



IUM
— THE INTERNATIONAL —
UNIVERSITY OF MANAGEMENT

2026

**POSTGRADUATE
PROSPECTUS**

www.ium.edu.na

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A QUOTE FROM THE FOUNDER & CHAIRMAN

“It is our sacred duty to impart relevant 21st-century skills to our graduates for them to walk tall in the era of the 4th Industrial Revolution and beyond.”

Hon. Prof. David Richard Namwandi

IUM Founder & Chairman of the Governing Council

HIGH LEVEL STATEMENTS

Vision

To be an African centre of excellence that develops a cadre of men and women who can operate at international standards in business and management.

Mission

To establish a higher seat of learning in Namibia and train innovative specialists for public and private sectors for Namibia and other countries in the world, and to train dedicated knowledge workers who will provide leadership at national and international levels.

Values

- Commitment
- Professionalism
- Relevance
- Integrity
- Excellence
- Nimble and Value adding
- Adherence to standards

Guiding Principles

Integrity and Professionalism: We uphold the highest ethical and professional standards in everything we do.

Student-Centredness: We put students at the heart of our mission, supporting their success and growth into future leaders.

Community Engagement: We collaborate with communities and industry partners to support social and economic development.

Global Perspective: We align our programs with international standards and prepare students for global opportunities.

CAMPUSES AND GEOGRAPHICAL REACH

Dorado Park (Main Campus)

21–31 Hercules Street, Dorado Park Extension 1, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 433 6000 | Fax: +264 61 433 6152 | Email: ium@ium.edu.na |

Website: www.ium.edu.na

City Branch

59 Bahnhof Street, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 245 150 / 84 | Fax: +264 61 433 6152 | Email: ium@ium.edu.na | Website: www.ium.edu.na

Independence Branch

Erf Re/2023 Werner List Street, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 245 150 / 84 | Fax: +264 61 433 6152 | Email: ium@ium.edu.na | Website: www.ium.edu.na

Coastal Campus

Pelican Mall Cnr. /O Sam Nuyoma Avenue and Getrud Kandanga Road, P.O. Box 346 Walvis Bay, Tel.: +264 64 206 647 | Fax: +264 64 206 647 | Email: adm.wbay@ium.edu.na |

Website: www.ium.edu.na

Eenhana Campus

Erf. 235, Sam Nujoma Drive, Eenhana Proper, P.O. Box 13807 Eenhana, Tel.: +264 83 377 9000 | Fax : +264 61 433 6152 | Email: adm.en@ium.edu.na |

Website: www.ium.edu.na

Nkurenkuru Campus

Erf 678 Nkurenkuru, P.O. Box 6038 Nkurenkuru, Tel.: +264 81 819 4495 / +264 66 264 957 | Fax: +264 61 433 6152 | Email: adm.nku@ium.edu.na | Website: www.ium.edu.na

Ongwediva Campus

4380 Dr. Libertina Amathila Street, P.O. Box 2775 Oshakati, Tel.: +264 65 230 145 | Fax: +264 65 230 159 | Email: adm.ong@ium.edu.na | Website: www.ium.edu.na

Swakopmund Research, Training and Conference Centre

Erf 519, Extension 2, Matutura, Swakopmund, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 433 6000 | Fax: +264 61 433 6152 | Email: ium@ium.edu.na |

Website: www.ium.edu.na

IUM Graduate School of Business

Erf 1617 Liszt Street, Southern Industrial, Windhoek, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 433 6000 | Fax: +264 61 433 6152 | Email: ium@ium.edu.na |

Website: www.ium.edu.na

IUM Water Institute / IUM School of Medicine

14 Simeon Shixungileni Street (former Bismarck Street), Windhoek, Private Bag 14005 Bachbrecht, Windhoek, Tel.: +264 61 433 6000 | Fax: +264 61 433 6152 |

Email: ium@ium.edu.na | Website: www.ium.edu.na

GOVERNANCE

University Titular Head

Bishop Emeritus Dr. Shekutaamba Väinö-Väinö Nambala (Chancellor)

Governing Council

Hon. Prof. David Richard Namwandi:	<i>Founder & Council Chairperson</i>
Mr. Peter Elindi:	<i>Deputy Chairperson</i>
Prof. Osmund Damian Mwandemele:	<i>Vice-Chancellor (Ex-Officio)</i>
Dr. Demus Makuwa	<i>Senior Advisor to the Founder & Governing Council (Ex-Officio)</i>
Prof. Kingo Mchombu:	<i>Advisor to the Founder & Governing Council (Ex-Officio)</i>
Ms. Lucia Nandjembo:	<i>Secretary to the Governing Council (Ex Officio)</i>
Dr. Ben Mulongeni:	<i>Member</i>
Hon. Anna Nghipondoka:	<i>Member</i>
Ms. Lena Biwa:	<i>Member</i>
Mr. John Nauta:	<i>Member</i>
Ms. Dutte N. Shinyemba:	<i>Member</i>
Mr. Mikka Asino:	<i>Member</i>
Dr. Iyaloo Shiimi:	<i>Member</i>
Ms. Martha Kamkuema:	<i>Member</i>
Mr. Aron J. Stephanus:	<i>Member</i>
Ms. Rauna Shipalanga:	<i>SRC President</i>

EXECUTIVE COMMITTEE

Hon. Prof. David Richard Namwandi	<i>IUM Founder and Council Chairperson (Ex-Officio)</i>
Prof. Osmund D. Mwandemele:	<i>Vice-Chancellor</i>
Prof. Charles Makanyeza:	<i>Pro Vice-Chancellor: Academic Affairs, Research & Innovation</i>
Dr. Hendrina P. Udjombala:	<i>Pro-Vice-Chancellor: Administration & Management</i>
Dr. Aquilinus T. Nashilundo:	<i>Registrar</i>
Mr. Gerry Munyama:	<i>Director: Marketing, Communications and Stakeholders Engagement</i>
Mr. Wilfred W. Muller:	<i>Director of Finance</i>
Mr. Timoteus A. Sheepo:	<i>Dean: Faculty of ICT (Rotational)</i>
Ms. Lucia Nandjembo	<i>Secretary</i>

STATEMENT FROM THE VICE-CHANCELLOR

This statement aims to thank all students and their parents/guardians for choosing the International University of Management (IUM) as the place to pursue their university studies. It is thus with great pleasure that I welcome you to our academic programmes for 2026. We offer a wide range of qualifications to provide you with diverse opportunities and skills set that enables you to make a positive impact in your family and society.

IUM was established in 1994 by the current Chairman, Hon. Prof. David Richard Namwandi, and was then known as the Institute of Higher Education. IUM became a fully-fledged university in 2002 when it was granted a University Charter. Since then, IUM has become one of Namibia's most prominent transformational private universities.

The Prospectus for Postgraduate Studies will guide students in selecting programmes that match their career ambitions. The Academic programmes are organised under the following Faculties, Schools, and Centres:

- Faculty of Environmental Management and Sustainability Sciences
- (FEMSS)
- Faculty of Health Sciences (FHS)
- Faculty of Information and Communications Technology (FICT)
- Faculty of Strategic Management & Business Administration (FSMBA)
- IUM Graduate School of Business (IUM GSB)
- School of Secondary and Postgraduate Education (SSPE)
- Centre for Distance and eLearning (CDeL)
- School of Medicine

A wide range of disciplines is offered by the Faculties, Schools and Centres listed above. You are welcome to enquire about the qualifications you might be interested in with the Faculties, Schools, and Centres. We hope this up-to-date curriculum information will enable you to make the right choices in accordance with your entrance qualifications and career interests.

Finally, you are welcome to peruse this prospectus to see more details on which programmes are on offer. You are also encouraged to search online for additional information on the different qualifications which the University is offering (see www.ium.edu.na).

We wish you all the best in the new academic year.

Prof Osmund Damian Mwandemele

Vice-Chancellor

BRIEF HISTORICAL BACKGROUND

The International University of Management (IUM) has its roots in the Institute of Higher Education which was founded in 1994 by Honourable Prof. David Richard Namwandi. IUM, as an institution that began with one lecturer and one student, has now grown in leaps and bounce, with a student population exceeding 24,000. IUM was officially launched as the first private University in Namibia on 26 October 2002 by the then late State President, His Excellency Dr. Sam Shafiishuna Nujoma, and its own hi-tech main campus at Dorado Park in Windhoek was inaugurated on 26 April 2011 by the then State President, His Excellency Dr. Hifikepunye Pohamba.

The intellectual and vocational bases of the University are firmly rooted and focused in the areas of management and entrepreneurship, cutting across various disciplines such as ICT, health sciences, medical sciences, and environmental and sustainability sciences. Since its humble beginnings, the University has gained recognition as a centre of excellence for the teaching of management science and entrepreneurship. While these disciplines remain the anchor, the University has since diversified its offerings at both undergraduate and postgraduate levels to address different economic and management needs in Namibia. Additionally, the University has undertaken numerous consultancies and research projects on behalf of both the private and public sectors in Namibia.

UNIQUENESS

This University and the students who pass through it are different in a number of ways:

- Our students are products of a social and an economic conscience inherent in the heart of the University's operations, which focus, amongst others, on the choice and design of programmes.
- The University follows a path that respects the needs of the country and dedicates its efforts to the enhancement of the socio-economic wealth of its people.
- We are primarily aimed at the development of managers of the future and wealth creators in society.
- The University embraces the best theory not as an intellectual end in itself, but as the raw material of sound practice, since the best principles and practice of management are based upon well-tested theories.
- The University is significantly organised and resourced to make positive contributions to the development of our country and thus directs its efforts at today's national needs while anticipating the challenges that can be faced in the future.

IUM AS A PREFERRED UNIVERSITY IN NAMIBIA

Accreditation

IUM's programmes are accredited by both the Namibia Qualifications Authority (NQA) and the National Council for Higher Education (NCHE) to ensure the content of the programmes is fit for purpose and in tandem with international standards.

Qualified Staff

The University has highly qualified and committed teaching and administrative staff who take their student' needs as their number one priority.

Flexible Fee-paying System

As a University dedicated to its people's future, IUM has put in place a flexible fee-payment system, which enables students to pay in instalments throughout the academic year. Students are encouraged to contact the Finance Department to make personal arrangements which suit their circumstances.

Postgraduate and Continuing Education

The University has put in place special arrangements to support postgraduate studies, as most of them hold full-time jobs. Hence, the block release arrangements allow them to take short leave periods for their studies while most of their studies are conducted through online classes or distance learning. These arrangements help students to complete their studies on time or with just a short delay period.

Online Library

The University has a well-resourced online library to support learning and teaching for all students, no matter where they are studying from. Students can access the University's extensive online library resources both on and off campus. These credentials can be easily obtained from any librarian at the circulation desk. This system ensures that all students, whether on campus or studying remotely, have seamless and equitable access to the full range of academic materials available through the university's online library.

Centre for Distance and e-Learning

The use of digital technologies creates the possibility of flexible learning opportunities which include distance, part-time, block-release, and online and digital learning.

Associations/Memberships

The IUM is a member of several Associations, including:

- Association of African Business Schools (AABS)
- Association of Private Higher Education Institutions, Namibia (APHEIN)
- Regional Universities Forum for Capacity Building in Agriculture (RUFORUM)
- International Association of Universities (IAU)
- Southern African Quality Assurance Network (SAQAN)
- Association of African Universities (AAU)
- Times Higher Education (THE)

ABRIDGED REGULATIONS AND GUIDELINES

General Provisions

1. IUM recognises a wide range of qualifications from reputable universities worldwide. Applicants must fulfil the minimum admission requirements that include English language proficiency, where applicable. Senate reserves the right to set additional parameters for enrolment from time to time.
2. Prospective students may be subjected to further screening processes in cases of special and mature entry.
3. Before commencing any postgraduate programme, a prospective student must fulfil the University application and registration formalities.
4. Registration shall be done according to the University academic calendar.
5. Ideally, no student for taught programmes shall be admitted to any programme two weeks after it has commenced, unless the student has written endorsement of the Head of Department and the Deans/Director(s) of Faculty/School/Centre concerned and to be approved by the Registrar.
6. All students are expected to attend their lectures, tutorials, seminars, practical sessions and vacation work and to complete all assessments as prescribed for the programme.
7. When a student fails to attend taught postgraduate studies for more than seventy-two (72) hours due to health-related reasons, the student must inform their respective Head of Department without delay. Thereafter, the student must submit proof of seeking medical attention from a recognised medical practitioner.
8. For any cause of absence apart from health, the student shall seek prior permission from the Dean/Director upon the Head of Department's recommendation.
9. All MPhil and PhD students shall be required to attend research seminars or other activities and deliver at least one colloquium either at the Department or Faculty/School/Centre level as shall be communicated.
10. All postgraduate students' research work shall be required to address the University's research agenda.
11. The Faculty/School/Centre Postgraduate Studies Committee and the University Postgraduate Studies Committee shall ensure that students comply with research ethics in their fields of study.
12. The University Research Ethics Committee, upon recommendation from the University Postgraduate Studies Committee, shall issue a certificate of ethical clearance to students who meet all the requirements.
13. No student shall commence data collection before the ethical clearance certificate is issued.
14. All students shall follow procedures outlined in the Postgraduate Studies Guidelines in terms of writing the concept note, research proposal, dissertation or thesis.
15. Unless otherwise specified in the programme-specific regulations, all students shall reference their write-up according to the latest edition of the American Psychological Association (APA) referencing style.
16. All postgraduate programmes should be accredited by NQA and NCHE.

Responsibilities of the Postgraduate Studies Office

1. The Postgraduate Studies Office takes directives from the Senate as the liaison interface between postgraduate students, the Postgraduate Studies Committee, and other internal and external University stakeholders.
2. Supported by Departments, Faculty/School/Centre Postgraduate Studies Committees and the University Postgraduate Studies Committee, the Postgraduate Studies Office is responsible for upholding high academic and research standards for postgraduate education at IUM and, therefore, shall:
 - i. Ensure supervisors are assigned to postgraduate students.
 - ii. Arrange necessary academic and administrative support for postgraduate students.
 - iii. Evaluate postgraduate students' progress.
 - iv. Coordinate backup plans if the main supervisor is absent during critical periods.
 - v. Provide essential information to postgraduate students throughout their study journey.
 - vi. Be a source of advice for postgraduate students who encounter challenges that cannot be resolved directly by the Departments and Faculties/Schools/Centres and act as an intermediary between the student and the supervisor.
 - vii. Maintain complete and confidential academic records on all postgraduate students and compile data on outcomes and quality indicators and continuously update it.
 - viii. Advocate for the needs of postgraduate students and for the graduate programmes.
 - ix. Create awareness of the academic expectations from students and evaluate each student's academic progress and ensure that students remain informed of degree requirements and expected milestones.
 - x. Maintain clear and effective communication between Departments and Faculties/Schools/Centres and their students.
 - xi. Budget for adequate funding to support research activities of postgraduate students on staff development.
 - xii. Develop and implement postgraduate studies regulations and guidelines and ensure that Departmental and Faculty/School/Centre practices conform to the Postgraduate Studies Regulations and Guidelines and University policies.
 - xiii. Monitor and evaluate scheduled research proposals sessions, compile progress reports, schedule research proposal defense sessions and viva voce presentations by students.
 - xiv. Ensure that all postgraduate students can make constructive input into the delivery and administration of their scholarly development during their time at IUM and ensure that such input is taken into account by the Faculties/Schools/Centres.
 - xv. Contribute to the improvement of the postgraduate programmes.

Responsibilities of the Department/Unit

1. All research students at IUM are formally members of a Department/Unit.
2. First and foremost, the Department/Unit is part of a larger Faculty/School/Centre.
3. A student may also belong to a Department of University partner institution as approved by Senate. As such all content matter in terms of quantity and quality will be managed at Departmental level through the direction of the Head of Department.
4. The Departmental/Unit shall therefore:
 - i. Provide all new students with written information on available facilities (e.g. laboratories and equipment) and procedures and services relevant to their study.
 - ii. Maintain a record of the student's progress.
 - iii. Arrange for a backup supervisor when the supervisor is absent for an extended period or leaves the University.

- iv. Ensure that there is adequate supervision capacity required for the proposed student's research.
- v. Ensure that students have reasonable facilities and resources required to efficiently and effectively conduct their studies.
- vi. Ensure high quality supervision of students and, where appropriate, recommend training of supervisors.
- vii. Ensure that complaint procedures are operational and effective through the Head of Department before involving the Faculty/School/Centre Postgraduate Studies Committee.

Faculty/School/Centre Postgraduate Studies Committee

The Faculty/School/Centre Postgraduate Studies Committee shall comprise not less than eight (8) members as listed below:

- a. Pro Vice-Chancellor – Academic Affairs, Research and Innovation (ex-officio)
- b. Dean/Director of the Faculty/School/Centre (Chairing). For chairing of meetings for Doctoral candidates/studies, ideally the Chairperson should have an earned Doctoral degree and be at the level of a Professor OR have an earned Doctoral degree with a proven record of peer-reviewed publications.
- c. Director of Postgraduate Studies
- d. Heads of Department
- e. Faculty Postgraduate Studies Coordinator
- f. Researcher
- g. At least two (2) Experts in the student's research area from the Faculty/School/Centre, sister Faculty/School/Centre OR outside the University. For Doctoral students, ideally the Experts shall have an earned Doctoral degree and be at the level of a Professor.

The Faculty/School/Centre Postgraduate Studies Committee shall:

- a. Superintend the conduct of postgraduate studies in the Faculty/School/Centre.
- b. Advise the University Postgraduate Studies Committee on the appointment of supervisors, internal examiners, and external examiners.
- c. Advise the University Postgraduate Studies Committee on the approval of concept notes and research proposals.
- d. Ensure quality control of all research proposals for taught courses during the research phase and the same for all degree programmes by research within the Faculty/School/Centre.
- e. Determine and monitor the supervision load, and in special cases, may review and recommend the limit it has set to the University Postgraduate Studies Committee as per the University policies.
- f. Ensures that supervisors enforce the guidelines on the writing of postgraduate studies concept notes, research proposals, dissertations and theses.
- g. Organise postgraduate studies research seminars for all Faculty/School/Centre's postgraduate students.
- h. Monitor the postgraduate students' performance and advise the University Postgraduate Studies Committee.
- i. Recommend special requests like suspension of studies or deferment to the University Postgraduate Studies Committee for onward transmission to the Senate for final decision.

University Postgraduate Studies Committee

The University Postgraduate Studies Committee shall comprise not less than seven (7) members as listed below:

- a. Pro Vice-Chancellor – Academic Affairs, Research and Innovation (Chairing)
- b. Deans/Directors of Faculties/Schools/Centres
- c. Campus Director for the student (by invitation)
- d. Director of Research and Consultancy
- e. Director of Quality Assurance and Management
- f. Director of Postgraduate Studies
- g. Head of Department for the student (by invitation)

The University Postgraduate Studies Committee shall:

- a. Oversee the delivery of all postgraduate programmes in the University.
- b. Superintend on the conduct of postgraduate research in the University.
- c. Be responsible for exercising academic oversight on postgraduate students and supervisors.
- d. Approve concept notes and research proposals on the recommendation of the Faculty/School/Centre Postgraduate Studies Committee.
- e. Approve the appointment of supervisors, examiners and Board of Examiners as advised by the Faculty/School/Centre Postgraduate Studies Committee and report such decisions to ARC and Senate.
- f. Monitor supervision for all postgraduate students' research including progress reports and progression.
- g. Approve external moderators for taught postgraduate programmes on the recommendation of the Faculty/School/Centre Postgraduate Studies Committee.
- h. Approve the reports of assessors/examiners on candidates as advised by the Faculty/School/Centre Postgraduate Studies Committee and report such decisions to ARC and Senate.
- i. Implement policies and procedures related to postgraduate studies at IUM.
- j. Approve requests for special permissions, like applications for leave to work away from the University, suspension of studies, commuting from part-time to full-time study or vice versa, etc.
- k. Recommend new and revised policies and procedures on postgraduate studies-related matters to Senate for approval.

Teaching and Supervising at the Postgraduate Level

1. For the Postgraduate Certificate and Postgraduate Diploma levels, staff members must hold a Master's degree or its equivalent in the relevant discipline of the postgraduate program.
2. For the Masters, staff members should have a Doctoral degree or equivalent in the discipline of the postgraduate programme.
3. Staff members without Doctoral qualifications but possessing specialised expertise can co-teach and co-supervise Master's students, provided that staff members with Doctoral degrees lead the collaboration.
4. Ideally, the main supervisor for Doctoral students should hold a Doctoral degree or its equivalent in the discipline of the postgraduate programme. Additionally, they should have at least three (3) refereed publications approved by the University Postgraduate Studies Committee.
5. Co-supervisors for Doctoral students must have a Doctoral degree or equivalent in the relevant discipline from a recognised University or institution, as approved by the University

Postgraduate Studies Committee.

