and collaborate to improve them.
- Take all useful actions to avoid deterioration, break, or damage of the Company's assets; provide a report to the immediate hierarchy.
- Identify and communicate opportunities to improve preventive and predictive maintenance procedures and methods.
- Prioritizes maintenance system and facility repair needs to minimize production downtime, while assuring safety, quality, and reliability.
- Respond to maintenance emergency conditions with the accurate mixture of skilled technicians to minimize downtime, planning major repairs and installations.
- Perform other duties as required.

Profile: Qualifications and Experience
Formal Education, Certifications or Equivalents

- High school diploma or GED.
- Technical diploma or collage certificate.
- OEM training certificates.

Working Experience – Nature & Length

- 5+ years' experience in large open pit mine.
- Experience with crushing and screening plants inc conveyer systems.
- Work closely with the HME senior supervisor to maintain all process equipment to the best possible standards.
- Ability to be an active member of a multi-disciplinary team.
- The ability to communicate effectively within a team environment.
- A commitment of the safety to yourself and your team members.

Technical Skills

- Leadership skill in multi-disciplinary environment.
- Analytical skills
- Proficient in reading, writing, and communicating in English.
- Report Writing skills.
- Valid Driver's License.
- Deliver quality performance (meeting scheduled maintenance forecasts).

Behavioral Skills

- Get things done attitude.
- Safety leadership by example.
- Ability to work under pressure.
- Ability to work toward strict deadlines.
- Commitment to deliver on agreed targets.
- Results oriented.
- Ability to multitask.

General Information and other requirements:

- Place of Work: Asmara and AMSC sites
- Type of contract: Indefinite Period
- Salary: As per the Company salary scale

Additional requirements for Nationals:

- Having fulfilled his/her National Service obligation and provide evidence of release paper from the Ministry of Defense.
- Present clearance paper from current/last employer.
- Testimonial documents to be attached (CV, work experience credentials, a copy of your National Identity Card, etc.).
- Only shortlisted applicants would be considered as potential candidates for an interview.
- Application documents will not be returned to the sender.
- All applications should be sent through the post office.
- Deadline for application: 7 days from the day of publication in the Newspaper.

- Address: Please mail your applications to;
Asmara Mining Share Company,
P. O. Box 10688 Asmara, Eritrea
- Applicants shall be required to send a copy to:
Mineral Resources Management
P.O. Box – 272
Asmara

- Note to Eritrean applicants:
Please send a copy of your application to
Aliens Employment Permit Affairs,
P. O. Box 7940 Asmara, Eritrea

General Information and other requirements:

- Place of Work: Asmara Office & AMSC Sites
- Type of contract: Indefinite Period
- Salary: As per the Company salary scale

Additional requirements for Nationals:

- Having fulfilled his/her National Service obligation and provide evidence of release paper from the Ministry of Defense.
- Present clearance paper from current/last employer.
- Testimonial documents to be attached (CV, work experience credentials, a copy of your National Identity Card, etc.).
- Only shortlisted applicants would be considered as potential candidates for an interview.
- Application documents will not be returned to the sender.
- All applications should be sent through the post office.
- Deadline for application: 10 days from the day of publication in the Newspaper.

- Address: Please mail your applications to;
Asmara Mining Share Company,
P. O. Box 10688 Asmara, Eritrea
- Note to Non- Eritrean applicants:
Please send a copy of your application to
Aliens Employment Permit Affairs,
P. O. Box 7940 Asmara, Eritrea

Continued from page 6

- Application documents will not be returned to the sender.
- All applications should be sent through the post office.
- Deadline for application: 7 days from the day of publication in the Newspaper.

- Address: Please mail your applications to;
Asmara Mining Share Company,
P. O. Box 10688 Asmara, Eritrea
- Applicants shall be required to send a copy to:
Mineral Resources Management
P.O. Box – 272
Asmara

- Note to Eritrean applicants:
Please send a copy of your application to
Aliens Employment Permit Affairs,
P. O. Box 7940 Asmara, Eritrea

General Information and other requirements:

- Place of Work: Asmara Office & AMSC Sites
- Type of contract: Indefinite Period
- Salary: As per the Company salary scale

Additional requirements for Nationals:

- Having fulfilled his/her National Service obligation and provide evidence of release paper from the Ministry of Defense.
- Present clearance paper from current/last employer.
- Testimonial documents to be attached (CV, work experience credentials, a copy of your National Identity Card, etc.).
- Only shortlisted applicants would be considered as potential candidates for an interview.
- Application documents will not be returned to the sender.
- All applications should be sent through the post office.
- Deadline for application: 10 days from the day of publication in the Newspaper.