Responsibilities of the Supervisor

The Main Supervisor shall:

1. Oversee and guide postgraduate students throughout the research journey.
2. Provide students with comprehensive mentorship covering key aspects of postgraduate research, including originality, various research methodologies, dissertation/thesis structure, adherence to standards, effective planning, time management, and progress monitoring and reporting.
3. Establish a suitable schedule and arrangements for supervision meetings, mentoring and training.
4. Ensure that regular supervisory sessions occur, with the supervisor actively chairing these meetings. The Senate expects supervisors to make diligent efforts to meet with their students regularly. This can be achieved through attendance at supervision meetings or other arrangements, whether in person or virtually.
5. Primarily be responsible for directing and assisting the student in his/her study or research.
6. Advise supervisees on relevant research matters such as current literature, methodology, etc.
7. Raise students' awareness of the University's policies and procedures relating to postgraduate research.
8. Provide timely feedback to a student in not more than 14 days from the date of submission.
9. The supervisor must also ensure that they and their postgraduate students uphold the University's reputation in terms of research integrity and practice.
10. In the context of a sponsored student, the supervisor must clarify the terms of the sponsorship agreement, the University's financial policy, and any implications related to intellectual property rights before the research begins. These details should be duly acknowledged in the dissertation or thesis.
11. Frequently follow up and monitor the student's progress.
12. In the case of unsatisfactory performance by the student, recommend termination of the studies to the University Postgraduate Studies Committee through the Faculty/School/Centre Postgraduate Studies Committee.
13. Participate in the formal defence of a student's oral presentations on examination of the work submitted but may not participate in formal decision-making of examination processes of their students.

The Co-Supervisor shall:

1. Provide expert advice on the research topic, methodology, and academic writing.
2. Assist the main supervisor in mentoring the student throughout the research process.
3. Critique the student's work to help refine their research and writing.
4. Evaluate the student's research progress and contribute to the assessment of the final thesis or dissertation.
5. Act as an additional academic resource, offering different perspectives and expertise.
6. Support the student in academic and administrative matters, occasionally acting as a mediator between the student and the main supervisor.
7. Assist the student in networking with other academics, professionals, and resources within the field.
8. Assist in the development of the student's research skills and competencies.
9. Ensure the student receives a well-rounded research experience and contributes significantly to the success of the thesis or dissertation.

Responsibilities of the Postgraduate Student

1. These responsibilities and anticipations are proposed to afford a context within which postgraduate students can flourish in their research studies.
2. Therefore, every postgraduate student shall:
 - i. Abide by the University's policies and procedures.
 - ii. Be disciplined and uphold academic integrity and avoid such academic misconduct as plagiarism, cheating, etc.
 - iii. Not bring the name of the University into disrepute.
 - iv. Make their supervisor the first port of call for all consultations and submissions unless otherwise advised as shall be arranged by the supervisors.
 - v. Take the initiative and self-directed approach in conducting their studies and perform all academic work aspects such as utilising library facilities, including available e-resources.
 - vi. Meet regularly and maintain regular communication with the supervisor and provide updates on progress. Postgraduate students who experience challenges in meeting with their supervisor should inform the Head of Department without delay.
 - vii. Produce a progress report every six (6) months, which will be authenticated by the supervisor and approved by the University Postgraduate Studies Committee as advised by the Faculty/School/Centre Postgraduate Studies Committee.
 - viii. Take full responsibility for the quality of their academic work, dissertation and theses submitted for examination as the supervisor' effort is no guarantee that the student will pass the examination process.
 - ix. Present at least one seminar presentation per semester showing progress made and highlighting challenges.
 - x. Unless Senate grants a special permission, a student shall ensure that he/she may not register concurrently for another programme which is at the same level of study in the same or another University elsewhere.
 - xi. Ensure that they update the University with any changes to their contact details and adhere to University procedures when requesting adjustments due to circumstances such as suspension or withdrawal from their postgraduate studies.
 - xii. Discuss drafts of their dissertations or theses with their supervisors and reach a consensus on whether the work is ready for submission and examination. While it is advisable to mutually agree with the supervisor on the readiness of the dissertation or thesis, students retain the right to submit without the supervisor's consent, understanding that the consequences rest solely with the student.
 - xiii. At least three (3) months before submission of a dissertation/thesis for examination, the student shall fill-in a form expressing intention to submit the dissertation/thesis for examination so that the University initiates the process of appointment of internal and external examiners.
 - xiv. After examination, make corrections to his/her dissertation/thesis as suggested by the examiners and Board of Examiners and approved by the University Postgraduate Studies Committee, within the stipulated timelines.
 - xv. The student shall bind the dissertation/thesis as stipulated by the University policies and procedures on postgraduate studies.
 - xvi. Pay fees timeously as per the University's policies and procedures.

Types of Postgraduate Programmes Offered at IUM

1. IUM shall offer postgraduate programmes with a taught component at Postgraduate Certificate, Postgraduate Diploma, Masters and Doctoral levels as approved by the University when

necessary.

2. IUM shall offer postgraduate programmes by research at Masters (MPhil), Doctoral and Postdoctoral levels as approved by the University when necessary.
3. Faculties/Schools/Centres shall have specific programme regulations for all postgraduate programmes, whether by research or by coursework.

Postgraduate Certificate Programmes

- A. IUM shall make provision for Postgraduate Certificate programmes in certain fields as approved by the University.
- B. Postgraduate Certificate programmes shall provide specialised training which is professional in nature and edifies one's professional career.
- C. The entry requirements to the Postgraduate Certificate programmes shall be specified in the specific programme regulations as approved by Senate.
- D. Prospective students shall normally possess a relevant Bachelor's degree from any recognised institution as determined by the University.
- E. Applicants who do not comply with the above requirement shall also be considered according to the University's special entry requirements.
- F. The duration of the Postgraduate Certificate Programme shall normally be six (6) months (minimum) and one (1) year (maximum).
- G. Postgraduate Certificate programmes shall be taught programmes involving lectures, seminars, practicals, portfolios, written tests and examinations.
- H. Postgraduate certificate programmes shall be administered at their respective Departmental levels as per the programme-specific regulations.

Postgraduate Diploma Programmes

- A. IUM shall offer Postgraduate Diploma programmes in certain fields as approved by the University.
- B. Postgraduate Diploma programmes shall provide specialised training which is professional in nature or edifies one's professional career.
- C. The entry requirements to the Postgraduate Diploma programmes shall be specified in the specific programme regulations as approved by Senate.
- D. Prospective students shall normally possess a relevant Bachelors degree from any recognised institution as shall be determined by Senate.
- E. Applicants who do not comply with the above requirement shall also be considered according to the University's special or mature entry requirements.
- F. The duration of the Postgraduate Diploma programme shall be one (1) year (minimum) and two (2) years (maximum).
- G. Postgraduate Diploma programmes typically consist of taught components, including lectures, seminars, practical work, portfolios, written tests, and examinations. Additionally, some programmes may incorporate a research project.
- H. Postgraduate diploma programmes shall be administered at their respective Departmental levels as per the programme-specific regulations.

Masters Degree Programmes

- A. Postgraduate programmes at Masters degree level shall be of two types:
 - a. The MPhil degree programme shall be conducted through research. A student may be required to take certain non-creditable modules deemed necessary for the successful completion of the degree programme as recommended by the Department.
 - b. The taught Masters degree programme shall involve a minimum of one (1) year of

coursework that is followed by a dissertation.

- B. The entry requirements for individual Masters degree programmes shall be as provided in the programme specific regulations as approved by Senate.
- C. Normally, applicants for Masters programmes shall have obtained a Grade Point Average (GPA) of at least 2.4 on a 0 – 4 grading scale, or at least Upper Second Division, or an average of 60% in their relevant first degree programmes.
- D. The research topic shall fall within the University's thematic areas as stipulated in the Research Policy.
- E. Applicants with the recognised Honours degree without satisfying requirements in C above shall be considered provided they satisfy at least any one of the following special entry conditions:
 - a. Evidence of relevant experience in the proposed area of research; or
 - b. A minimum of one (1) relevant peer-reviewed, refereed publication in the proposed area of research; or
 - c. The student passes a qualifying written, oral or both examinations as may required from time to time.
- F. Applicants who hold a relevant general degree or an approved equivalent qualification, along with relevant experience, will be considered based on the Department's recommendation.
- G. In addition, a prospective student shall satisfy the Faculty/School/Centre's specific requirements for special entry as indicated in the relevant programme-specific admission requirements.
- H. The duration of study for an MPhil programme shall be two (2) years (minimum) and four (4) years (maximum).

Doctoral Degree Programmes

- A. Postgraduate programmes at Doctoral degree level shall be of three (3) types:
 - a. PhD programmes shall be conducted through research. A student may be required to take certain non-creditable modules deemed necessary for successful completion of the degree programme as approved by the Senate. PhD programmes shall EITHER be by thesis OR publication as approved by Senate.
 - b. Taught Doctoral programmes which shall involve a minimum of one (1) year of coursework that is followed by a minimum of two (2) years of research and thesis.
- B. Normally, the research area shall be proposed by the applicant/main supervisor in consultation with the main supervisor/applicant before endorsement by the Faculty/School/Centre Postgraduate Studies Committee and approval by the University Postgraduate Studies Committee.
- C. The research topic shall fall within the University's research thematic areas as stipulated in the Research Policy.
- D. The entry requirements to the Doctoral programme shall be as specified in specific programme regulations.
- E. Ideally, applicants shall have an appropriate Masters degree or have been awarded an equivalent degree with a dissertation mark that is at least 65%, in the relevant field.
- F. The duration of the Doctoral programme shall be three (3) years (minimum) and six (6) years (maximum).
- G. Doctoral programme opportunities at IUM shall be offered only where the relevant Department or Faculty/School/Centre has the necessary or reasonable facilities and qualified, experienced and relevant personnel.

Postdoctoral Programmes

- A. Postgraduate programmes at the postdoctoral level shall be in two forms:
 - a. Postdoctoral Research Fellows which shall, in their own capacity, have been awarded a research fellowship, grant or scholarship.
 - b. Postdoctoral Research Associate which shall be recruited based on a fellowship, grant or scholarship awarded to the Main Supervisor.
- B. The entry requirements to the Postdoctoral programme shall be as specified in specific programme regulations.
- C. Normally, applicants shall have obtained an appropriate Doctoral degree or have been awarded an equivalent degree.
- D. The duration of a Postdoctoral programme shall be one (1) year (minimum) and five (5) years (maximum).
- E. Postdoctoral Researchers shall conduct research under the supervision of a mentor who normally is the main supervisor and full-time academic member of the University.
- F. Postdoctoral Research Fellows shall research on one of their own research areas of interest and shall publish or patent their findings.
- G. Postdoctoral Research Associates shall research on a pre-specified project from the main supervisor.
- H. Postdoctoral Researchers may be co-supervisors for Masters research projects and be involved in, at most eight (8) hours per week, teaching and/or administrative work within their respective Departments or Faculties/Schools/Centres.

Admission and Registration

1. Application for admission shall be made using the appropriate official application form provided through the Admissions Office or downloaded from the University's website: www.ium.edu.na
2. An applicant for taught postgraduate studies (e.g. MBA and DBA) shall be registered in the first instance upon receiving an admission letter by filling in and submitting the registration form and paying the applicable fees, within the prescribed registration period.
3. The Faculty/School/Centre Postgraduate Studies Committees shall be responsible for checking whether applicants qualify or not and limit the numbers accordingly.
4. In certain cases, the Faculty/School/Centre Postgraduate Studies Committee may impose an oral or written examination with a minimum pass mark of 65% to further ascertain whether the applicant will be able to complete the studies successfully. Passing the entrance examination will not necessarily lead to admission and registration for postgraduate studies.
5. Returning students pursuing taught graduate studies shall be required to renew their registration status every semester. Students registered for research postgraduate studies shall renew their registration status annually.

Application for Taught Graduate Studies

Applications for taught graduate studies at IUM shall be submitted through the Admissions Office normally in response to advertisements in the print and electronic media.

Application for Postgraduate Degrees by Research

The following steps shall normally guide the application and registration process:

- Step 1. Prospective students should first contact the Department with a concept note. The

Head of Department will be available to guide the prospective student accordingly.

Step 2. Once the Faculty/School/Centre Postgraduate Studies Committee is satisfied that the applicant meets minimum entry requirements and ascertains that there is a qualified supervisor and reasonable research facilities, the student shall proceed to submit an application form for admission. Prospective students should access the application form from IUM website (www.ium.edu.na), the Admissions Office or the Postgraduate Studies Office.

Step 3. Upon confirmation of admission, prospective students shall proceed to do registration and pay applicable registration and tuition fees. The supervisors, Departments/Faculties/Schools/Centres, Admissions Office and the Postgraduate Studies Office will assist the students throughout the registration process.

Study Permit Requirements

- A. Under the Namibian Immigration Control Act 7 of 1993, valid study permits and visas are required for all international students (both SADC and non-SADC). Upon registration, international students must present a valid visa and obtain a study permit within one month of admission. All non-Namibian students must present copies of their study permits to the Admissions office within a month, or else registration shall be null and void.
- B. All prospective students must complete applications for study permits and visas using the official forms provided by the Ministry of Home Affairs, Immigration, Safety, and Security.
- C. Students who hold permanent Namibian residence, refugee/asylum seeker status, or diplomatic representation are exempt from applying for study permits and visas, provided they submit valid documentation to IUM.
- D. Study permits, work permits, and other forms of visas are not substitutable. Therefore, students with work permits or other forms of visas must apply for a study permit if they receive provisional admission to IUM.
- E. No student shall be permitted to study at IUM without a valid study permit or visa.
N.B. Periodic verification shall be carried out to ascertain if the study permit so granted is still in use and that students attend lectures regularly.

Orientation

1. Upon enrolment, students typically undergo a comprehensive orientation program conducted by their respective academic Departments or Faculties/Schools/Centres.
2. Postgraduate students are expected to participate in the induction process, which is led by the Faculty Dean in collaboration with the students' prospective supervisors. This process includes familiarising students with Faculty research resources, assessing staff availability in specialised areas, and understanding the academic progression from enrolment to graduation.
3. The Director of Postgraduate Studies informs students about their responsibilities and Faculty expectations related to research topic selection, mandatory courses, writing the concept note, research proposal, dissertation, and thesis. Additionally, students are guided through participation in Faculty Seminars and other relevant processes.

Extension of the Registration Period

When it is necessary to extend the registration period beyond the normal maximum period, the postgraduate student shall seek approval from the Registrar before the expiry of registration and pay the required fees.

Conduct of Studies

1. Once registered, the student shall then develop a full research proposal and present it at the Faculty/School/Centre Postgraduate Studies Committee within the first six (6) months of registration for an MPhil and within the first 12 months for a PhD student and will be guided on improvements necessary on the research proposal.
2. The Faculty/School/Centre Postgraduate Studies Committee shall make a recommendation for approval to the University Postgraduate Studies Committee upon the student's presentation at the Faculty/School/Centre Postgraduate Studies Committee.
3. Once the University Postgraduate Studies Committee has approved the full research proposal, the Director of Postgraduate Studies shall inform the ARC for noting.
4. The student is required to obtain ethical clearance and research permission from the University Research Ethics Committee and relevant national regulatory bodies, where necessary, and initiate the research activities.
5. Each student in the taught postgraduate programme shall be required to pursue a research project in the case of Postgraduate Diploma programmes, a dissertation in the case of Masters programmes (e.g. MSc and MBA), and a thesis in the case of taught Doctoral programmes only after meeting the requirements of the taught component as shall be expressed by the programme specific regulations.
6. Every postgraduate student must follow a specified research programme guided by a supervisor.
7. During the execution of the dissertation or thesis, a student shall submit a progress report every six (6) months, which shall be authenticated by the Supervisor and approved by the University Postgraduate Studies Committee.
8. MPhil and PhD students shall be required to give at least one (1) seminar presentation per semester to the Faculty/School/Centre community, as shall be communicated from time to time.
9. In the case of MPhil and PhD programmes, the student shall seek approval from the supervisor before any planned long periods of absence exceeding two (2) weeks from research engagement.

Deferment, Termination and Withdrawal of Registration

1. In exceptional circumstances, the Senate shall, upon application by the student through the Supervisor and recommendation by the University Postgraduate Studies Committee, grant suspension of registration of up to one (1) calendar year. Registered students shall apply in writing to the University Postgraduate Studies Committee through the Faculty/School/Centre Postgraduate Studies Committee to suspend, defer or withdraw their studies.
2. If a student's performance is unsatisfactory or lacks progress, the University Postgraduate Studies Committee, in consultation with the Supervisor, the Faculty/School/Centre Postgraduate Studies Committee, and the Postgraduate Studies Office, will recommend to the Senate that the student's studies be terminated.

Submission of Concept Note and Research Proposal

1. A registered student shall develop and submit a concept note followed by a full research proposal according to the Postgraduate Studies Guidelines.
2. A student for a taught postgraduate programme shall develop a concept note followed by a full research proposal towards the end of the taught component as advised by the Department or Faculty/School/Centre.
3. A postgraduate student undertaking a postgraduate research degree shall submit a concept note within two (2) months of registration and a full research proposal within six (6) months and twelve (12) months of registration for an MPhil and a Doctoral student, respectively.
4. The guidelines on writing and presenting the concept note and research proposal shall be as outlined in the Postgraduate Studies Guidelines.

Submission of Dissertation/Thesis for Examination

1. All University examinations and assessments shall be conducted in English unless they are designed to test written or spoken aptitude in a particular language which will be determined as per the specific programme regulations.
2. The guidelines for writing the dissertation/thesis shall be as outlined in the Postgraduate Studies Guidelines.
3. A student shall not be permitted to submit a dissertation/thesis that has been submitted/presented for examination at another university.
4. If a student submits their dissertation or thesis past the deadline, they may be ineligible for graduation and will be required to re-register and remit the necessary fees for the next academic year.
5. The candidate shall normally receive feedback within three (3) months of submitting a dissertation/thesis.

Assessment of Taught Postgraduate Degree Programmes

1. Students taking taught graduate programmes shall be assessed based on their performance in both the taught and research components of the programmes.
2. The taught component shall be examined through continuous assessment and written and/or practical examinations.
3. The research component shall be examined by a dissertation/thesis.
4. The weighting assigned to the components for assessment purposes shall be defined in the programme-specific regulations.
5. External examiners or moderators shall be designated to assess and moderate all main examinations. Supplementary examination question papers and marked scripts may also be reviewed by external examiners/moderators.
6. The Head of Examinations holds responsibility for overseeing all aspects related to examination administration.
7. Examiners have the authority to request that candidates participate in a viva voce examination and/or submit a practical special examination or demonstration.

Examination of a Dissertation/Thesis

1. At least three (3) months before submitting the dissertation or thesis for examination, the student should fill out a form expressing an intention to submit it so that the University initiates the process of appointment of internal and external examiners. This gives the University adequate time to appoint examiners before the student submits his/her thesis/dissertation.
2. The intention to submit form shall be submitted to the Faculty/School/Centre Postgraduate Studies Committee through the Department. The form shall be signed by the student and endorsed by both the supervisor and the Chairperson of the Faculty/School/Centre Postgraduate Studies Committee. The form shall be accompanied by a provisional abstract of the dissertation or thesis.
3. The University Postgraduate Studies Committee shall take appropriate steps to avoid potential conflicts of interest between the student and his/her supervisor or either of the examiners.
4. If the student is a member of the University staff, all examiners shall be external to the University. If the Supervisor has compelling reasons, he/she may register an objection to the University Postgraduate Studies Committee in writing against the appointment of particular individuals.
5. All examiners shall be experts in one or more aspects of the dissertation or thesis they shall be appointed to examine.
6. External examiners shall provide independent and external views regarding the merit of a dissertation or thesis, including the *viva voce*, and benchmark the dissertation or thesis in the context of international standards.

7. Each examiner shall examine the thesis or dissertation and submit his/her detailed report to the Postgraduate Studies Office using an approved assessment template that the Postgraduate Studies Office will provide.
8. During the examination of the dissertation or thesis, examiners shall be kept anonymous to each other and to the student.
9. Postgraduate Diploma and taught Masters dissertations shall be examined by two examiners (i.e. one internal and one external) recommended by the Faculty Postgraduate Studies Committee and approved by the University Postgraduate Studies Committee.
10. All dissertations shall have a mark. As for the Doctoral thesis, the result shall be pass or fail and no mark shall be allocated.
11. For Postgraduate Diploma and Masters dissertations, where the marks differ by 20 percentage units, a third examiner shall be appointed, and his/her mark shall be binding.
12. There shall be a *viva voce* examination (oral examination) only for MPhil dissertations and Doctoral theses where students shall defend their dissertations or theses.
13. The supervisor(s) shall attend the *viva voce* examination but shall not take part in the examination process.
14. Members of the public shall be welcome to attend the *viva voce* examination and ask questions related to the student's dissertation, thesis or research area.
15. The internal and external examiners shall prepare independent assessment reports on the examined dissertation or thesis prior to the oral examination. The reports shall be used by the Board of Examiners to establish whether a candidate qualifies for the *viva voce* examination.
16. The *viva voce* examination is conducted only after all examiners have passed the candidate.
17. The outcome of the *viva voce* examination shall take one of the following:
 - i. Candidate passes without any corrections.
 - ii. Candidate passes subject to minor corrections within one (1) month to the satisfaction of the Chairperson of the *viva voce* and the Director of Postgraduate Studies.
 - iii. Candidate passes subject to major corrections within six (6) months to the satisfaction of the Chairperson of the *viva voce* and the Director of Postgraduate Studies.
 - iv. Candidate fails but shall be given another chance for re-examination after rectifying the identified weaknesses within one (1) year.
 - v. Candidate fails outrightly.

Binding of Dissertation/Thesis

1. A candidate shall only be permitted to bind their dissertation or thesis copies once all the changes or corrections suggested by examiners and the Board of Examiners have been fully incorporated to the satisfaction of the Board of Examiners or its appointee.
2. A candidate shall follow the following guidelines when binding the dissertation/thesis:
 - a. Master's dissertations will have a Maroon cover, while Doctoral theses will be bound with a Black cover.
 - b. The binding for Masters dissertations and Doctoral theses should feature a glossy finish rather than a smooth one. Additionally, the text on the cover page must be gold-foiled in a pyramid shape, as opposed to flat surface printing.

Lodgement and Distribution of Dissertation and Thesis

1. A Postgraduate Diploma student qualifying for graduation shall be required to lodge with their Department/Centre/Faculty/School two (2) spiral bound copies of the corrected dissertation and a soft copy on CD or USB memory stick saved in MS Word and PDF format at least one week (1) prior to the graduation ceremony.

2. An MPhil and a Doctoral student qualifying for graduation shall be required to lodge with the Director of Postgraduate Studies, three (3) hard bound copies of the corrected dissertation or thesis and a soft copy on CD, USB memory stick or via email, saved in MS Word and PDF format at least one (1) week prior to the graduation ceremony.
3. Students for taught Masters programme (e.g. MBA) and taught Doctoral programme (e.g. DBA) qualifying for graduation shall be required to lodge with the Director of Postgraduate Studies, three (3) hardbound copies of the corrected dissertation or thesis and a soft copy on CD, USB memory stick or via email, saved in MS Word and PDF format at least one (1) week prior to the graduation ceremony.
4. The Director of Postgraduate Studies shall pass on one (1) stamped hard bound copy to the Registrar; soft copies and one (1) stamped hard bound copy to the Librarian and one (1) stamped hard bound copy to the student.
5. The soft copies shall normally be deposited into the library's electronic repository.
6. The Senate shall have the authority not to place copies of the dissertation or thesis in the public domain if it is in the best interest of the University.

Publication From a Dissertation/Thesis

1. Publications are considered valid only when they are published within the study period and pertain to the sanctioned research topic. Additionally, they must be original for the respective research degree at IUM and must not have been published before enrolling in the respective postgraduate programme.
2. For graduation, an MPhil student must have a minimum of one (1) peer-reviewed article that has been accepted for publication or already published in outlets that are internationally recognised and accredited. The student should be the primary author, with the supervisor(s) listed as co-author(s). All candidates are required to publish at least one article in the Namibia Journal of Managerial Sciences prior to graduation.
3. Prior to graduation, Doctoral candidates must ensure they have at least two (2) peer-reviewed articles in journals of international repute and accreditation. The student should be the primary author, with the supervisor(s) listed as co-author(s). All candidates are required to publish at least one article in the Namibia Journal of Managerial Sciences prior to graduation.
4. A PhD by publication requires the student to have at least three (3) peer-reviewed articles published in journals of international repute and accreditation. These articles should serve as individual chapters, be authored primarily by the student, and be completed before graduation.
5. As part of their graduation requirement, Masters by coursework students are recommended to present at least one paper at an academic research conference.
6. In the preliminary pages of their dissertation or thesis, students should include a list of published works and presentations related to their research.

Publication of Results and Conferment of Degrees

1. The Registrar's Office shall inform the candidate after Senate has approved the award of the qualification.
2. Each student who has successfully met the requirements will be awarded a qualification, which will be endorsed with the University's Seal.
3. All postgraduate degrees shall be conferred at the convocation after following the formal procedures of awarding postgraduate degrees as approved by the Senate.

Aegrotat and Posthumous Awards

1. A postgraduate degree *aegrotat* and *posthumous* award shall be approved for award by Senate to a candidate whose research might have attained an advanced stage of research and is unable to proceed or complete the assessment processes due to serious illness or other grave

circumstances. In making a recommendation to Senate for an *aegrotat* award, the University Postgraduate Studies Committee shall take into account the candidate's performance during the period of study and progress reports as evidence of the candidature's competency.

2. A seriously ill candidate who wishes to be considered for an *aegrotat* degree shall apply in writing with supporting evidence to the Registrar. A certificate from a recognised medical practitioner must support the medical grounds.
3. A posthumous award shall be awarded where a candidate dies prior to graduation of their programme of study and shall be presented to a next-of-kin at a graduation ceremony.

Plagiarism and AI-Generated Content

1. Plagiarism is a serious academic fraud, and any dissertation or thesis submitted shall be checked for plagiarism by the Department or Faculty/School/Centre.
2. All students' work (e.g. assignments, research proposals, dissertations and theses) shall be checked for similarity and AI-generated content.
3. The maximum similarity index and AI-generated content shall be 20%.
4. If more than 20% similarity and AI-generated content is discovered in a dissertation or thesis, the candidate will fail, and re-submission will be at the discretion of Senate guided by the General Academic Regulations.
5. Depending on the severity of the offence, plagiarism in coursework shall be handled by the Faculty/School Postgraduate Studies Committee at the levels of:
 - i. First Offence: If plagiarism is discovered in a piece of work such as an essay, the student will receive a Head of Department's warning and will be awarded a zero (0) mark for the submitted work.
 - ii. Second Offence: The student will receive a Dean/Director's final warning and be awarded a zero (0) for the submitted work.
 - iii. Third Offence: Senate will take disciplinary measures (e.g. expulsion from the University), and the student will be awarded a mark of zero.

Appeals Against Termination of Studies

1. Any student whose registration is terminated shall be notified of the University's appeal procedures by the Registrar.
2. Any aggrieved student shall submit an appeal following the procedure outlined in the University's policies and procedures for appeals.

Expectations on Research at the Postgraduate Studies Level

Research by all postgraduate students is expected to address national, regional and international values and aspirations at the cutting edge of knowledge, skills and techniques. Postgraduate students, guided by their supervisors, are also expected to ensure that research content addresses and advances IUM's mandate. Both students and supervisors should make efforts to engage in ethical research whose outputs can be published in reputable avenues, patented and commercialised or at least solve real-life problems and challenges faced by society.

Exit Learning Outcomes Expected from Masters Students

By the end of the taught Masters and Masters by research study programme, graduates shall be able to:

- a) Exhibit a sound understanding of research methods, techniques, and procedures relevant to the student's advanced field of study.
- b) Apply the research methods, techniques, and procedures to contribute to the advancement of knowledge within the field of study.

- c) Identify and explicate specific research problems in the specific field of study and design appropriate research methodology to solve such problems.
- d) Conduct collaborative research and provide solutions in an ethical manner.
- e) Apply both theoretical and practical research knowledge to solve current and future challenges.
- f) Provide a comprehensive report based on research findings for informed decision-making.
- g) Engage in independent learning for continuous professional development.
- h) Create innovative solutions to existing and potential challenges through research.

Exit Learning Outcomes Expected from Doctoral Students

By the end of the Doctoral study programme, graduates shall be able to:

- a) Create and apply knowledge, with a thorough understanding of how established methods of research and inquiry are utilised to generate and interpret knowledge in their field.
- b) Reveal a comprehensive and critical insight into the full range of their discipline, including a sound awareness of current issues or new ideas, many of which are at the forefront of their academic or professional field.
- c) Exhibit an awareness of ethical considerations and the ability to engage proactively with others in teams to develop ethical solutions.
- d) Integrate and harmonise various types of knowledge, evidence, concepts, theories, and practices to improve understanding or best practices and tackle both predictable and unforeseen problems.
- e) Present results that are based on logical conclusions and inferences made from research data that may be incomplete or controversial.
- f) Partake in independent learning that is vital for continuous professional development.
- g) Create a research and development product, patent or commercialisable product/service or concept that directly benefits the national economy and beyond.

Writing the Concept Note

Candidates embarking on taught Masters and Doctoral programmes shall develop and submit concept notes one (1) month before the end of semester 2 of year one (1).

Candidates embarking on MPhil and Doctoral programmes shall develop and submit their concept notes within two (2) months of registration.

The structure of the concept note shall normally include areas illustrated below:

- a) Title page
- b) Background to the study
- c) Statement of the problem
- d) Research objectives/Research questions
- e) Research hypotheses/Research propositions
- f) Significance of the study
- g) Research methodology/Materials and methods
- h) Work plan
- i) Budget
- j) References

The length of the Concept Note for Masters programmes shall be at most four (4) pages, excluding the title and reference pages.

The length of the Concept Note for Doctoral programmes shall be at most six (6) pages, excluding the title and reference pages.

The line spacing for the concept note shall be 1.5, and the font shall be Arial 11pt. Discipline-specific font styles and formats may apply. Page margins shall be 3.5 on the left and 2.5 cm each on the right, top and bottom margins. The text shall be justified. The text colour shall be black throughout.

The medium of writing the concept note shall consistently be either UK or USA English. Under no circumstances shall the UK or USA English mediums be mixed in one concept note.

The term 'research methodology' is most applicable to social sciences research, while the term 'materials and methods' is mainly applicable in natural sciences research. Programme-specific guidelines should be adhered to under the guidance of the Supervisor.

Only literature within the past five (5) years shall be cited unless the cited work is seminal.

Writing the Research Proposal

- a) Candidates embarking on the taught Masters and Doctoral programme shall develop and submit Research Proposals within two (2) months of registration in semester one (1) of year one (1).
- b) Candidates embarking on MPhil programmes shall develop and submit their Research proposals within six (6) months of provisional registration.
- c) Candidates embarking on Doctoral programmes by research shall develop and submit their Research proposals within twelve (12) months of provisional registration.
- d) The length of the Research Proposal for a taught Masters programme shall be at most twelve (12) pages, excluding the title and reference pages.
- e) The length of the Research Proposal for an MPhil programme shall be at most fifteen (15) pages, excluding the title and reference pages.
- f) The length of the Research Proposal for a Doctoral programme shall be at most twenty (20) pages, excluding the cover page.
- g) The line spacing for the typed research proposal shall be 1.5, and the font shall be Arial 11pt. Discipline-specific font styles and formats may apply. Page margins shall be 3.5 cm on the left and 2.5 cm each on the right, top and bottom margins, on a A4 paper. The text shall be justified. The text colour shall be black throughout.
- h) The medium of writing the research proposal shall consistently be either UK or USA English. Under no circumstances shall the UK or USA English mediums be mixed in one research proposal.

Structure of a Research Proposal for Postgraduate Studies

The structure of the Research Proposal shall normally include areas illustrated below:

- a) Title page
- b) Table of contents
- c) Background to the study
- d) Statement of the problem
- e) Research objectives/Research questions
- f) Research hypotheses/Research propositions
- g) Conceptual framework/Research model
- h) Significance of the study
- i) Delimitation/Scope of the study

- j) Literature review
- k) Research methodology/Materials and methods
- l) Organisation of the research report
- m) Work plan
- n) Budget
- o) References

Presentation of the Proposal/Research Proposal Defence

Students shall be required to present their research proposals to their Departments. It is the responsibility of Heads of Departments to organise such research seminars. These seminars will help in improving the quality of the research proposals before students defend their research proposals at the Faculty/School/Centre Postgraduate Studies Committee.

Students shall be required to present and defend their research proposals to the Faculty/School/Centre Postgraduate Studies Committee.

The Faculty/School/Centre Postgraduate Studies Committee shall make a recommendation for approval to the University Postgraduate Studies Committee upon the student's presentation at the Faculty/School/Centre Postgraduate Studies Committee.

Faculty/School/Centre Postgraduate Studies Committee shall make any of the following recommendations:

- Research proposal approved as is (no corrections required)
- Research proposal approved with minor corrections
- Research proposal approved with major corrections
- Research proposal rejected

Once the University Postgraduate Studies Committee has approved the concept note and full research proposal, the Director of Postgraduate Studies shall inform the Admissions Office, ARC and Senate for noting.

Writing the Dissertation/Thesis

This section provides guidelines for writing dissertations and theses at the postgraduate level at IUM. Specific guidelines shall be stipulated in the programme-specific regulations.

Language

The medium of writing the dissertation/thesis shall consistently be either UK or USA English. Under no circumstances shall the UK or USA English mediums be mixed in one dissertation/thesis.

Typing style

The document should be prepared with the text inputted and outputted on a single side of quality white A4-sized paper. The text must be set in Arial font at a size of 11 characters per inch. However, particular disciplines may prescribe specific font styles and formatting guidelines. A line spacing of 1.5 is required, and the text must consistently appear in black.

Margins

The margins shall be 3.5 cm on the left and 2.5 cm each on the right, top and bottom margins. The text shall be justified.

Pagination

Preliminary pages shall be numbered using lowercase Roman numerals. The front cover of the document shall be unnumbered. Within the main section of the document, pages must bear consecutive numbers in Arabic numerals. These numbers should be positioned centrally at the bottom margin of each page.

Length of a Dissertation and Thesis

- a) For the Postgraduate Diploma: The recommended length of the dissertation shall be a minimum of 15,000 words and a maximum of 20,000 words.
- b) For taught Masters dissertation: The recommended length of the dissertation shall be a minimum of 30,000 words and a maximum of 40,000 words.
- c) For the MPhil dissertation: The recommended length of the dissertation shall be a minimum of 45,000 words and a maximum of 70,000 words.
- d) For the Doctoral thesis: The recommended length of the thesis with the taught component shall be a minimum of 70,000 words and a maximum of 80,000 words. The recommended length of the PhD thesis shall be a minimum of 80,000 words and a maximum of 100,000 words.

Structure of the Dissertation/Thesis

For the Postgraduate Diploma and taught Masters dissertations, the following structure shall apply:

- Title page
- Preliminary pages
- Chapter 1: Introduction
- Chapter 2: Literature Review
- Chapter 3: Research Methodology/Materials and Methods
- Chapter 4: Results and Discussion
- Chapter 5: Conclusions and Implications
- References
- Appendices

For the MPhil dissertation and Doctoral thesis, the following structure shall apply:

- Title page
- Preliminary pages
- Chapter 1: Introduction
- Chapter 2: Literature Review (*the chapter can be split into two [2] or more chapters, i.e. Theoretical Framework, Empirical Literature, etc.*)
- Chapter 3: Research Methodology/Materials and Methods
- Chapter 4: Results and Discussion (*the chapter can be split into two [2], i.e. Discussion can be separated from Results*)
- Chapter 5: Conclusions and Implications

- References
- List of Appendices

Writing a Thesis in Publications Format

The thesis by publication is a composite format that incorporates both existing publications and new, unpublished work. This model serves as a pathway for Doctoral students to enhance their abilities in crafting peer-reviewed, quality-controlled publications while enrolled in their advanced studies, facilitating the prompt sharing of their research outcomes. However, this method may not be universally applicable to every student, academic field, or supervisor, given that it imposes extra responsibilities on both the student and the supervisors in terms of planning, drafting, and pursuing publication opportunities. The process of structuring a thesis as a series of publications typically demands consistent guidance from supervisors, starting from the initial enrolment confirmation to the final submission of the thesis. It is important to recognise that the specific stipulations for a thesis by publication might differ across various Departments/Faculties/Schools/Centres.

The following format shall be adopted but may be adjusted by Departments/Faculties/Schools/Centres to meet their norms.

- Chapter 1: Introduction
- Chapter 2: Literature Review
- Chapter 3: Methodology
- Chapter 4, 5, 6 etc.: Results and Discussion
 - In Chapters 4,5, 6 etc., each chapter may address a particular stand-alone objective or experiment. These could be genuine copies of published works or sections containing content that has been submitted for publication or is in the process of being submitted.
- Chapter 7: Synthesis, Conclusions and Implications.
 - This is for the application of research findings and for further research.
- References
 - List only those references that are not already included within the chapters of the research publication. Published papers should retain their reference sections. The referencing style shall be the APA 7th edition in the list.
- List of Appendices

- Appendices can include the following:
 - ❖ Research instrument(s)
 - ❖ Permission letters
 - ❖ Ethical clearance certificate
 - ❖ Certificate of language and technical editing
 - ❖ Similarity index report (first page of the summary)
 - ❖ Co-authorship form
 - ❖ Any other relevant data such as supplementary information, raw data, etc.

FACULTY OF ENVIRONMENTAL MANAGEMENT AND SUSTAINABILITY SCIENCES (FEMSS)

POSTGRADUATE DIPLOMA IN TRANSPORT AND LOGISTICS STUDIES (NQF LEVEL 8)

1. Rationale

The rationale of developing this qualification is to bridge the gap between NQF Level 7 and NQF Level 9 qualifications in transport and logistics studies and set a scene for in-depth analysis of issues relating to transport and logistics planning and management.

2. Purpose

The purpose of this qualification is to enable qualifying learners to specialise in the field of transport and logistics, preparing them for a career in that sector. The Postgraduate Diploma: Transport and Logistics is multi-disciplinary and interdisciplinary and serves to deepen the learner's knowledge and understanding across the disciplines that make up transport and logistics. This knowledge will enable them to work professionally, engage in advanced reflection and practice in the transport and logistics discipline. This qualification requires a high level of theoretical commitment and intellectual independence. The development of this qualification is supported by several key stakeholders such as the Ministry of Works and Transport, Namibia University of Science and Technology, and the Confederation of Fishing Association.

3. Who is this qualification for?

This qualification serves to bridge the gap between NQF level 7 and NQF level 9 for those students who only possess NQF level 7 qualifications or come from other fields, who plan to pursue qualifications in the field of transport and logistics studies at NQF level 9.

4. Admission requirements

Students will be admitted into this qualification if they hold an NQF Level 7 qualification in transport and logistics-related studies. Students awarded with a Postgraduate Diploma in Transport and Logistics Studies will be eligible for a master's degree or equivalent qualification at NQF Level 9 in a related field of study.

5. Qualification duration

The Postgraduate Diploma in Transport and Logistics Studies (Level 8) is conferred after one year of full-time study or two years of distance study. The year of study is divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Apply the principles, practices and methods of modern management in transport and logistics management.
- (b) Recognize and understand issues pertaining to transport and logistics management and recommend practical solutions to these challenges.
- (c) Apply different tools and methods to articulate the broad social, economic and regulatory structures in which transport and logistics problems can be solved.
- (d) Create a personal paradigm of leadership and management that is responsive and transformative to the needs of contemporary times.
- (e) Establish and participate in programs that contribute to the improvement of policies related to transport and logistics.

7. Qualification Structure

YEAR 1				
SEMESTER 1 (72 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Academic Writing	AWP80US	120	8	12
Fleet and Transport Management	FTM80PS	160	8	16
Research Methodology	RME80PS	120	8	12
Tendering and Supplier Selection	TSS80PS	160	8	16
Strategic Supply Chain Management	SSC80PS	160	8	16
SEMESTER 2 (56 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Applied Entrepreneurship Management	AEN80US	100	8	10
Transport and Sustainability	TAS80PS	160	8	16
Research Project	XES80PS	300	8	30
Total Hours & Credits		1280		128
Total hours and Credits for Qualification		1280		128

POSTGRADUATE DIPLOMA IN OCCUPATIONAL HEALTH AND SAFETY (NQF LEVEL 8)

1. Rationale

The increasing complexity of workplace environments, combined with evolving regulatory standards and the growing recognition of employee well-being, necessitates advanced expertise in Occupational Health and Safety (OHS). This Postgraduate Diploma aims to equip professionals with the specialised knowledge, skills, and practical tools required to effectively manage and mitigate workplace hazards, ensuring the health, safety, and well-being of workers across diverse industries. With global industries facing rising demands for safety compliance, risk management, and a proactive approach to occupational health, this program is designed to address critical needs. The curriculum offers an interdisciplinary approach, combining elements of health, law, risk assessment, and environmental safety, while integrating real-world case studies and practical applications. Graduates will be prepared to take leadership roles in OHS management, policy development, and safety audits, contributing to a safer and healthier working environment for all. This qualification supports both personal career advancement and broader organisational goals, meeting the growing demand for skilled OHS professionals who can drive positive change and regulatory compliance in a rapidly evolving global market.