- Address: Please mail your applications to;
Asmara Mining Share Company,
P. O. Box 10688 Asmara, Eritrea
- Note to Non- Eritrean applicants:
Please send a copy of your application to
Aliens Employment Permit Affairs,
P. O. Box 7940 Asmara, Eritrea



Q and A

We found it fascinating to learn about the Government's clear vision for the future", Executive Secretary of the UN-ECA

Habtom Tesfamichael

The Executive Secretary of the UN Economic Commission for Africa (ECA) has conducted a three day visit in Eritrea. Here is a brief interview about the overview of his visit.

Welcome to Eritrea. Would you please elaborate on the mandate and current functions of the ECA?

It's a pleasure to be here in Eritrea as the Executive Secretary of the United Nations Economic Commission for Africa (ECA). I am honored to see the countries we represent, including Eritrea. The ECA was established in 1958 by the United Nations to support all African nations in their economic development, and this has been our mission: to assist all countries, Eritrea included.

The ECA has three primary mandates. First, we serve as a think tank, conducting necessary research to inform policy decisions across member countries. Second, we engage in operational work, providing on-the-ground support to the member states. Third, we possess convening power, coordinating discussions among Finance Ministers, planning officials, development leaders, and Central Bank Governors to address economic issues. We also connect other relevant Ministers depending on the topics at hand.

In addition, we work closely with the African Union (AU).

This collaboration has enabled the ECA to support the establishment of institutions like the African Development Bank (ADB). We follow the guidance of Heads of State, aligning our efforts with the AU's Agenda 2063; the ten-year program; and the African Continental Free Trade Area (AfCFTA). This framework aims to create a unified market across the continent, removing trade barriers so that all countries can benefit from greater economic integration.

What is the main takeaway from your visit to Eritrea, and what common financial challenges have you identified among African countries regarding their development programs?

During our visit to Eritrea, our primary objective is to support the country in its development endeavors. Earlier this year, we met in Zimbabwe with Finance Ministers from various African nations to understand the challenges they face in financing development initiatives. We discovered that many African countries are adversely affected by an unfair international financial architecture compared to nations in other regions. One major concern is the lack of long-term concessional resources for development efforts. Traditionally, countries have relied on loans from international financial institutions such as the IMF, the World Bank, and the ADB to implement their development programs. Unfortunately, current resources are insufficient. While



countries are growing, the increase in available resources has not kept pace with their development needs.

Moreover, many nations struggle with low credit ratings, which are a requirement for securing loans from international lenders. Currently, only two African countries, Botswana and Mauritius, hold investment-grade ratings. This makes it challenging for most nations to borrow effectively, leaving them with inadequate support for their development efforts.

Another critical issue is the rising debt levels across the continent, which have reached approximately \$1.1 trillion—about 66% of GDP. Countries are paying nearly \$163

billion annually to service this debt, a figure that places immense strain on their financial stability and development initiatives.

Additionally, climate change poses a significant threat to all African nations. The impacts of climate change are costing these countries up to 5% of their GDP each year. For instance, Mozambique has experienced damages equivalent to 15% of its GDP due to climate-related issues. This situation calls for urgent action and a new approach to development.

Our visit to Eritrea is primarily a learning mission. Earlier this year, our team visited to identify areas for potential cooperation. They studied several sectors where we could begin collaborating. One key area we agreed to focus on is data collection. Accurately gathering statistical data is essential for understanding social and economic conditions, enabling us to make informed decisions. We aim to support the Eritrean government, particularly the Ministry of Finance, in implementing programs that enhance their data collection capabilities.

If proper data collection is not established, external parties may provide information that does not accurately reflect the country's realities. Therefore, it is crucial for Eritrea to lead this process for sustainability. Our role is to provide support and guidance, helping them gain exposure and experience

from other countries that have successfully implemented similar initiatives. This collaborative effort is vital for ensuring sustainable development in Eritrea.

From your meeting with the President and the different Ministers, what have you learned are some of the notable initiatives Eritrea is undertaking in its efforts for sustainable development?

During our meeting with the President, we found it fascinating to learn about the Government's clear vision for the future. To achieve this vision, the country requires support that enables it to lead its own development efforts. The challenges he highlighted regarding access to finance align with what we've observed across the continent.

We were particularly impressed by what we saw in his region, including a dam and solar panels that pump water to elevated tanks, irrigating farms below the reservoirs. This integrated farming approach demonstrates tangible benefits. The President noted that the entire project was executed by local young engineers, from the dam construction to the solar installation, showcasing homegrown expertise.

Additionally, we observed a larger dam and various water conservation schemes in place. Around 800 water reservoirs of different sizes have been



Continued on page 5