2. Purpose

The purpose of developing the Postgraduate Diploma in Occupational Health and Safety (OHS) is to address the growing need for highly skilled professionals who can effectively manage, promote, and safeguard the health and safety of workers across diverse industries. With the evolving nature of work environments, increasing regulatory demands, and heightened awareness of employee well-being,

there is a pressing need for advanced education that equips professionals with the knowledge, skills, and practical expertise to manage workplace risks and ensure compliance with safety standards.

This qualification aims to provide a comprehensive understanding of occupational health, risk assessment, safety regulations, and emergency management, preparing graduates to take on leadership roles in OHS. By offering a multidisciplinary approach, the diploma will empower professionals to design and implement proactive strategies to prevent workplace accidents, reduce health risks, and promote a culture of safety within organizations. Ultimately, this program is designed to create a safer, healthier, and more productive work environment for employees, while also ensuring organizations meet their legal and ethical obligations. Through the development of this diploma, we aim to contribute to the growing demand for qualified OHS experts who can drive positive change in workplace safety practices and ensure the well-being of workers in an ever-changing global landscape.

The key stakeholders consulted included the Ministry of Labour, Industrial Relations and Employment Creation, Ministry of Health and Social Services, Welwitchia Health Training Centre, Westpine Safety Consultants and Confederation of Namibia Fishing Association.

3. Who is this qualification for?

This qualification serves to bridge the gap between NQF level 7 and NQF level 9 for those students who only possess NQF level 7 qualifications or come from other fields, who plan to pursue qualifications in the field of Occupational Health and Safety at NQF level 9.

4. Admission requirements

Students will be admitted into this qualification if they hold an NQF Level 7 qualification in Occupational Health and Safety. Students awarded with a Postgraduate Diploma in Occupational Health and Safety will be eligible for a Master's degree or equivalent qualification at NQF Level 9 in a related field of study.

5. Qualification duration

The Postgraduate Diploma in Occupational Health and Safety (Level 8) is conferred after one year of full-time study or two years of distance study. The year of study is divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Identify and assess workplace hazards and risks, implementing appropriate safety measures to mitigate potential harm.
- (b) Develop and manage occupational health and safety policies, ensuring compliance with national and international regulations.
- (c) Design and conduct safety audits, inspections, and risk assessments to ensure a safe working environment.
- (d) Lead and promote safety culture initiatives, fostering awareness and engagement among employees to reduce workplace incidents.
- (e) Evaluate and respond to occupational health issues and emergencies, implementing preventive and corrective actions to safeguard workers' well-being.

7. Qualification Structure

YEAR 1 (126 Credits)				
SEMESTER 1 (70 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Academic Writing for Postgraduate Studies	AAW80PS	100	8	10
Incident Investigation and Analysis	IIA80PS	160	8	16
Research Methodology	RME80PS	120	8	12
Risk Assessment and Hazard Control	RAH80PS	160	8	16
Workplace Health and Wellness	WHW80PS	160	8	16
SEMESTER 2 (56 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Applied Entrepreneurship	AEN80US	100	8	10
Occupational Health and Safety Management System	PHS80PS	160	8	16
Research Project	XES80PS	300	8	30
Total Year 1 Hours & Credits		1260		126
Total hours and Credits for Qualification		1260		126

POSTGRADUATE DIPLOMA IN ENVIRONMENTAL STUDIES (NQF LEVEL 8)

1. Rationale

The rationale of developing this qualification is to bridge the gap between NQF Level 7 and NQF Level 9 qualifications in the field of environmental studies/management and set a scene for in-depth analysis of issues pertaining to environmental planning and management as well as the sustainable utilization of natural resources.

2. Purpose

The main purpose of the Postgraduate Diploma in Environmental Studies is to provide a fundamental platform to aspiring students who want to pursue postgraduate studies in the environmental field. The qualification aims to make students competent to do environmental-related work and to find practical solutions to current environmental issues. As the earth's resources are declining and the environment is being increasingly deteriorated by human activities, it is evident that something needs to be done. There is a need to maintain the relationship between human beings and the environment as these two cannot be separated. The imbalance that human beings create in the environment is slowly interfering with their survival and sustenance of life on earth. Issues such as environmental pollution, growing human population, depletion of natural resources, climate change, calamities and disasters are all environmental concerns that need to be addressed.

Environmental protection and conservation are beyond the capacity of one individual, one institution or one government. Hence every citizen of the world needs to be observant and actively participate in

guarding the global environment. The qualification will contribute to the national efforts of protecting and managing natural resources, as well as to promote sustainable utilization of natural resources as articulated in Chapter 5 of Vision 2030 and Article 95 of Namibia's Constitution.

3. Who is this qualification for?

This qualification serves to bridge the gap between NQF level 7 and NQF level 9 for those students who only possess NQF level 7 qualifications and who plan to pursue qualifications in the field of environmental studies at NQF level 9.

4. Admission requirements

Students will be admitted into this qualification if they hold an NQF Level 7 qualification in environmental-related studies or NQF Level 8 in unrelated fields with 2 years of working experience in a related field. Students awarded with a Post-graduate Diploma in Environmental Studies will be eligible for a Masters degree or equivalent qualification at NQF Level 9 in a related field of studies.

5. Qualification duration

The Postgraduate Diploma in Environmental Studies (Level 8) is conferred after one year of full-time study or two years of distance study. The year of study is divided into two semesters. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate the principles, practices and methods of modern management and apply them in environmental management.
- (b) Explain issues pertaining to environmental management and propose practical solutions to these challenges.
- (c) Apply different tools and methods to articulate the broad social, economic and regulatory structures in which environmental problems can be solved.
- (d) Create a personal paradigm of leadership and management that is responsive and transformative to the needs of contemporary times.
- (e) Establish and participate in programs that contribute to the improvement of policies related to environmental management and sustainable development.
- (f) Carry out research in the field of environment and natural resources management.

7. Qualification Structure

YEAR 1 (138 Credits)				
SEMESTER 1 (68 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Academic Writing	AWP80US	120	8	12
Environmental Management	EVM80PS	120	8	12
Environmental Ethics	EET80PS	100	8	10
Research Methodology	RME80PS	120	8	12

Ecosystem Services	ECO80PS	120	8	12
Environmental Governance	EGO80PS	100	8	10
SEMESTER 2 (70 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Applied Entrepreneurship Management	AEN80US	100	8	10
Environmental Sustainability and Rehabilitation	ESR80PS	100	8	10
Management of Arid and Semi-Arid Regions	ASR80PS	100	8	10
Environmental Risk Assessment and Management	ERA80PS	100	8	10
Research Project	XES80PS	300	8	30
Total Year 1 Hours & Credits		1380		138
Total hours and Credits for Qualification		1380		138

POSTGRADUATE DIPLOMA IN ENVIRONMENTAL LAW AND POLICY (NQF LEVEL 8)

1. Rationale

The Postgraduate Diploma in Environmental Law and Policy (Oil & Gas) addresses environmental and policy issues in Oil & Gas by equipping students with a comprehensive understanding of the legal, regulatory, and policy frameworks governing environmental protection in the context of the oil and gas industry. This program aims to develop a new generation of leaders and experts who can effectively balance energy production demands with environmental sustainability's imperatives. The programme will equip students with the knowledge and skills to pursue careers in environmental law, policy-making, regulatory compliance, corporate environmental management, and advocacy within the oil and gas industry.

2. Purpose

This programme aims to navigate environmental regulations, integrate sustainability, ensure legal compliance, manage risks, support strategic decision-making, and foster stakeholder relationships. Further, it seeks to prepare for emerging challenges, advance career opportunities, contribute to global environmental goals, and enhance organisational reputation and competitiveness. It provides essential knowledge and skills for professionals aiming to lead environmental initiatives and drive sustainable practices in the oil and gas industry.

Students will gain an understanding of the intricate and evolving landscape of environmental regulations that govern the oil and gas industry. It equips students with the knowledge to develop and implement policies that mitigate environmental impacts, promote sustainable resource use, and support the transition to more environmentally responsible energy practices. This is essential for organisations aiming to balance economic goals with environmental stewardship, contributing to long-term sustainability. The development of this qualification is supported by a number of key stakeholders such as the Ministry of Mines and Energy, the Ministry of Environment, the Namibia University of Science and Technology, the National Power Utility (NamPower), Namibia Petroleum Corporation (Namcor) and Petroleum Fund (PetroFund).

3. Who is this qualification for?

This qualification is ideal for individuals wanting to start a career involving Environmental Law and Policy in Oil & Gas operations and/or supervision. It is for those who want to earn a recognised qualification while improving their working knowledge and skills in the field. It enables the student to acquire the appropriate degree of professional knowledge in Environmental Law and Policy in Oil & Gas principles who already possesses occupational competence within their sector but aspires to work in that field.

4. Admission requirements

Students will be admitted into this qualification if they hold an NQF Level 7 qualification in Environmental Law and Policy or Oil & Gas related studies. Students will also be admitted into this qualification through mature age entry as stipulated in GR 4.1.1 prior learning with 3 relevant years of experience in various fields of Energy Studies or related fields.

5. Qualification duration

This qualification will be offered on a full / part-time blended learning mode over a minimum period of 1 year and a maximum of 2 Years.

6. Outcomes for whole qualification

Holders of this qualification are able to:

- a) Apply the legal principles, regulations, and international conventions governing environmental protection in the oil and gas sector.
- b) Analyse environmental policies and strategies aimed at mitigating environmental impacts associated with oil and gas operations
- c) Evaluate Strategic Environmental Assessment (SEA) frameworks to integrate environmental considerations into strategic decision-making processes within the oil and gas sector.
- d) Apply conflict resolution techniques to manage environmental disputes and achieve mutually beneficial outcomes among stakeholders.
- e) Develop strategies to integrate sustainability principles into oil and gas operations, including climate change mitigation and adaptation.

7. Qualification structure

SEMESTER 1 (70 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Academic Writing for Postgraduate Studies	AAW80PS	100	8	10
Research Methodology	RME80PS	120	8	12
Energy and Environmental Sustainability	EES80PS	160	8	16
International Petroleum Law	IPL80PS	160	8	16

Environmental Impact Assessment (EIA) and Strategic Environmental Assessment (SEA)	SIA80PS	160	8	16
SEMESTER 2 (56 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Applied Entrepreneurship Management	AEN80US	100	8	10
Energy Value Chains	EVC80PS	160	8	16
Research Project	XES80US	300	8	30
Total Hours & Credits		1260		126

POSTGRADUATE DIPLOMA IN ENERGY STUDIES (NQF LEVEL 8)

1. Rationale

The Postgraduate Diploma in Energy Studies (Level 8) is strategically designed to address the urgent and evolving demands for skilled professionals in Namibia's dynamic energy sector. As the country and the broader Southern African region confront the dual challenges of transitioning towards sustainable energy solutions and managing traditional energy resources, there is a significant need for a workforce equipped with both innovative and practical skills. This qualification focuses on emerging technologies such as green hydrogen a key area of future energy development due to its potential to reduce carbon emissions and enhance energy security as well as the sustainable management of conventional resources like oil and gas. The curriculum is crafted to provide students with a comprehensive understanding of energy systems, including the technical and economic aspects of energy production, distribution, and management.

2. Purpose

The Postgraduate Diploma in Energy Studies (Level 8) is developed to address the increasing demands of the energy sector in both the private and public domains. This qualification aims to equip students with specialized skills and knowledge in energy systems and technologies, emphasizing sustainable practices and innovative energy solutions. Students will be trained to support the nation's energy infrastructure by working in various roles within the energy sector, including renewable energy projects, green hydrogen technologies, and oil and gas industry operations. The qualification will prepare students to contribute to policy development, environmental stewardship, and sustainable energy management. Additionally, the qualification will foster entrepreneurial skills, enabling graduates to establish their own ventures in energy production, distribution, and management.

3. Who is this qualification for?

This qualification targets individuals currently working in or aspiring to enter the energy sector, particularly in roles related to energy production, management, and sustainability. It is designed for those who seek to advance their skills and knowledge in energy technologies, sustainable practices, and industry operations. The Postgraduate Diploma in Energy Studies (Level 8) is ideal for individuals who have practical experience in the energy sector but are looking to formalize their qualifications and enhance their career prospects. This qualification is also suited for those aiming to gain a

comprehensive understanding of green hydrogen technologies, oil and gas industry operations, and energy policy development.

4. Admission Requirements

Students will be admitted into this qualification if they hold an NQF Level 7 qualification in energy related studies. Students awarded with a Postgraduate Diploma in Energy Studies (Level 8) will be eligible for a Master of Science in Energy and Environmental Law, Master of Science in Energy or equivalent qualification (Level 9) in a related field of studies.

5. Qualification Duration

This qualification will be offered on a full / part-time blended learning mode over a minimum period of 1 years and a maximum of 2 Years.

6. Outcomes for whole qualification

Holder of this qualification are able to:

- a) Understand energy systems, including green hydrogen technologies, oil, and gas industries.
- b) Apply practical skills in energy resource management and sustainable practices.
- c) Analyse and assess the economic and environmental impacts of energy projects.
- d) Contribute effectively to energy policy development and strategic planning.
- e) Conduct advanced research and analysis on emerging energy technologies and their implications.
- f) Evaluate and recommend strategies for enhancing energy efficiency and sustainability in various sectors.

7. Qualification structure

SEMESTER 1 (70 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Academic Writing for Postgraduate Studies	AAW80PS	100	8	10
Research Methodology	RME80PS	120	8	12
Sustainable Energy Management	SEM80US	160	8	16
Energy Storage Systems	ENS80PS	160	8	16
Hydrogen Energy	HDE80PS	160	8	16
SEMESTER 2 (66 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Principles of Energy Economics	PEE80PS	100	8	10
Applied Entrepreneurship Management	AEN80US	100	8	10
Research Project	XES80US	300	8	30

Energy Resources and Technologies	ERT80US	160	8	16
Total Year 1 Hours & Credits		1360		136

MASTER OF SCIENCE IN MARITIME AND SHIPPING MANAGEMENT (NQF LEVEL 9)

1. Rationale

The Master of Science in Maritime and Shipping Management is developed to provide postgraduate candidates with professional knowledge in maritime, shipping and ocean governance-related dynamics and elevate their skills in this global business setting. This qualification will enhance the candidate's international career prospects, introducing you to shipping within wider logistic systems. In addition, the research that students will undertake will create a platform to give them a critical understanding of the maritime industry, the policy environment within which it operates, and the management of shipping operations. This wide-ranging and varied learning experience will help enhance students' careers and demonstrate how they can make a difference.

2. Purpose

The Master of Science in Maritime and Shipping Management is intended for students looking for management positions within the maritime and shipping industry, a highly international and globalized industry with several exciting challenges and opportunities. Rapid growth and competition in the global maritime and shipping industry have left shortfalls of professionals with the tools and techniques to manage maritime, ports and shipping operations, following maritime law and safety regulations.

Coupled with complex ocean governance systems, ranging from codes of conduct to legally binding regional and international policies, maritime professionals who can chart the course ahead are in high demand. On the other hand, more than 90% of the world's trade is transported by ships. Shipping is one of the most important sectors of the global economy. This qualification addresses these grand challenges from a range of perspectives and helps candidates to become management or policy-making professionals capable of making decisions that consider the full range of economic, social, environmental and legal impacts of maritime business. This qualification provides a wide range of professional skills and can lead to a wide variety of job opportunities including ports management, operations management, logistics and distribution management, supply chain management, maritime consultations, maritime legal advising, insurance and maritime analysing. The prospective students will find employment nationally and internationally, in ship operating/management companies, protection and indemnity clubs, industry associations and policy organizations. Furthermore, prospective graduates will be able to find employment with shipping lines, port authorities, vessel traffic management organizations, the International Maritime Organization, and risk management companies. This is a strategic development that would uplift the local business practice and knowledge to a higher echelon in the international shipping scene, associated with business management, international shipping finance, chartering, and other related issues.

3. Who is this qualification for?

This qualification targets qualified staff in the maritime and shipping industry or relevant sectors in possession of an Honours Degree NQF Level 8 or equivalent qualifications and staff within management and consulting activities in the maritime and shipping industry or relevant sectors.

4. Admission requirements

To be admitted into a Master of Science in Maritime and Shipping Management a candidate must

have a Bachelor of Transport and Logistics Management Honours or equivalent/ related NQF level 8 at any other recognised university.

5. Qualification duration

This qualification will be offered on a full-time or part-time blended learning mode over a minimum period of 2 years and a maximum of 4 years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Examine the maritime industry through multiple disciplines.
- (b) Apply in-depth knowledge required in the operation of Maritime Policy, Admiralty and International Trade Law, Shipping Economics and Chartering.
- (c) Carry out management and administrative duties in ports and shipping operations with minimum supervision.
- (d) Use appropriate technology in the management of ports and shipping operations.
- (e) Manage a maritime and shipping operations business successfully.

7. Qualification structure

YEAR 1 (24 Credits)				
SEMESTER 1 (0 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-Credit Bearing
SEMESTER 2 (24 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Research Methodology and Statistics	RMS90PS	240	9	24
Total Year 1 Hours & Credits		240		24
YEAR 2 (120 Credits)				
Year Course (120 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Dissertation	XFD90PY	1200	9	120
Total Year 2 Hours & Credits		1200		120
Total hours and Credits for Qualification		1440		144

MASTER OF SCIENCE IN TRANSPORT AND LOGISTICS MANAGEMENT (NQF LEVEL 9)

1. Rationale

This qualification provides knowledge and skills to aspiring senior managers, supervisors, and professionals, as well as to further develop the managerial skills of women and men holding positions of authority and influence in Namibia and beyond. This qualification aims to develop and strengthen the research, investigation, decision-making, design and development, implementation, monitoring, and evaluation skills of managers, building on the theoretical aspects of previous learning at NQF level 8. The integration of statistical skills and competencies, information technology, research, project planning and management, and strategic business innovation makes the programme relevant for bridging the critical shortage of qualified personnel. The graduates of this qualification will not only meet the market needs but also create jobs, thereby enhancing the resilience of Namibia's economy to withstand hostile business environments and global economic recessions.

2. Purpose

Master of Science in Transport and Logistics Management prepares students for advanced work within the field of Transport and Logistics, both in the private and public sectors. The qualification aims to provide critical thinking and analytical skills to be able to analyze real-world and theoretical problems and develop skills to design solutions for organizations. This qualification also aims to train individuals who will contribute to the global economy and provide solutions for Namibia and the Southern Africa Development Community (SADC) region in the Transport and Logistics sector as well as to complement the Government's efforts in addressing Logistics and Transport issues affecting community members hence contributing towards the attainment of the National Vision 2030. Key stakeholders consulted included the Namibia University of Science and Technology, the Ministry of Works and Transport, the National Planning Commission and the Confederation of Namibia Fishing Associations.

3. Who is this qualification for?

This qualification is designed for individuals and/or professionals willing to acquire knowledge and skills in order to work or serve in managerial positions in national, regional and international assignments in both private and public sectors. The qualification builds on the bachelor or equivalent qualifications already held by supervisory or senior managers and is structured to stretch and challenge managers to fulfil their true potential and become defining players in organisational change management. Furthermore, the qualification will equip managers, supervisors, and business owners who wish to be adequately skilled, innovative, and creative.

4. Admission requirements

To be admitted into this qualification, a candidate must have completed a Bachelor Honours (NQF level 8) in Transport and Logistics -related field from IUM or an equivalent accredited qualification from any other institution of higher learning, or a postgraduate diploma (NQF level 8) in Transport and Logistics related field from IUM; or an equivalent accredited qualification from any other institution of higher learning.

5. Qualification duration

This qualification will be offered on a full-time or part-time blended learning mode over a minimum period of 2 years and a maximum of 4 years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Evaluate the interactions between transportation planning and land use planning, economics, social planning and master plans.
- (b) Integrate knowledge and analyse, assess and deal with complex phenomena, issues and situations even with limited information.
- (c) Identify and formulate issues critically, as well as plan and use appropriate methods, undertake advanced tasks within predetermined time frames and so contribute to the formation of knowledge as well as the ability to evaluate this work.
- (d) Develop, appraise and evaluate actions based on ability to enhance the sustainability of the transportation and traffic systems and thereby deliver positive environmental, economic and social outcomes for the community.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (48 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearings
Contemporary Managerial Finance	CFM91PS	120	9	12
Advanced Transport Economics	ATE90PS	120	9	12
Sustainable Logistics	SLG90PS	120	9	12
Health and Safety in Logistics Operation	HSL90PS	120	9	12
SEMESTER 2 (72 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Transport Planning and Management	TRP90PS	120	9	12
Advanced Entrepreneurship	EBM90PS	120	9	12
Research Methodology and Statistics	RMS90PS	240	9	24
International Business and Supply Chain Management	IBM90PS	120	9	12
Environmental Impact Assessment and Auditing	EIA90PS	120	9	12
Total Year 1 Hours & Credits		1200		120

YEAR 2 (120 Credits)				
Year Course (120 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Dissertation	XES90PS	1200	9	120
Total Year 2 Hours & Credits		1200		120
Total hours and Credits for Qualification		2400		240

MASTER OF PHILOSOPHY IN OCCUPATIONAL HEALTH AND SAFETY (NQF LEVEL 9)

1. Rationale

One of the most essential issues of human concern is occupational health and safety. It seeks to adapt the working environment to workers to promote and maintain the maximum level of physical, mental, and social well-being in all jobs. The worldwide issue of workplace health and safety is currently taking a new turn. The primary contributory elements to this idiosyncrasy appear to be fast industrial and agricultural expansion in emerging nations, as well as the creation of new goods and product processes from these locations. Many of these nations are transitioning from manual labour to service automation in key productive sectors such as manufacturing, mining, and agriculture, therefore possible occupational health consequences may be expected. Furthermore, these countries' unquenchable drive for technological improvement has resulted in the immigration of advanced technology and equipment not just into the industrial production sector, but also into services and commerce. This has invariably been connected with a shift in the overall structure of the labour force, including an increase in female employment. The health issues, as predicted, will evolve. In the services business, for example, more attention on ergonomics and occupational psychosocial variables would be required. This would certainly be a new issue for occupational health and safety practice in most African nations because the tools and skills to deal with such problems are not currently as developed as in affluent countries.

In developing nations, the value of occupational health services is perceived both locally and nationally. Local occupational health services may have a favourable influence on morbidity and work-related injuries. Furthermore, this means lower losses for both the business and the employee because wage losses and compensation expenditures will be reduced. Absenteeism reduction is critical in the skilled labour sector, particularly in nations where skilled labour is in limited supply. Making working conditions healthy and safe benefits workers, businesses, governments, and the public. Although it appears easy and apparent, this concept has struggled to achieve widespread acceptance. Hundreds of millions of individuals worldwide are working in situations that are hazardous to their health and/or safety. Work-related injuries and infections kill an estimated 2 million people globally each year, which is more than the total yearly number of malaria fatalities. An estimated 160 million new cases of work-related ailments are diagnosed globally each year, including respiratory and cardiovascular diseases, cancer, hearing loss, musculoskeletal and reproductive issues, and mental and neurological illnesses.

Workers in developed nations are increasingly complaining about psychological stress and overwork. These psychological elements have been linked to sleeplessness, sadness, weariness, and burn-out syndromes, as well as an increased risk of cardiovascular disease. With a few exceptions, it is estimated that about 5-10% of workers in underdeveloped nations and 20-50% of workers in industrial countries have access to effective occupational health treatments. Even in mature economies, a

considerable number of workplaces are not inspected regularly for occupational health and safety.

2. Purpose

The Master of Science in Occupational Health and Safety is a two-year postgraduate qualification that seeks to educate students in basic and medical sciences related to workplace health and safety. This qualification includes a taught course covering relevant topics as well as a Project/ Dissertation in the area of specialization. Through formal workshops and/or seminars, the purpose of this MSc. program is to provide thorough training in recognizing, interpreting, analysing, investigating, reporting, and avoiding workplace accidents and concerns. The dissertation prepares candidates for a career as Health and Safety Officers by concluding with the production of a dissertation report that outlines the dissertation conducted.

This qualification seeks to provide professionals with the knowledge, abilities, and skills needed to take on high-level professional responsibilities in occupational health and safety. Students concentrate in non-medical preventive subjects such as workplace safety, industrial hygiene, ergonomics, and applied social psychology, allowing them to update their technological knowledge and begin work on a PhD thesis. This interdisciplinary graduate qualification is designed for graduates with expertise in Occupational Safety and Health but no higher-level degree in the field. Students will develop and implement health and safety management and risk management systems relevant to the OSH needs of students' professional discipline, as well as professional and academic writing skills, self-management and self-direction skills, and research skills by the end of the study period.

3. Who is this qualification for?

Qualified staff in the occupational and safety industry or relevant sectors in possession of an Honours Degree NQF Level 8 or equivalent qualifications as well as staff within management and consulting activities in various industries or relevant sectors.

4. Admission requirements

To be admitted into a Master of Science in Occupational Health and Safety candidate/applicant must have a Bachelor of Occupational Health and Safety Honours or equivalent/ related NQF level 8 at any other recognized university.

5. Qualification duration

The MSc in Occupational Health and Safety is a two (2) year part-time postgraduate study leading to NQF Level 9 qualification. The study period for the qualification is: Minimum: 2 Years Maximum: 4 Years. Contact hours will only be given over weekends or once off block release at the scheduled time agreed upon and decided by the university. The qualification comprises a minimum of two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Apply legislation on workplace health and follow updates to this legislation, identify the autonomous community, and national and international technical bodies related to workplace health and safety and interpret specific legislation and technical regulations concerning matters of safety in the workplace.
- (b) Carry out risk assessments and suggest corrective measures for general hazards related to the workplace, facilities, working equipment, fire hazards, explosions, industrial

- hygiene, ergonomics, and applied psychosociology.
- (c) Apply prevention-related techniques: product safety, management of capital assets and road safety, and communication techniques in the prevention of workplace risks.
 - (d) Apply good negotiation techniques, promote the system of responsibilities regarding workplace risk prevention, and research techniques into workplace health, design and evaluation of ventilation systems, etc
 - (e) Coordinate health and safety activities with health awareness activities and provide first aid.
 - (f) Develop emergency plans, training plans and information plans for employees, including detection of needs and establishment of evaluation systems and monitoring measures.

7. Qualification structure

YEAR 1				
Course Title	Course Code	Hours	NQF Level	Credits
Research Methodology and Statistics	RMS90PS	N/A	9	Non-credit bearing
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
YEAR 2				
Course Title	Course Code	Hours	NQF Level	Credits
Full Dissertation	XES90PS	2400	9	240
Total Year 2 Credits				240
Total Hours and Credits for Qualification		2400		240

MASTER OF SCIENCE IN INTEGRATED ENVIRONMENTAL MANAGEMENT AND SUSTAINABLE DEVELOPMENT (NQF LEVEL 9)

1. Rationale

The rationale of developing this qualification is to focus on the relationships between science, management, and policy while providing a scientific understanding of ecological and social systems, applicable in a management or policy-making context. This course prepares participants to become overseers regarding environmental concerns, and environmental managers become knowledgeable enough to ensure compliance with government regulations concerning the environment.

2. Purpose

The main purpose of this qualification is to train professionals who are in quest to broaden their knowledge in the field of Environmental Management and Sustainable Development in order to manage public and private organizations. Environmental management and protection have always been the priority of the Namibian Government. As per the Environmental Management Act 7, 2007; the government promotes the sustainable management of the Namibian environment and the use of its natural resources. The qualification can be used to secure management cadre

leadership positions within various professional settings such as natural resources management, biodiversity conservation, community-based natural resources management, climate change adaptation programmes, and implementation of environmental management, government, private and community organizations. The Master of Science in Integrated Environmental Management and Sustainable Development is characterized by the following:

- A work-based practical approach to facilitate the integration of work-based learning and experience with theories of leadership and management, coupled with environmental management and sustainable development.
- Reflective practice including the use of an electronic portfolio to facilitate the self-assessment of practical leadership and management skills.
- A constructivist approach to knowledge and learning that emphasizes the integration of skills, attitudes, knowledge and experience across courses, and collaboration within the field.

3. Who is this qualification for?

This qualification targets professionals such as conservationists, ecologists, consultants, planners, activists, sustainability officers, managers, engineers and scientists. This course prepares participants to become overseers regarding environmental concerns, and environmental managers become knowledgeable enough to ensure compliance with government regulations concerning the environment.

4. Admission requirements

To be admitted in the Master of Science in Integrated Environmental Management and Sustainable Development, the candidate/applicant must have a Bachelor of Environmental Management and Sustainable Development Honours or an equivalent qualification.

Qualification duration

The Master of Science in Integrated Environmental Management and Sustainable Development is a 2 year full-time post graduate study qualification leading to NQF Level 9 qualification.

The study period for the qualification is:

Full-time/part-time and blended mode of delivery with a minimum of 2 years and maximum of 4 years. Part-time contact hours will only be given over weekends or block release at the scheduled time agreed/decided by the university. The qualification comprises a minimum of three (4) semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

5. Outcomes of the whole qualification

Holders of this qualification are able to:

- a. Evaluate and critically reflect upon current research, relevant scholarly and professional practice related to environmental management and sustainable development.
- b. Demonstrate ability to work independently and apply knowledge to new situations; and engage in rigorous intellectual analysis, criticism and problem-solving.
- c. Demonstrate in-depth knowledge and systematic understanding of Environmental Management and Sustainable Development.
- d. Critique the concepts, theories and techniques relating Environmental Management and Sustainable Development.

- e. Exhibit a comprehensive range of managerial skills in the environmental sector.
- f. Evaluate critically the findings and discussions in the literature, research, analyse and argue from evidence.

6. Qualification structure

YEAR 1 (176 Credits)				
SEMESTER 1				
Course Title	Course Code	Hours	NQF Level	Credits
Integrated Environmental Management	IEM90PS	180	9	18
Environmental and Natural Resources Economics	ERE90PS	150	9	15
Environmental Legislations	ENL90PS	180	9	18
Ecosystem Management and Conservation	EMC90PS	150	9	15
Advanced Academic writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
Conservation Toolkit: From Project Design to Evaluation	CTD90PS	180	9	18
SEMESTER 2				
Course Title	Course Code	Hours	NQF Level	Credits
Geographic Information System and Remote Sensing for Environmental Practices	GIS90PS	180	9	18
Environmental Management Seminars	EMS90PS	180	9	18
Indigenous Knowledge in Environmental Management	IKE90PS	180	9	18
Environmental Impact Assessment and Auditing	EIA90PS	180	9	18
Research Methodology	RME90PS	200	9	20
Total Year 1 Credits and Hours		1760		176
YEAR 2 (93 Credits)				
SEMESTER 1				
Course Title		Hours	NQF Level	Credits
Entrepreneurship	ENT90PS	180	9	18
Sustainable Communities	SCO90PS	150	9	15

Year Course				
Mini-Dissertation	XES90PS	600	9	60
Total Year 2 Credits and Hours		930		93
Total hours and Credits for Qualification		2690		269

MASTER OF SCIENCE IN CLIMATE CHANGE MITIGATION AND ADAPTATION (NQF LEVEL 9)

1. Rationale

The rationale for developing this qualification is to focus on the relationships between science, management, and policy while providing a scientific understanding of climate change and its link to social systems. The graduates can work in both public and private sectors to enhance capacities and synergies at local, regional and national levels to ensure the successful implementation of climate change response activities.

2. Purpose

The main purpose of the Master of Science in Climate Change Mitigation and Adaptation is to produce graduates who understand the earth system science and have knowledge of human and behavioural dimensions of climate change, from broad societal action to smart energy choices. As stated in the Namibian National Policy on Climate Change, Namibia is recognized as one of the countries most vulnerable to the impacts of climate change. The predicted increases in temperature and evaporation as well as increased variability of rainfall will exacerbate the existing challenges that Namibia is facing as the driest country south of the Sahara. To contribute to the national efforts on climate change, the International University of Management developed this qualification to ensure that Namibia strives to address climate change as a challenge by responding in a timely, effective and appropriate manner via exploring adaptation and mitigation approaches relevant to different sectors at the local, regional and national level and improve the quality of life. The qualification will further equip students with the necessary skills on how to develop and implement appropriate adaptation strategies and actions that will lower the vulnerability of the country and various sectors to the impacts of climate change. This will further help the country realize its Vision 2030 and the achievement of Sustainable Development Goals (SDGs).

3. Admission requirements

To be admitted to the Master of Science in Climate Change Mitigation and Adaptation, the candidate/applicant must have a Bachelor of Climate Change Mitigation and Adaptation Honours or an equivalent qualification.

4. Qualification duration

The Master of Science in Climate Change Mitigation and Adaptation is 2 years minimum and maximum 4 years full time or 2 years block teaching postgraduate study leading to NQF Level 9 qualification.

The study period for the qualification is:

Full-time/part-time and blended mode of delivery with a minimum of 2 years and a maximum of 4

years. Part-time contact hours will only be given over weekends or block release on the scheduled time agreed/decided by the university. The qualification comprises of minimum of four (4) semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June and semester 2 runs from July to December.

5. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate evidence of advanced knowledge on sophisticated theoretical subject matter.
- (b) Evaluate critically the findings and discussions in the literature, research, analyse and argue from evidence.
- (c) Demonstrate ability to work independently and apply knowledge to new situations; and engage in rigorous intellectual analysis, criticism and problem-solving.
- (d) Demonstrate in-depth knowledge and systematic understanding of climate change mitigation and adaptation.
- (e) Critique the concepts, theories and techniques relating to Climate Change Mitigation and Adaptation.
- (f) Apply initiative of mitigation and adaptation to impacts of climate change on the environment and natural resources.

6. Qualification structure

YEAR 1 (162 Credits)				
SEMESTER 1 (77 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Climate Change and Environmental Co-Benefits	CEC90PS	150	9	15
Environmental and Natural Resources Economics	ENR90PS	150	9	15
Climate Change Vulnerability, Mitigation and Adaptation	CCV90PS	150	9	15
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
Greenhouse Gas Emission	GGE90PS	120	9	12
Environmental Legislations	ENL90PS	200	9	20
SEMESTER 2 (103 Credits)				
Climate Change Seminars	CCS90PS	200	9	20
Climate Science and Climate Modelling	CCM90PS	150	9	15

Land Use Land Cover and Climate Change	LCC90PS	150	9	15
Research Methodology	RME90PS	200	9	20
Renewable Energy Technologies	RET90PS	150	9	15
Indigenous Knowledge in Climate Change Studies	ICC90PS	180	9	18
Total Year 1 Credits and Hours		1800		180
YEAR 2 (90 Credits)				
SEMESTER 1 (30 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Clean Development Mechanism (CDM) Principles and Practices	CDM90PS	150	9	15
Climate Prediction and Early Warning System	CPE90PS	150	9	15
SEMESTER 2 (60 Credits)				
Year course				
Dissertation	XES90PS	600	9	60
Total Year 2 Credits and Hours		900		90
Total hours and Credits for Qualification		2700		270

MASTER OF SCIENCE IN CONSERVATION AGRICULTURAL MANAGEMENT (NQF LEVEL 9)

1. Rationale

The rationale for developing this qualification is to understand the link between agricultural production and environmental protection/conservation while providing a scientific understanding of vital ecological and social systems, applicable to the agricultural sector. This course prepares participants to become experts in conservation agriculture practice that ensures the production of food while considering environmental concerns.

2. Purpose

The purpose of the qualification is to train professionals in the agriculture sector to operate and ensure food production in a sustainable manner. This will be achieved by challenging students to view agriculture as a system through integrated modules that cover the socio-economic aspects as well as the environmental concerns. Agriculture needs reform to minimize and eventually eliminate land degradation, improve yields per unit area, reduce the drudgery, especially for smallholder farmers, sustain productivity and profitability and enhance environmental conservation. These aspirations are elaborated in Namibia Agricultural Policy 2015.

Namibia Agricultural Policy 2015 further emphasizes the modernization of agriculture while relegating

traditional practices to history. The ambition to make big gains in agriculture is unlikely to be achieved any time soon because we are dealing with small-holder farmers whose traditional practices (even where effective) are largely ignored or underrepresented in what is called innovations. Conservation agriculture requires low investment, minimizes labour and is close to current smallholder practices. Yet its impact is huge on both production and ecological sustainability. This qualification will provide an opportunity to enhance the practice of conservation agriculture by providing expertise through education and training.

3. Who is this qualification for?

This qualification targets the following categories in the agriculture sector:

- a) Qualified staff in the agriculture sector in possession of a Bachelor Honours in Conservation Agriculture or equivalent qualifications.
- a) Staff within management and consulting activities in agro-livestock systems; international marketing of agricultural products, livestock and industries; development of innovative technologies within companies operating in the agriculture and livestock area; control and monitoring of agricultural products, environmental and economic performances of agricultural farms; research and development of innovative technologies within private and public agricultural and environmental research institutions.

4. Admission requirements

To be admitted in the Master of Science in Conservation Agricultural Management, the candidate/applicant must have a Bachelor of Conservation Agriculture Honours or an equivalent qualification at NQF Level 8.

NQF level 8 from a recognised institution in related fields of study is the minimum requirement.

NB: The above are essential requirements as the instructional design of the qualification and course assessments will be integrated with the workplace experience and the equivalent will be determined by the IUM Senate.

5. Qualification duration

The Master of Science in Conservation Agricultural Management is a 2-year full-time teaching postgraduate study leading to NQF Level 9 qualification.

The study period for the qualification is: Full-time/part-time and blended mode of delivery with a minimum of 2 years and a maximum of 4 years. Part-time contact hours will only be given over weekends or block release on the scheduled time agreed/decide by the university. The qualification comprises a minimum of three (3) semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- a. Demonstrate in-depth knowledge and systematic understanding of conservation agriculture
- b. Critique the concepts, theories and techniques relating to conservation agriculture

- c. Demonstrate a comprehensive range of managerial skills in the agriculture sector
- d. Apply initiatives of mitigation and adaptation to the impacts of climate change on the agricultural sector.
- e. Describe and apply physical science, ecological and natural science, social, legal, and economic principles to the design and management of natural resource systems used to produce food.
- f. Develop decision-making frameworks and leadership plans for the implementation of systems-science-based, integrated conservation strategies in agricultural systems.

7. Qualification structure

YEAR 1 (130 Credits)				
SEMESTER 1				
Course Title	Course Code	Hours	NQF Level	Credits
Sustainable Agriculture	SAG90PS	100	9	10
Horticultural Production	HTP90PS	150	9	15
Soil Science	SOS90PS	100	9	10
Plant and Animal Health Management	PAH90PS	150	9	15
Farm Management	FAM90PS	100	9	10
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
SEMESTER 2				
Agriculture Biosystems Engineering	ABI90PS	100	9	10
Genetic Improvement	GIM90PS	150	9	15
Corporate Governance and Social Responsibility	CGS90PS	100	9	10
Indigenous Knowledge in Conservation Agriculture	IKC90PS	150	9	15
Research Methodology	RME90PS	200	9	20
Total Year 1 Hours and Credits		1300		130
YEAR 2 (115 Credits)				
SEMESTER 1				
Course Title	Course Code	Hours	NQF	Credits
Conservation Agriculture Seminars	CAS90PS	150	9	15
Soil and Water Conservation	SWC90PS	150	9	15

Innovations in Agricultural Biotechnology	IAB90PS	150	9	15
Agribusiness & Entrepreneurship	AGE90PS	100	9	10
Total Year 2 Hours and Credits		550		55
Year course				
Mini-Dissertation	XES90PS	600	9	60
Total hours and Credits for Qualification		2450		245

MASTER OF SCIENCE IN WATER, SANITATION AND HEALTH ENGINEERING (NQF LEVEL 9)

1. Rationale

This qualification will provide students with an in-depth knowledge of how to deliver effective modern water supply, sanitation and other public health interventions in urban and rural areas in low-income and transitional economies. This qualification is particularly aimed at consultants, and working professionals in national and local government, non-government organisations, international development organisations and public health agencies. It has a strong focus on developing practical and policy skills and addresses the critical future challenges of climate change, population growth and urbanisation. The students will develop an understanding of technical interventions in water supply, sanitation and solid waste management. This qualification takes a holistic approach to water resources management at the watershed and sub-watershed level with a specific focus on watershed planning techniques, adaptive management strategies, capacity-building approaches, water governance, and water business risk assessment to strengthen integrated water resources management capacities specifically in Namibia, the SADC region and generally at the global level. The most important rationale for developing a postgraduate program in Water, Sanitation and Health Engineering is the need for the country's development of skilled manpower that is capable of handling more complex water access, supply, conservation and sustainable management problems with little or no guidance.

The MSc in Water, Sanitation and Health Engineering deals primarily with water demand, water source, water treatment, water transportation and distribution, rural and urban water issues, assessment of sanitation technology and systems, solid and liquid waste management and reuse, and water and wastewater quality management and modelling, in Namibia, SADC and beyond. Studies in water management for development include topics on water transport and distribution, water quality and treatment, solid waste and wastewater collection, treatment, management and reuse before discharging into the environment, planning of sanitation systems, freshwater, basins and catchments management.

2. Purpose

The main purpose of this qualification is to improve water resources management through the implementation of effective integrated management tools and techniques. The qualification further aims to strengthen the principles of governance, planning, adaptive management and capacity building in local, regional and transboundary water resources regimes. The qualification will further provide participants with the competencies to develop the skills and knowledge required for urgent needs in the water resources sector. It is imperative that the country's NDPs (National Development Plans) and Sustainable Development Goals (SDGs) have identified many mega projects and different infrastructure developments and made them at the centre of the plans. Most of the projects and

infrastructures are water resources related and need the involvement of highly skilled professionals. Water management for development is therefore one of the most important disciplines which is most required for the proper and efficient realisation of national agendas and development plans.

In general, the program is designed in the way to tackle the problems associated with water management, supply and access (environmental pollution due to improper management of liquid and solid waste). The content of the courses has been carefully designed in such a way that they can provide the required knowledge and skill to the post-graduate students, to be able to tackle problems associated with water scarcity, water access technology, water dispute and sustainable management of the precious resource at the national, regional and global level. Thus, the program is believed to enable the graduates to be capable of identifying the essence of water supply, rural and urban water management and sanitation, freshwater, basins and catchments management related problems to research it, develop a suitable model and propose optimal solutions to solve it independently.

3. Who is this qualification for?

This qualification targets professionals in water, sanitation and health engineering. The qualification further aims to strengthen the principles of governance, planning, adaptive management and capacity building in local, regional and transboundary water resources regimes. The qualification will further provide participants with the competencies to develop the skills and knowledge required for urgent needs in the water resources sector.

4. Admission requirements

To be admitted to the Master of Science in Water, Sanitation and Health Engineering the candidate/applicant must have a Bachelor of Water Management for Development Honours or an equivalent qualification.

5. Qualification duration

The Master of Science in Water, Sanitation and Health Engineering is a 2-year postgraduate study leading to NQF Level 9 qualification.

The study period for the qualification is: Full-time/part-time and blended mode of delivery with a minimum of 2 years and maximum of 4 years. Part-time contact hours will only be given over weekends or block release on scheduled time agreed/decided by the university.

The qualification comprises a minimum of four (4) semesters, i.e., two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes for the whole qualification

- (a) Holders of this qualification are able to:
- (b) Develop innovative and effective techniques for the sustainable management of Water and sanitation in Namibia and beyond.
- (c) Demonstrate multidisciplinary knowledge and coordinated methodology essential for the management of water and sanitation, including ecological, political, hydrological and planning skills.
- (d) Comprehend concepts of water sustainability, development and relevant technologies.
- (e) Identify resource mobilisation needs for developing water and sanitation facilities and their economic implication.
- (f) Understand the importance of rural and urban water and sanitation management,

including freshwater, basins and catchments management.

- (g) Develop effective modern water supply, sanitation and other public health interventions for urban and rural areas.

7. Qualification structure

YEAR 1 (140 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
Water and Wastewater Treatment	WWT90PS	200	9	20
Water Supply Systems	WSS90PS	200	9	20
Water Resources Economics	WRE90PS	200	9	20
SEMESTER 2 (80 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Water Engineering for Public Health	WEP90PS	200	9	20
Water Governance	WGN90PS	200	9	20
Research Methodology	RME90PS	200	9	20
Engineering in National and International Water Emergencies	ENW90PS	200	9	20
Total Year 1 Hours and Credits		1400		140
YEAR 2 (140 Credits)				
SEMESTER 1 (20 Credits)				
Water, Sanitation and Hygiene Projects Management	WSH90PS	200	9	20
Year course				
Dissertation	XES90PS	1200	9	120
Total Year 2 Hours and Credits		1400		140
Total hours and Credits for Qualification		2800		280

MASTER OF SCIENCE IN SUSTAINABLE OCEAN AND AQUACULTURE MANAGEMENT (NQF LEVEL 9)

1. Rationale

The rationale of developing this qualification is to focus on the relationships between science, management, and policy while providing a scientific understanding of ecological, economics and social systems, applicable in a management or policy-making context. This qualification prepares postgraduate students for a comprehensive insight into the discipline of fisheries management with an emphasis on how to conserve living aquatic resources while securing a sustainable yield. This includes a solid understanding of the internal and external drivers that determine fish dynamics. Participants will become knowledgeable enough to ensure compliance with government regulations concerning optimal utilization of aquatic living resources.

2. Purpose

The main purpose of this qualification is to train professionals who are in a quest to broaden their knowledge in the field of Sustainable Ocean and Aquaculture Management. Marine resource and Aquaculture protection have always been the priority of the Namibian Government. As per the Marine Resources Act, 2000 (Act 27, 2000), Marine Resource Regulation of 2001; Aquaculture Act, 2002 (Act 18 of 2002), Inland Fisheries Resource Act, 2003 (Act 1 of 2003), Inland Fisheries Resource Regulation 2003 and Environmental Act, 2007 (Act 7, 2007); the government promotes the sustainable management of the Namibian Aquatic ecosystem and the use of its natural resources. The qualification can be used to secure management cadre leadership positions within various professional settings such as marine ecology, marine organismal biology, biogeography, invasion biology, population genetics, biosystematics and general evolutionary themes based on the study of aquatic organisms. The Master of Science in Sustainable Ocean and Aquaculture Management is characterized by the following:

- A work-based practical approach to facilitate the integration of work-based learning and experience with theories of leadership and management, coupled with sustainable management and utilization of our aquatic resources.
- Reflective practice including the use of an electronic portfolio to facilitate self-assessment of practical leadership and management skills.
- A constructivist approach to knowledge and learning that emphasizes the integration of skills, attitudes, knowledge and experience across courses, and collaboration within the field.

3. Who is this qualification for?

This qualification targets professionals such as fisheries biologists, marine biologists, fishery compliance officers, fishery observer officers, conservationists, ecologists, consultants, activists, sustainability officers, managers and scientists. This course prepares participants to become overseers regarding the sustainable use of aquatic resources and become knowledgeable enough to ensure compliance with government regulations on the optimal utilization of aquatic resources.

4. Admission requirements

To be admitted to the Master of Science in Sustainable Ocean and Aquaculture Management, the candidate must have a Bachelor of Sustainable Ocean and Aquaculture Management Honours or equivalent qualification. Students will also be admitted into this qualification if they hold an NQA Level 7 qualification with at least 3 years of experience in a related field, supported by a reference

letter from the employer.

5. Qualification duration

The study period for the qualification is: Full-time/part-time and blended mode of delivery with a minimum of 2 years and a maximum of 4 years.

Part-time contact hours will only be given over weekends or block release on the scheduled time agreed/decided by the university. The qualification comprises a minimum of four (4) semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes for the whole qualification

Holders of this qualification are able to:

- Evaluate and critically reflect upon current research, and relevant scholarly and professional practice related to aquatic resource management.
- Demonstrate ability to work independently and apply knowledge to new situations; and engage in rigorous intellectual analysis, criticism and problem-solving.
- Demonstrate in-depth knowledge and systematic understanding of Aquatic Resource Management.
- Critique the concepts, theories and techniques relating to Aquatic Resource Management.
- Exhibit a comprehensive range of managerial skills in the fisheries sector.

7. Qualification structure

YEAR 1 (108 Credits)				
SEMESTER 1				
Course Name	Course code	Notional Hours	NQF Level	Credits
Natural Resources Economics	NRE90PS	120	9	12
Fisheries Biology and Management	FBM90PS	240	9	24
Climate Change Vulnerability, Mitigation and Adaptation	CCV90PS	120	9	12
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
SEMESTER 2	Course code			
Entrepreneurship	ENT90PS	120	9	12
Ecosystem and Fisheries Assessment Models	EFT90PS	120	9	12
Aquatic Food Production	AFP90PS	120	9	12
Research Methodology	RME90PS	240	9	24
Total Year 1 Hours and Credits		1080		108

YEAR 2 (132 Credits)				
SEMESTER 1				
Course Name	Course code	Notional Hours	NQF Level	Credits
Marine and Aquaculture Regulations	MAR90PS	120	9	12
Year course				
Dissertation	XES90PS	1200	9	120
Total Year 2 hours and credits		1320		132
Total hours and Credits for Qualification		2400		240

MASTER OF SCIENCE IN ECOTOURISM AND PROTECTED AREAS MANAGEMENT (NQF LEVEL 9)

1. Rationale

The Master of Science in Ecotourism and Protected Areas Management is developed to provide postgraduate candidates with knowledge in managing and developing protected areas in a sustainable manner. This qualification will enhance the candidate's career prospects in areas of biodiversity conservation in protected areas, tourism in protected areas, planning for protected area tourism, sensitive development of infrastructure and services in protected areas, managing the challenges of tourism in protected areas, tools for visitor management, the economics of tourism in protected areas, financial aspects of tourism in protected areas as well as monitoring tourism in protected areas. This wide-ranging and varied learning experience will help candidates to implement and manage sustainable tourism initiatives in protected areas.

2. Purpose

The Master of Science in Ecotourism and Protected Areas Management is intended for candidates looking for management positions in the tourism industry, a highly international and globalized industry with several exciting challenges and opportunities. Tourism is good business, as it produces 4.4% of the world's GDP, and employs around 200 million people globally. It can also help the sustainable management of protected areas, as a market-based alternative catering to the growing number of discriminating travellers trying to find, understand and enjoy a natural environment. At the same time, our global heritage of living species is threatened as never before, as the protected areas that harbour so much of our biodiversity are exposed to the pressures of unsustainable development. The precautionary approach urges us to be especially concerned about tourism in protected areas, given the risk of damage and destruction to this unique natural resource.

As globalization continues, several fragile protected areas in the world have become popular tourism destinations. Tourism is usually responsible for environmental degradation and local cultural heritage loss, due to the invasion of large numbers of visitors who also bring foreign behaviours and material assets. This qualification provides a wide range of professional skills in ecotourism, the most suitable practice for tourism in protected areas. Not only because it supports local communities, but also because it deals with environmental conservation.

There is a need for expertise in the field of ecotourism to ensure sustainable tourism growth that generates jobs for Namibians and to make Namibia the most competitive destination in Africa as per

the National Sustainable Tourism Growth and Development Strategy 2016 – 2026. This qualification can lead to a wide variety of job opportunities including professional tour guide, reservation agent, park ranger/warden, conservation scientist, resort manager, tourism development associate, Travel agent, environmental consultant, parks and recreation director as well as a researcher in the field of ecotourism. The prospective students will find employment nationally and internationally, in the tourism industry as well as the environment sector. This is a strategic qualification that will uplift the local tourism businesses in protected areas to a higher echelon in the international ecotourism scene, associated with tourism business management, international travel and other related issues.

3. Who is this qualification for?

This qualification targets the following categories:

- (a) Qualified staff in the tourism industry and environmental management sector or relevant sectors in possession of an Honours Degree NQF Level 8 or equivalent qualifications.
- (b) Staff within management and consulting activities in the tourism industry and protected areas management or relevant sectors.
- (c) Staff within nature conservation and natural resources management.

4. Admission requirements

To be admitted into a Master of Science in Ecotourism and Protected Areas Management, candidates must meet the following requirements: An Honors Degree in Ecotourism and Protected Area Management or related fields at NQF Level 8.

5. Qualification duration

The MSc in Ecotourism and Protected Area Management is a two (2) year part-time postgraduate study leading to NQF Level 9 qualification. The study period for the qualification is a minimum of 2 years and a maximum of 4 years. Contact hours will only be given over weekends or once-off block release on a scheduled time agreed and decided by the university. The qualification comprises a minimum of two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes for the whole qualification

Holders of this qualification are able to:

- (a) Critique the nature and evolution of ecotourism and the management of protected areas.
- (b) Apply the concepts and principles of ecotourism.
- (c) Incorporate the guiding principles of ecotourism into the other sub-sectors of the travel industry.
- (d) Apply best management practices and use opportunities in the tourism industry.
- (e) Establish and/or manage an ecotourism operation business successfully.

7. Qualification structure

YEAR 1				
Course Name	Course code	Notional Hours	Level	Credits
Advanced Research Methodology	ARM80PY	N/A	9	Non-credit bearing
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
YEAR 2				
Full Dissertation	XFD90PY	2400	9	240
Total hours and Credits for Qualification		2400		240

DOCTOR OF PHILOSOPHY IN TRANSPORT AND LOGISTICS MANAGEMENT (NQF LEVEL 10)

1. Rationale

Managing organizations has become more complex and challenging as the business environment changes continuously due to several dynamics such as technology and consumer demand for products and services. The Ph.D. in Transport and Logistics Management is designed to foster the intellectual, specialized, and practical competencies and skills necessary for acquiring, interpreting, comprehending, and applying concepts of management and regulation. In the area of Transport and Logistics Management, the student should hone their research, writing, and creative thinking abilities. The student has to be able to make strategic decisions regarding the Transportation and Logistics industry and examine and evaluate any internal or external actions that affect this industry. The student should be able to analyse and evaluate the impact of his or her managerial choices in the context of overall Transport and Logistics Management and regulations. The thesis needs to reflect the author's expertise and understanding of the topic of Transport and Logistics Management.

2. Purpose

The purpose of this qualification is to provide an opportunity to deserving students from IUM and other universities who have completed Masters Degree programmes in various fields of Transport and Logistics management as well as related fields, and who fulfil the requirements for admission to the Degree of Doctor of Philosophy in Transport and Logistics Management. This qualification will provide students with scientific research, and technical capabilities, which will enable them to qualify to work as professors, researchers, and consultants. The program aims to contribute to stimulating the appropriate research to develop the capabilities of students, not only at IUM but also at other research institutions in Namibia, especially in scientific research of a high level, world-class, which is in line with the developmental needs of Namibia.

By engaging at the highest levels in research and analysis to produce new knowledge and solutions to scenarios at local, regional, and international contexts, the introduction of this PhD qualification at IUM will assist Namibia and other African nations in transitioning from being consumers of knowledge in the global arena to comparable, competitive, and innovative creators of knowledge. As a result, it will support Namibia's and other African countries' ability to compete and remain comparable as leaders and partners around the world. To offer suitable solutions to problems and scenarios being

encountered at local, regional, and continental levels, it is crucial to have individuals who can engage in the highest levels of study and analysis. This will significantly aid in the achievement of National Development Plans (NDPs), Vision 2030 and other national socio-economic goals.

Students will be expected to demonstrate mastery of knowledge on their topic of inquiry as contained in existing literature, critical skills, and competencies in generating new knowledge about their topic of enquiry; capability to use analytical and critical skills in carrying out research; analysing and presenting data generated to examine current and predominant paradigms; and add contributions of high value to this wealth of knowledge, including developing new paragraphs. Additionally, through scholarly publications, presentations at information-sharing platforms, and other types of networking, the certification trains students to share their knowledge with multiple groups of knowledge users and practitioners.

The key stakeholders consulted included the Namibia University of Science and Technology, the Ministry of Works and Transport, the National Planning Commission and the Confederation of Namibia Fishing Associations.

3. Who is this qualification for?

The qualification will benefit those who aspire to become senior leaders in the corporate industry. It will also benefit candidates who hail from academic institutions and those who have an interest in the research fields.

4. Admission requirements

To be admitted to this qualification, a student must have completed a Masters Degree in various fields of Transport and Logistics Management and related fields, and who fulfil the requirements for admission to the degree of Doctor of Philosophy in Transport and Logistics Management.

5. Qualification duration

The PhD in Transport and Logistics Management is three years (3) full-time (5 years maximum) and four (4) years (maximum of 6 years) on a part-time basis.

6. Outcomes of the whole qualification

- a. Holders of this qualification are able to: Demonstrate comprehensive, systematic and in-depth mastery of knowledge, research and analytical skills used in the formulation of new, cutting-edge learning, practical principles or process relevant to Transport and Logistics Management.
- b. Exhibit knowledge of advanced research methodology and techniques for data collection and analysis using qualitative, quantitative and/or mixed methods.
- c. Formulate and undertake research on new areas and generate new ideas that add value and new knowledge to the area of specialization.
- d. Contribute to the development of discourses and paradigms at national, regional and international levels in the area of their thesis specializations.
- e. Apply the knowledge acquired to improve theory and practice in their specific areas of specialization.
- f. Disseminate widely the research results through scholarly publications, analytical briefs and contributions to academic and policy platforms in Namibia and abroad.

7. Qualification structure

YEAR 1				
SEMESTER 1				
Course Title	Course Code	Hours	NQF Level	Credits
Conceptual Analysis and Research Methodology	CAR90P7	N/A	10	Non-credit bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit bearing
YEAR 2				
Full PhD Thesis	XPHD2PY	N/A	10	N/A
YEAR 3				
Full PhD Thesis	XPHD3PY	N/A	10	N/A
Total hours and Credits for Qualification		3600		360

DOCTOR OF PHILOSOPHY IN SUSTAINABLE WATER RESOURCES MANAGEMENT (NQF LEVEL 10)

1. Rationale

Water resources challenges in Namibia can only be addressed through a high degree of efficient water resources management due to its dry climate and unpredictable rainfall. This qualification will help Namibia realize her dream to “provide for the management, protection, development, use and conservation of water resources; to provide for the regulation and monitoring of water services and to provide for incidental matters” as stated in the Water Resources Management Act No. 11 of 2013 as well as the Integrated Water Resources Management Plan for Namibia. The qualification prepares students to share their knowledge with various communities of knowledge users and practitioners through scholarly publications, presentations at knowledge-sharing platforms and other forms of networking. This qualification was developed in consultation and collaboration with other local, regional and international universities who are the key stakeholders in the areas of research and innovation.

2. Purpose

The purpose of this qualification is to ensure the achievement of sustainable water resources management by contributing to social equity, economic efficiency and environmental sustainability through engagement at a high level of research and analysis as well as to generate new knowledge and solutions to local, regional and international contexts. While global water demand continuously increases, the quantity and quality of water resources is decreasing in many regions. Conflicts over competition in the use of water are likely to increase as societies face social, economic and political challenges, especially aggravated by climate change. Sustainable management of water resources is therefore a key priority to meet the growing demand for water and to achieve a safe and environmentally sustainable future water supply.

The management of freshwater resources, and of services drawing upon water for functions central to human life, is of critical importance to healthy social, economic, and political well-being. Stresses

exerted on the world's water by demand from growing populations with changing consumption patterns, and by pollution and lack of environmental controls, have pushed water concerns high on the international agenda. In recent times, there has been an increase in awareness about the importance of water management as population growth, new technologies, increased food consumption, land use and economic activities, among others, continue to exacerbate competition among water users in their bid to access natural resources. Sustainable water resources management encompasses the allocation and management of aquatic resources within the context of a multilayered, competing demand for water resources. Effective water resources development and management are recognized as key components of sustainable development. Poor management of water resources can easily become a challenge for socio-economic development.

3. Who is this qualification for?

This qualification targets the following categories:

- (a) Qualified staff in water resources management or relevant sectors in possession of a master's degree or equivalent qualifications.
- (b) Staff within management and consulting activities in water resources management or relevant sectors; and
- (c) Any other candidate with five years' working experience in the water sector or relevant sectors.

4. Admission requirements

To be admitted into a Doctor of Philosophy in Sustainable Water Resources Management, candidates must meet the following requirements: A Master's Degree in various fields of Water Resources Management and related fields.

NQF exit-level 9 is the minimum requirement.

NB: The above are essential requirements as the instructional design of the qualification and course assessments will be integrated with the workplace experience and the equivalent will be determined by the IUM Senate.

5. Qualification duration

The PhD in Sustainable Water Resources Management is a three-year (3) full-time/part-time postgraduate study leading to NQF Level 10 qualification. The study period for the qualification is a minimum of 3 years and a maximum of 6 years. Contact hours will only be given over weekends or once off block release on scheduled time agreed and decided by the university. The qualification comprises a minimum two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate comprehensive, systematic and in-depth mastery of knowledge, research and analytical skills used in the formulation of new, cutting-edge learning, practical principles or processes relevant to Water Resources Management.
- (b) Exhibit knowledge of advanced research methodology and techniques for data collection and analysis using qualitative, quantitative and/or mixed methods.
- (c) Undertake research and generate new ideas that add value and new knowledge to the field of Water Resource Management.
- (d) Contribute to the development of discourses and paradigms at national, regional and

international levels that will enable sustainable management and utilization of water resources.

- (e) Apply the knowledge acquired to improve theory and practice in the area of Water Resources Management to ensure sustainability.
- (f) Disseminate widely the research results through scholarly publications, analytical briefs and contributions to academic and policy platforms in Namibia and abroad.

7. Qualification structure

YEAR 1				
SEMESTER 1				
Course Title	Course Code	Hours	NQF Level	Credits
Conceptual Analysis and Research Methodology	CAR90P7	N/A	10	Non-credit bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit bearing
YEAR 2				
Full PhD Thesis	XPHD2PY	N/A	10	N/A
YEAR 3				
Full PhD Thesis	XPHD3PY	N/A	10	N/A
Total hours and Credits for Qualification		3600		360

DOCTOR OF PHILOSOPHY IN INTEGRATED NATURAL RESOURCES MANAGEMENT (NQF LEVEL 10)

1. Rationale

The purpose of this qualification is to provide an opportunity to deserving students from IUM and other universities who have completed Master's degree qualification in various fields of Natural Resources Management and related fields, and who fulfill the requirements for admission to the degree of Doctor of Philosophy in Integrated Natural Resources Management. This qualification will prepare students for independent research work that will make an original contribution to the body of knowledge in the field of natural resources management.

2. Purpose

The purpose of this qualification is to help transform Namibia and other African nations from being consumers of knowledge in the global arena into comparable, competitive and innovative creators of knowledge through engagement at the highest levels in research and analysis to generate new knowledge and solutions to local, regional and international contexts. It is essential to have people who can engage at the highest levels of research and analysis to provide appropriate solutions to local, regional and continental contexts. This will further contribute to the realization of National Development Plans (NDPs), Vision 2030 and other national socio-economic goals. The qualification prepares students to share their knowledge with various communities of knowledge users and

practitioners through scholarly publications, presentations at knowledge-sharing platforms and other forms of networking. This qualification was developed in consultation and collaboration with other local, regional and international universities who are the key stakeholders in the areas of research and innovation.

3. Who is this qualification for?

This qualification targets the following categories in the sector of natural resources management:

- (a) Qualified staff in natural resources management or relevant sectors in possession of a master's degree or equivalent qualifications.
- (b) Staff within management and consulting activities in natural resources management or relevant sectors.
- (c) Any would-be students with five years' working experience in a recognised natural science or relevant institution.

4. Admission requirements

To be admitted into the Doctor of Philosophy in Integrated Natural Resources Management, candidates must meet the following requirements:

- (a) a master's degree in Integrated Natural Resources Management, or
- (b) a master's degree in closely related fields including Resource Economics and Mobilization, Wildlife Management and Conservation, Forestry and Forest Resources Management, and Rangeland Resources Management.

NQF level 9 from a recognised institution in related fields of study is the minimum requirement.

NB: The above are essential requirements as the instructional design of the qualification and course assessments will be integrated with the workplace experience and the equivalent will be determined by the IUM Senate.

5. Qualification duration

The Ph.D. in Integrated Natural Resources Management is a three-year (3) distance postgraduate study leading to NQF Level 10 qualification. The study period for the qualification is a minimum of 3 years and a maximum of 6 years. Contact hours will only be given over weekends or once off block release on scheduled time agreed decided university.

The qualification comprises a minimum two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate comprehensive, systematic and in-depth mastery of knowledge, research and analytical skills used in the formulation of new, cutting-edge learning, practical principles or processes relevant to Natural Resources Management.
- (b) Exhibit knowledge of advanced research methodology and techniques for data collection and analysis using qualitative, quantitative and/or mixed methods.
- (c) Undertake research and generate new ideas that add value and new knowledge to the area of specialization.
- (d) Contribute to the development of discourses and paradigms at national, regional and

international levels in the area of their thesis specializations.

- (e) Apply the knowledge acquired to improve theory and practice in their specific areas of specialization.
- (f) Disseminate widely the research results through scholarly publications, analytical briefs and contributions to academic and policy platforms in Namibia and abroad.

7. Qualification structure

YEAR 1				
SEMESTER 1				
Course Title	Course Code	Hours	NQF Level	Credits
Conceptual Analysis and Research Methodology	CAR90P7	N/A	10	Non-credit bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit bearing
YEAR 2				
Full PhD Thesis	XPHD2PY	N/A	10	N/A
YEAR 3				
Full PhD Thesis	XPHD3PY	N/A	10	N/A
Total hours and Credits for Qualification		3600		360

DOCTOR OF PHILOSOPHY IN SUSTAINABLE DEVELOPMENT (NQF LEVEL 10)

1. Rationale

The purpose of this qualification is to provide an opportunity to deserving students from IUM and other universities who have completed Master's Degree qualifications in various fields of Sustainability and related fields, and who fulfil the requirements for admission to the degree of Doctor of Philosophy in Sustainable Development and are willing to specialize in sustainable communities and inclusive development.

2. Purpose

The purpose of this qualification is to help transform Namibia, Africa and the whole world in the context of sustainable utilization of the available resources. This qualification will transform Namibia and other African nations from being consumers of knowledge in the global arena into comparable, competitive and innovative creators of knowledge through engagements at the highest levels in research and analysis to generate new knowledge and solutions to local, regional and international contexts. In addition, this qualification will prepare students for independent research work that will make an original contribution to the body of knowledge in the field of Sustainable Development, considering that sustainable development is a cross-cutting issue. The development and utilization of the highest levels of research capabilities is fundamental to the attainment of the National Development Programme (NDPs), National Human Resource Plan: 2010-2025, and the realization of a knowledge-based economy as envisaged in the Education and Training Sector Improvement Programme (ETSIP), Vision 2030 and other national socio-economic goals.

Sustainable development underscores the intricate relationship between development and environment; and implies “eco-development” which is environmentally sound and without destruction. Thus, underscoring the synergy between environmental well-being and sustainable development, between the order of nature and the human desire to determine the future on earth, is in danger of coming apart on account of man’s abuse of the environment. The quest for sustainable development then is “an expression of the human quest for solidarity, bridging important natural, cultural, generational and other differences on behalf of the common good with the preservation and cultivation of the earth’s resources as essential aspects”. This qualification was developed in consultation and collaboration with other local and regional universities, for the purposes of benchmarking.

3. Who is this qualification for?

This qualification targets the following categories in the sector of sustainable development:

- (a) Qualified staff in sustainable development or relevant sector in possession of a Master’s Degree or equivalent qualifications.
- (b) Staff within management and consulting activities in sustainability or relevant sectors.
- (c) Any would-be students with five years of working experience in a recognised sustainable development or relevant institution.

4. Admission requirements

To be admitted into the Doctor of Philosophy in Sustainable Development, candidates must meet the following requirements:

- (a) a Master’s Degree in Integrated Environmental Management and Sustainable Development, or
- (b) a Master’s Degree in closely related fields including Conservation Agriculture, Wildlife Management, Water Resources Management, Natural Resources Economics, Fisheries and Climate Change.

NQF level 9 from a recognised institution in related fields of study is the minimum requirement.

NB: The above are essential requirements as the instructional design of the qualification and course assessments will be integrated with the workplace experience and the equivalent will be determined by the IUM Senate.

5. Qualification duration

The PhD in Sustainable Development is a three-year distance postgraduate study leading to NQF Level 10 qualification. The study period for the qualification is a minimum of 3 years and a maximum of 6 years. Contact hours will only be given over weekends or once-off block release at the scheduled time agreed/decided by the university. The qualification comprises a minimum of two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate comprehensive, systematic and in-depth mastery of knowledge, research and analytical skills used in the formulation of new, cutting-edge learning, practical principles or processes relevant to Sustainable Development.
- (b) Exhibit knowledge of advanced research methods and methodology and techniques for

- data collection and analysis using qualitative, quantitative and/or mixed methods.
- (c) Undertake research and generate new ideas that add value and new knowledge to the area of specialization.
 - (d) Contribute to the development of discourses and paradigms at national, regional and international levels in the area of their thesis specializations.
 - (e) Apply the knowledge acquired to improve theory and practice in their specific areas of specialization.
 - (f) Disseminate widely the research results through scholarly publications, analytical briefs and contributions to academic and policy platforms in Namibia and abroad.

7. Qualification structure

YEAR 1				
SEMESTER 1				
Course Title	Course Code	Hours	NQF Level	Credits
Conceptual Analysis and Research Methodology	CAR90P7	N/A	10	Non-credit bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit bearing
YEAR 2				
Full PhD Thesis	XPHD2PY	N/A	10	N/A
YEAR 3				
Full PhD Thesis	XPHD3PY	N/A	10	N/A
Total hours and Credits for Qualification		3600		360

DOCTOR OF PHILOSOPHY IN NATURAL SCIENCE (NQF LEVEL 10)

1. Rationale

The rationale behind the development of this qualification is to enable future scientists to share their scientific interests and engage them on different platforms that will help them find solutions to complex issues in the natural environment. This qualification will prepare students for independent research work in the field of natural science that will make original contributions to the body of knowledge and scientific community. In addition, this qualification will empower students with analytical skills, theoretical discourse and data analysis using advanced methods and techniques.

2. Purpose

Generally, natural science investigates physical, chemical and biological phenomena through scientific enquiry, and application of scientific model laws and principles to explain and predict events in the natural environment. The field of natural sciences includes: 1. Physical properties of matter and energy as well as the interactions and relationships between these (Physics), 2. Properties and reactions of materials, including identifying, classifying and changing matter from one form into another (Chemistry). 3. Living organisms from the molecular level to their interactions with

one another and their environments (Biology). This field combines these subjects/components with society's need to understand how the natural environment works to benefit from it and responsibly care for it. Since scientific knowledge changes over time as scientists improve their knowledge and understanding, there is a need for thorough investigation, debate and arguments to prove new ideas until they are accepted by the scientific community.

This qualification will prepare students for independent research work that will make an original contribution to the body of knowledge in the field of natural science. In addition, this qualification will empower students with analytical skills, theoretical discourse and data analysis using advanced methods and techniques. This will further contribute to the realization of National Development Plans (NDPs), Vision 2030 and other national socio-economic goals.

The qualification will further prepare students to share their knowledge with various communities of knowledge users and practitioners through scholarly publications, presentations at knowledge-sharing platforms and other forms of networking. The Doctor of Philosophy in Natural Science was developed in consultation and collaboration with other local, regional and international universities which are the key stakeholders in the areas of research and innovation.

3. Who is this qualification for?

This qualification targets the following categories in the sector of natural sciences:

- (a) Qualified staff in natural science or relevant sectors in possession of a Master's Degree or equivalent qualifications.
- (b) Staff within management and consulting activities in natural science or relevant sector.
- (c) Any would-be students with five years working experience in a recognised natural science or relevant institution.

4. Admission requirements

To be admitted into the Doctor of Philosophy in Natural Science, candidates must meet the following requirements:

- (a) a Master's Degree in Natural Science, or
- (b) a Master's Degree in closely related fields including Conservation Biology, Marine Biology, Ecosystem Management and Conservation and Geo-Spatial Information Science.

NQF level 9 from a recognised institution in related fields of study is the minimum requirement.

NB: The above are essential requirements as the instructional design of the qualification and course assessments will be integrated with the workplace experience and the equivalent will be determined by the IUM Senate.

5. Qualification duration

The Doctor of Philosophy in Natural Science is a three-year distance postgraduate study leading to NQF Level 10 qualification. The study period for the qualification is a minimum of 3 years and a maximum of 6 years. Contact hours will only be given over weekends or once off block release on scheduled time agreed/decided by the university. The qualification comprises a minimum two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate comprehensive, systematic and in-depth mastery of knowledge, research and analytical skills used in the formulation of new, cutting-edge learning, practical principles or process relevant to Natural Science.
- (b) Exhibit knowledge of advanced research methods and methodology and techniques for data collection and analysis using qualitative, quantitative and/or mixed methods.
- (c) Engage in and conduct original research to generate new ideas that add value and new knowledge to the scientific community on issues pertaining to the natural environment.
- (d) Contribute to development of discourses and paradigms at national, regional and international level in the area of natural science.
- (e) Apply the knowledge acquired to improve theory and practice in their specific areas of specializations.
- (f) Disseminate widely the research results through scholarly publications, analytical briefs and contributions to academic and policy platforms in Namibia and abroad.

7. Qualification structure

YEAR 1				
SEMESTER 1				
Course Title	Course Code	Hours	NQF Level	Credits
Conceptual Analysis and Research Methodology	CAR90P7	N/A	10	Non-credit bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit bearing
YEAR 2				
Full PhD Thesis	XPHD2PY	N/A	10	N/A
YEAR 3				
Full PhD Thesis	XPHD3PY	N/A	10	N/A
Total hours and Credits for Qualification		3600		360

DOCTOR OF PHILOSOPHY IN SUSTAINABLE OCEAN AND AQUACULTURE MANAGEMENT (NQF LEVEL 10)

1. Rationale

This qualification will prepare students for independent research work that will make an original contribution to the body of knowledge in the field of Ocean and Aquaculture Management. There is a need to re-think Ocean Management and Policy, with a view towards more efficient protection that can lead to better production and more equitable distribution thereof. The ocean is under pressure to deliver goods and services, hence proactive research and management practices of activities in the marine environment are urgently required, to use marine resources wisely and sustainably. In the last 5-10 years, the need for effective management of human activities in the ocean has become increasingly apparent. Well-informed research of ocean dynamics is key to integrating a sustainable

ocean industry into the future. The introduction of this PhD qualification will help transform Namibia and other African nations from being consumers of knowledge in the global arena into comparable, competitive and innovative creators of knowledge through engagement at the highest levels in research and analysis to generate new knowledge and solutions to scenarios at local, regional and international contexts. Thus, it will help Namibia and other African nations to remain comparable and competitive as global partners and leaders. It is essential to have people that are able to engage in the highest levels of research and analysis in order to provide appropriate solutions to challenges and scenarios that are being experienced at local, regional and continental levels. This will further contribute to the realization of National Development Plans (NDPs), Vision 2030 and other national socio-economic goals.

2. Purpose

Students will be required to demonstrate proficiency of knowledge on their subject of enquiry as contained in present literature, critical skills and aptitudes in producing new knowledge about their subject of enquiry; and ability to use analytical and critical skills in conducting research; analyzing and presenting data generated to examine existing and main paradigms; and contribute toward finding solutions to issues in marine and aquaculture sectors. In addition, the qualification empowers students with confidence that enables them to share their knowledge with various communities, relevant stakeholders and practitioners through scholarly publications, and presentations at knowledge-sharing platforms. This qualification was developed in consultation and collaboration with other local, regional and international universities who are the key stakeholders in the areas of research and innovation.

3. Who is this qualification for?

This qualification targets the following categories in the sector of ocean and aquaculture management:

- (a) Qualified staff in ocean and aquaculture management or relevant sectors in possession of a Master's Degree or equivalent qualifications.
- (b) Staff within management and consulting activities in ocean and aquaculture management or relevant sectors.
- (c) Any students with five years working experience in a recognised ocean, fisheries, aquaculture or relevant institution.

4. Admission requirements

To be admitted to this qualification, a student must have completed a Master's degree qualification in various fields of ocean, fisheries, aquaculture management and related fields.

NQF exit-level 9 is the minimum requirement.

NB: The above are essential requirements as the instructional design of the qualification and course assessments will be integrated with the workplace experience and the equivalent will be determined by the IUM Senate.

5. Qualification duration

The study period for the qualification is: Minimum: 3 Years Maximum: 6 Years.

Contact hours will only be given over weekends or once off block release on scheduled time agreed and decided by the university. The qualification comprises a minimum of two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- a. Demonstrate wide-ranging, systematic and comprehensive mastery of knowledge, research and analytical skills used in the formulation of new, cutting-edge learning, applied principles or processes appropriate to Ocean and Aquaculture Management.
- b. Exhibit knowledge of advanced research methodology and techniques for data collection and analysis using qualitative, quantitative and/or mixed methods.
- c. Formulate and undertake research on new areas and generate new ideas that add value and new knowledge to the area of specialization.
- d. Contribute to the development of discourses and paradigms at national, regional and international levels in the area of their thesis specializations.
- e. Utilize the knowledge acquired to improve theory and practice in Ocean and Aquaculture Management.
- f. Publicize extensively the research outcomes through scholarly publications, analytical briefs and contributions to academic and policy platforms at local, national and international levels.

7. Qualification structure

YEAR 1				
SEMESTER 1				
Course Title	Course Code	Hours	NQF Level	Credits
Conceptual Analysis and Research Methodology	CAR90P7	N/A	10	Non-credit bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit bearing
YEAR 2				
Full PhD Thesis	XPHD2PY	N/A	10	N/A
YEAR 3				
Full PhD Thesis	XPHD3PY	N/A	10	N/A
Total hours and Credits for Qualification		3600		360

DOCTOR OF PHILOSOPHY IN ECOTOURISM AND PROTECTED AREAS MANAGEMENT (NQF LEVEL 10)

1. Rationale

This qualification is intended to give deserving students from IUM and other universities who have completed Master's Degree programmes in a variety of fields related to ecotourism and protected areas management and who meet the requirements for admission to the degree of Doctor of Philosophy in Ecotourism and Protected Areas Management, the opportunity to further their education. To give a thorough grasp of the interplay between natural and social systems, this

qualification contains a set of demanding core requirements in the social and natural sciences. Additionally, the course gives students the freedom to do in-depth study in a wide range of crucial policy subjects.

2. Purpose

The Doctor of Philosophy degree in Ecotourism and Protected Areas Management is designed to enable students to produce new knowledge in the complementary fields of tourism and protected areas management within the general concept of community sustainability. Furthermore, this qualification is intended for students interested in issues of sustainable tourism and/or protected areas management in either a domestic or international context. This qualification addresses a wide range of enterprise, local, national, and worldwide views on complex and developing tourism and protected area management challenges that fall under the general heading of sustainability.

It is crucial to emphasize that sustainable tourism emphasizes the systemic economic, sociocultural, and environmental components of travel for recreation and education. This covers the design, creation, and administration of such systems and the entities that make them up, including tourism businesses. Its execution calls for a multidisciplinary, bottom-up strategy that integrates the social, physical, and biological spheres. Whereas, at the local, regional, national, and international levels, parks and protected area management encompass a wide range of cultural and natural resources, including land-based and marine areas in settings ranging from urban to rural. The durability of parks and protected areas for conservation objectives, as well as the provision of high-quality recreational opportunities and long-term economic sustainability for tourists, depend on their effective management.

Graduates will be equipped to work for a wide range of tourism or protected area organizations, including the government, non-profits, and commercial businesses. The PhD graduates will also be equipped to work in academia or in roles involving research in a wide array of organizations. The introduction of the PhD programmes at IUM will help transform Namibia and other African nations from being consumers of knowledge in the global arena into comparable, competitive and innovative creators of knowledge through engagement at the highest levels in research and analysis to generate new knowledge and solutions to local, regional and international contexts. The utilization of the highest levels of research capabilities is fundamental to the attainment of national development goals, NDP4, National Human Resource Plan: 2010-2025, and the realization of a knowledge-based economy as envisaged in the Education and Training Sector Improvement Programme (ETSIP) and Vision 2030. Stakeholders' consultations were held with the Ministry of Environment, Forestry and Tourism, National Botanical Garden of Namibia, World Wildlife Fund (WWF), Tour and Safari Operators of Namibia (TASA), Federation of Namibia Tourism Associations (FENATA), Namibia Professional Hunting Association (NAPH), Namibia Tourism Board (NTB) and members of Tourism Standard and Human Resources Development Advisory Committee.

3. Who is this qualification for?

This qualification targets qualified staff in Ecotourism and Protected Areas Management or relevant sectors in possession of a Master's Degree or equivalent qualifications as well as staff within management and consulting activities in sustainability or relevant sectors.

4. Admission requirements

To be admitted to this qualification, a student would normally be required to have an appropriate Master's in Ecotourism and Protected Areas Management or a relevant sustainability degree, or a Master's degree + relevant postgraduate qualification in any of the major disciplines related to Ecotourism and Protected Areas Management. NQF exit-level 9 is the minimum requirement.

NB: The above are essential requirements as the instructional design of the qualification and course assessments will be integrated with the workplace experience and the equivalent will be determined by the IUM Senate.

5. Qualification duration

The PhD in Ecotourism and Protected Areas Management is a three-year distance postgraduate study leading to NQF Level 10 qualification. The study period for the qualification is: Minimum: 3 Years Maximum: 6 Years. Contact hours will only be given over weekends or once-off block release on scheduled time agreed/decided by the university. The qualification comprises a minimum of two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate comprehensive, systematic and in-depth mastery of knowledge, research and analysis skills in areas such as sustainable/ecotourism tourism, cultural tourism, craft and cultural Centre management, tourism enterprises, wildlife management, tourism business operation management; tourism business development management; tourism policies.
- (b) Develop articles/manuscripts (that are original) for publication in peer-reviewed journals and/or make presentations at conferences as contributions to the field of tourism and protected areas management.
- (c) Exhibit knowledge of advanced research methodology and techniques for data collection and analysis using qualitative, quantitative and/or mixed methods.
- (d) Formulate and contribute to the development of discourses and paradigms at national, regional and international levels in the area of their thesis specializations.
- (e) Apply the advanced knowledge acquired to improve theory and practice in their specific area of specialization;
- (f) Disseminate widely the research results through scholarly publications, analytical briefs and contributions to academic and policy platforms in Namibia and abroad.

7. Qualification structure

YEAR 1				
SEMESTER 1				
Course Title	Course Code	Hours	NQF Level	Credits
Conceptual Analysis and Research Methodology	CAR90P7	N/A	10	Non-credit bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit bearing
YEAR 2				
Full PhD Thesis	XPHD2PY	N/A	10	N/A
YEAR 3				
Full PhD Thesis	XPHD3PY	N/A	10	N/A

Total hours and Credits for Qualification	3600		360
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DOCTOR OF PHILOSOPHY IN ENERGY RESOURCES AND TECHNOLOGIES (NQF LEVEL 10)

1. Rationale

The world faces critical energy challenges, including the need for sustainable energy sources, efficient energy use, and the mitigation of climate change impacts. A PhD in Energy Resources and Technologies is essential for advancing the research and development required to address these challenges. This program aims to produce experts who can contribute to innovative solutions and breakthroughs in energy technologies, ensuring a sustainable and resilient energy future.

2. Purpose

The primary purpose of a PhD in Energy Resources and Technologies is to cultivate a cadre of highly skilled researchers, innovators, and leaders equipped to address our time's pressing energy challenges. Moreover, the qualification would provide an opportunity to deserving students from IUM and other universities who have completed Master's Degree programmes in various fields of Oil, Gas, and Energy Management as well as related fields and who fulfil the requirements for admission to the Degree of Doctor of Philosophy in Energy Resources and Technologies. This qualification will provide students with scientific research and technical capabilities, enabling them to qualify to work as professors, researchers, and consultants. The program aims to develop students' expertise, not only at IUM but also at other research institutions in Namibia, in efficient and sustainable use of energy resources, advancing energy technologies, and mitigating environmental impacts associated with energy production and consumption.

3. Who is this qualification for?

The qualification will benefit those aspiring to become senior corporate industry leaders. It will also help candidates from academic institutions and those interested in the research fields.

4. Admission requirements

To be admitted to this qualification, a student must have successfully completed a Master's Degree in various fields of Oil, Gas and Energy Management and related fields, and must fulfil the requirements for admission to the degree.

5. Qualification duration

The PhD in Energy Resources and Technologies is a three-year (3) full-time/ 5 years maximum, four (4) years on a part-time basis, and a maximum of 6 years leading to Level 10 qualification.

6. Outcomes for the whole qualification

Holders of this qualification can:

- a) Conducting independent, original research that contributes new knowledge and innovations in energy resources and technologies.
- b) Exhibit proficiency in advanced research methodologies and techniques relevant to energy science and technology, including qualitative and quantitative approaches.
- c) Undertake research on new areas and generate new ideas that add value and new knowledge to the area of specialisation.

- d) Contribute to the development of discourses and paradigms at national, regional and international levels in the area of their thesis specialisations.
- Apply the knowledge acquired to improve theory and practice in their specific areas of specialisation.
 - Disseminate the research results widely through scholarly publications, analytical briefs, and contributions to academic and policy platforms in Namibia and abroad.

7. Qualification structure

YEAR 1				
SEMESTER 1				
Course Title	Course Code	Hours	NQF Level	Credits
Conceptual Analysis and Research Methodology	CAR90P7	N/A	10	Non-credit bearing
Advanced Academic Writing for Post-graduate Studies	AAW10P7	N/A	10	Non-credit bearing
YEAR 2				
Full PhD Thesis	XPHD2PY	N/A	10	N/A
YEAR 3				
Full PhD Thesis	XPHD3PY	N/A	10	N/A
Total hours and Credits for Qualification		3600		360

FACULTY OF HEALTH SCIENCES

1. Rationale

The Postgraduate Diploma in Paediatric Nursing (Level 8) plays a critical role in addressing Namibia's pressing paediatric health challenges. According to the 2014 Namibia Demographic and Health Survey, one in every twenty-six children dies before their first birthday, and one in every nineteen children does not survive beyond the age of five. These alarming statistics underscore the urgent need for well-trained paediatric nurses capable of delivering high-quality, lifesaving care to children and adolescents. The qualification responds to evolving healthcare needs and strengthens the capacity of registered nurses to deliver evidence-based paediatric care. The qualification will ensure that graduates are equipped with specialised knowledge and advanced clinical competencies. This will enable them to provide safe, effective, and culturally sensitive care in a variety of healthcare settings, ultimately contributing to improved survival rates and better health outcomes for children across Namibia.

2. Purpose

The Postgraduate Diploma in Paediatric Nursing (Level 8) aims to equip registered nurses with advanced knowledge and specialised skills required to deliver high-quality, evidence-based paediatric care across diverse healthcare settings in Namibia. In response to the urgent need for competent paediatric nurses, the qualification prepares practitioners to effectively manage and care for acutely and chronically ill children, contributing to the reduction of childhood morbidity and mortality and the promotion of child health nationwide.

Offered at an institution accredited by the Nursing Council of Namibia, the qualification empowers graduates to serve as paediatric nurse specialists, change agents, and clinical consultants within multidisciplinary teams. Graduates will be equipped to practice in various settings, including primary healthcare clinics, district and regional hospitals, paediatric wards in both public and private facilities, as well as in educational and leadership roles. By producing highly skilled paediatric nurses, the qualification supports the strengthening of Namibia's health system and contributes to improved health outcomes for children across the country.

3. Who is this qualification for?

The Postgraduate Diploma in Paediatric Nursing (Level 8) is specifically designed for practicing Registered Nurses who wish to specialise in paediatric nursing and advance their clinical knowledge and skills in caring for children and adolescents. It focuses on the development of key competencies such as critical thinking, clinical judgment, leadership, interpersonal communication, and psychomotor skills essential for safe and effective paediatric care. The qualification is particularly suited for nurses working in paediatric wards, neonatal units, and Primary Health Care facilities. Its curriculum is aligned with national health priorities and employer expectations, ensuring graduates are well-prepared to deliver holistic, evidence-based, and family-centred care across the healthcare system.

4. Admission requirements

The entry requirements for this qualification are as follows: the applicant must possess either a Bachelor in Nursing or a Diploma in Comprehensive Nursing and Midwifery Science (Level 7). Additionally, the applicant must be registered as a Nurse and Midwife with the Nursing Council of Namibia and have a minimum of two years' experience as a Registered Nurse and Midwife. Recognition of Prior Learning (RPL) will be considered where applicable.

5. Qualification duration

This qualification is offered over one year, with a maximum study period of two (2) years, on a full-time basis. The academic year comprises two semesters: semester 1 runs from January to June, and semester 2 runs from July to December.

6. Outcomes for whole qualification

- (a) Holders of this qualification should be able to:
- (b) Assess clinical situations and make autonomous and morally sound decisions in paediatric nursing practice.
- (c) Implement evidence-based interventions to ensure high-quality, safe, and holistic care in paediatric nursing.
- (d) Apply clinical leadership and management skills to optimise paediatric healthcare delivery within multidisciplinary settings.
- (e) Enforce paediatric care standards aligned with legal, ethical, and professional guidelines.
- (f) Support and educate families of paediatric patients to promote effective participation in care.
- (g) Conduct research and translate findings into practice to improve child health outcomes.

7. Qualification structure

Year 1 (148 Credits)				
Semester 1 (30 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Maternal and Child Health Care Services	CHC80PS	80	8	8
Research Methodology	RME80PS	120	8	12
Semester 2 (38 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Communication in Paediatric Nursing	CPN80PS	80	8	8
Research Project	RPJ80US	300	8	30
Year courses (80 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Anatomy and Physiology: Capita Selecta for Children	APC80PY	160	8	16
Child and Family Health	CFH80PY	160	8	16
Paediatric Nursing Science	PNS80PY	240	8	24
Paediatric Clinical Practice	PAC80PY	240	8	24
Total Hours & Credits for qualification		1480		148

1. Rationale

The Postgraduate Diploma in Paediatric Nursing (Level 8) plays a critical role in addressing Namibia's pressing paediatric health challenges. According to the 2014 Namibia Demographic and Health Survey, one in every twenty-six children dies before their first birthday, and one in every nineteen children does not survive beyond the age of five. These alarming statistics underscore the urgent need for well-trained paediatric nurses capable of delivering high-quality, lifesaving care to children and adolescents. The qualification responds to evolving healthcare needs and strengthens the capacity of registered nurses to deliver evidence-based paediatric care. The qualification will ensure that graduates are equipped with specialised knowledge and advanced clinical competencies. This will enable them to provide safe, effective, and culturally sensitive care in a variety of healthcare settings, ultimately contributing to improved survival rates and better health outcomes for children across Namibia.

2. Purpose

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Offered at an institution accredited by the Nursing Council of Namibia, the qualification empowers graduates to serve as paediatric nurse specialists, change agents, and clinical consultants within multidisciplinary teams. Graduates will be equipped to practice in various settings, including primary healthcare clinics, district and regional hospitals, paediatric wards in both public and private facilities, as well as in educational and leadership roles. By producing highly skilled paediatric nurses, the qualification supports the strengthening of Namibia's health system and contributes to improved health outcomes for children across the country.

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5. Qualification duration

This qualification is offered over one year, with a maximum study period of two (2) years, on a full-time basis. The academic year comprises two semesters: semester 1 runs from January to June, and semester 2 runs from July to December.

6. Outcomes for whole qualification

- (a) Holders of this qualification should be able to:
- (b) Assess clinical situations and make autonomous and morally sound decisions in paediatric nursing practice.
- (c) Implement evidence-based interventions to ensure high-quality, safe, and holistic care in paediatric nursing.
- (d) Apply clinical leadership and management skills to optimise paediatric healthcare delivery within multidisciplinary settings.
- (e) Enforce paediatric care standards aligned with legal, ethical, and professional guidelines.
- (f) Support and educate families of paediatric patients to promote effective participation in care.
- (g) Conduct research and translate findings into practice to improve child health outcomes.

7. Qualification structure

Year 1 (148 Credits)				
Semester 1 (32 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Maternal and Child Health Care Services	CHC80PS	80	8	8
Research Methodology	RME80PS	120	8	12
Academic Writing	AWP80US	120	8	12
Semester 2 (38 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Communication in Pediatric Nursing	CPN80PS	80	8	8
Research Project	RPJ80US	300	8	30
Year courses (80 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Anatomy and Physiology: Capita Selecta for Children	APC80PY	160	8	16
Child and Family Health	CFH80PY	160	8	16
Pediatric Nursing Science	PNS80PY	240	8	24
Pediatric Clinical Practice	PAC80PY	240	8	24
Total Hours & Credits for qualification		1500		150

1. Rationale

The review of the Master of Nursing Science is necessitated by the International University of Management (IUM) policy on review of its qualifications, as well as the fact that this qualification has reached its scheduled review date and will be submitted in accordance with the National Qualifications Framework (NQF) Regulations, No 125 of 2006. This review ensures the qualification remains contemporary, relevant, and responsive to the dynamic healthcare needs and professional standards.

This qualification is a postgraduate qualification and allows candidates to work in the health industry in various capacities upon successful completion of the Master of Nursing Science. This qualification recognises the need for further training and education of nurses who are career focused and ready to tackle the health industry's expectations out there. It is no doubt that the students will fit in and transform management and education of this dynamic industry. The reason being that the nursing profession, the health industry and the nation need manpower that are in possession of post graduate qualifications to enhance the profile of the nursing profession as well as the health industry in Namibia.

This qualification will not only enable graduates to meet professional needs but also ensure effective management of nursing services and education of students as well as sustainability of the nursing profession for later generations as envisaged by Namibia vision 2030.

2. Purpose

The Master of Nursing Science aims to prepare Registered Nurses comprehensively for advanced roles as nurse leaders, administrators, managers, or educators within the healthcare sector. It equips practising nurses with specialised knowledge, critical skills, and professional values necessary to assume pivotal leadership positions, fostering continuous improvement in healthcare delivery. Through fostering an inquisitive and analytical mindset, the qualification encourages nurses to critically evaluate existing nursing practices and explore innovative nursing concepts and evidence-based interventions. Aiming to impact population health as highlighted in the Sustainable Development Goal 3 (SDG 3), the curriculum emphasises the importance of nurses and midwives in delivering quality care, improving patient health outcomes, promoting overall community well-being, strengthening healthcare systems, and addressing critical local and global health challenges.

This qualification uniquely adopts a work-integrated learning approach, bridging theoretical knowledge with practical workplace experiences. Students have the opportunity to specialise in either Health Service Management or Nursing Education, thus acquiring targeted, practical competencies to excel in their chosen fields. The curriculum is application-oriented, emphasising the real-world context and contemporary challenges faced in nursing management and education. The curriculum covers contemporary nursing issues, research methodologies, health informatics in nursing, specialised management and educational practices, advanced nursing practice, and culminates in a rigorous research dissertation.

3. Who is this qualification for?

This qualification is designed for Registered Nurses seeking to advance their nursing expertise, with opportunities to specialise in Health Service Management or Nursing Education.

4. Admission requirements

To be registered for the Master of Nursing Science the candidate must be a holder of either a Bachelor Honours Degree in Nursing at NQF level 8 or a Diploma in Nursing and Midwifery (NQF level 7) with an additional post graduate qualification in Nursing or Midwifery at NQF level 8.

In keeping with the work-based approach to this qualification, new entrants must have a minimum of two years of working experience in nursing.

The above are essential requirements as the instructional design of the programme and course assessments will be integrated with workplace experience.

5. Qualification duration

The Master of Nursing Science is a two-year full time postgraduate qualification. The Study period for the qualification is: Full time/part time and blended mode with a minimum: 2 Years, Maximum 4 Years.

6. Outcomes for whole qualification

Holders of this qualification are able to:

- (a) Analyse contemporary nursing issues in relation to health care delivery within the dynamics of a political, health and socio-economic environment.
- (b) Analyse challenges faced by health care providers and explore strategies to manage these challenges.
- (c) Assess the quality of health care provision using outcomes data and evaluative studies involving health care outcomes.
- (d) Apply theoretical and practical knowledge and skills to teach nursing students within a diverse cultural environment.
- (e) Create strategies to investigate, analyse and synthesise challenges, problems, concepts, theories and to apply established theories to different bodies of knowledge.
- (f) Apply cognitive and technical skills to design, use and evaluate research and research methods.

7. Qualification structure

YEAR 1 (136 credits)				
Semester 1				
Course Title	Course code	Hours	NQF Level	Credits
Compulsory Courses				
Health Informatics for Nursing	HIN90PS	160	9	16
Year Courses				
Compulsory Courses				
Contemporary Issues in Nursing	CIN90PY	320	9	32
Research Methodology in Nursing Science	RMN90PY	240	9	24

<i>Electives Courses (choose one)</i>				
Health Services Management	HSM90PY	320	9	32
Nursing Education	NUE90PY	320	9	32
YEAR 2 (174 credits)				
Year Course				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory</i>				
Research Project	XRP90PY	110	9	110
<i>Electives - Practical: Choose only one</i>				
Practical: Health Services Management	PHM90PY	320	9	32
Practical: Nursing Education	PNE90PY	320	9	32
Total Hours & Credits for qualification		3100		310

MASTER OF NURSING SCIENCE (NQF LEVEL 9) (New Curriculum 2026)

1. Rationale

The review of the Master of Nursing Science is necessitated by the International University of Management (IUM) policy on review of its qualifications, as well as the fact that this qualification has reached its scheduled review date and will be submitted in accordance with the National Qualifications Framework (NQF) Regulations, No 125 of 2006. This review ensures the qualification remains contemporary, relevant, and responsive to the dynamic healthcare needs and professional standards.

This qualification is a post graduate qualification and allows candidates to work in the health industry in various capacities upon successful completion of the Master of Nursing Science. This qualification recognises the need for further training and education of nurses who are career focused and ready to tackle the health industry's expectations out there. It is no doubt that the students will fit in and transform management and education of this dynamic industry. The reason being that the nursing profession, the health industry and the nation need manpower that are in possession of post graduate qualifications to enhance the profile of the nursing profession as well as the health industry in Namibia.

This qualification will not only enable graduates to meet professional needs but also ensure effective management of nursing services and education of students as well as sustainability of the nursing profession for later generations as envisaged by Namibia vision 2030.

2. Purpose

The Master of Nursing Science aims to prepare Registered Nurses comprehensively for advanced roles as nurse leaders, administrators, managers, or educators within the healthcare sector. It equips practising nurses with specialised knowledge, critical skills, and professional values necessary to assume pivotal leadership positions, fostering continuous improvement in healthcare

delivery. Through fostering an inquisitive and analytical mindset, the qualification encourages nurses to critically evaluate existing nursing practices and explore innovative nursing concepts and evidence-based interventions. Aiming to impact population health as highlighted in the Sustainable Development Goal 3 (SDG 3), the curriculum emphasises the importance of nurses and midwives in delivering quality care, improving patient health outcomes, promoting overall community well-being, strengthening healthcare systems, and addressing critical local and global health challenges.

This qualification uniquely adopts a work-integrated learning approach, bridging theoretical knowledge with practical workplace experiences. Students have the opportunity to specialise in either Health Service Management or Nursing Education, thus acquiring targeted, practical competencies to excel in their chosen fields. The curriculum is application-oriented, emphasising the real-world context and contemporary challenges faced in nursing management and education. The curriculum covers contemporary nursing issues, research methodologies, health informatics in nursing, specialised management and educational practices, advanced nursing practice, and culminates in a rigorous research dissertation.

3. Who is this qualification for?

This qualification is designed for Registered Nurses seeking to advance their nursing expertise, with opportunities to specialise in Health Service Management or Nursing Education.

4. Admission requirements

To be registered for the Master of Nursing Science the candidate must be a holder of either a Bachelor Honours Degree in Nursing at NQF level 8 or a Diploma in Nursing and Midwifery (NQF level 7) with an additional post graduate qualification in Nursing or Midwifery at NQF level 8.

In keeping with the work-based approach to this qualification, new entrants must have a minimum of two years of working experience in nursing.

The above are essential requirements as the instructional design of the programme and course assessments will be integrated with workplace experience.

5. Qualification duration

The Master of Nursing Science is a two-year full time postgraduate qualification. The Study period for the qualification is: Full time/part time and blended mode with a minimum: 2 Years, Maximum 4 Years.

6. Outcomes for whole qualification

Holders of this qualification are able to:

- (g) Analyse contemporary nursing issues in relation to health care delivery within the dynamics of a political, health and socio-economic environment.
- (h) Analyse challenges faced by health care providers and explore strategies to manage these challenges.
- (i) Assess the quality of health care provision using outcomes data and evaluative studies involving health care outcomes.
- (j) Apply theoretical and practical knowledge and skills to teach nursing students within a diverse cultural environment.

- (k) Create strategies to investigate, analyse and synthesise challenges, problems, concepts, theories and to apply established theories to different bodies of knowledge.
- (l) Apply cognitive and technical skills to design, use and evaluate research and research methods.

7. Qualification structure

YEAR 1 (136 credits)				
Semester 1				
Course Title	Course code	Hours	NQF Level	Credits
Compulsory Courses				
Health Informatics for Nursing	HIN90PS	160	9	16
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
Year Courses				
Compulsory Courses				
Contemporary Issues in Nursing	CIN90PY	320	9	32
Research Methodology in Nursing Science	RMN90PY	240	9	24
Electives Courses (choose one)				
Health Services Management	HSM90PY	320	9	32
Nursing Education	NUE90PY	320	9	32
YEAR 2 (174 credits)				
Year Course				
Course Title	Course Code	Hours	NQF Level	Credits
Compulsory				
Research Project	XRP90PY	110	9	110
Electives - Practical: Choose only one				
Practical: Health Services Management	PHM90PY	320	9	32
Practical: Nursing Education	PNE90PY	320	9	32
Total Hours & Credits for qualification		3100		310

DOCTOR OF PHILOSOPHY IN NURSING (NQF LEVEL 10)

1. Rationale

The Doctor of Philosophy in Nursing is tailor-made to equip scholars to conduct cutting-edge, interdisciplinary research across key areas of nursing and the health industry. It employs a combination of in-depth hands-on fieldwork and comprehensive theoretical study. This qualification provides a rigorous approach to the study of global nursing affairs. Scholars are expected to develop the substantive knowledge, theoretical perspectives and methodological skills necessary for conducting research and teaching in their field.

This qualification will generate detailed knowledge in international and national issues in nursing, which is essential in solving the critical problems faced in the international and national health environment. The qualification will offer comprehensive knowledge about the international and national healthcare system and enable students to develop problem-solving skills to generate useful ideas, which students can use in analysing critical information for nursing practice and the health industry. It offers new opportunities for research and will constantly reflect on real-life demands of both the academia and healthcare services. It will further help students in their professional development, facilitate teaching activities, and their successful integration into the national and international health sector. The qualification will ensure that doctoral candidates acquire the necessary skills for effective professional, scientific and social communication. IUM emphasises the creation of new knowledge that is particularly rooted in the local African context but transcends on a global scale.

2. Purpose

The purpose of this qualification is to provide students with scientific research, and technical capabilities, which will enable them to qualify to work as professors, researchers, and supervisors within the nursing care systems and practices. This qualification trains and educates students to conduct cutting edge, interdisciplinary research across key areas of the multidisciplinary team. The qualification is designed to enable students to uncover the meaningful questions that ultimately shape both their future research and their careers. This qualification seeks to engage students who aim to work in the academic and health industry and become part of a flourishing research community. The qualification aims to provide students with scientific research and technical capabilities, which will enable them to qualify to work as professors, directors, researchers, and consultants. The Doctor of Philosophy in Nursing further aims to contribute to stimulating the appropriate research to develop the capabilities of students in the health industry. The utilisation of the highest levels of research capabilities is fundamental to the attainment of national development goals for health in the National Human Resource Plan 2010-2025 and vision 2030.

Key stakeholders consulted were IUM Master of Nursing Science students and representatives from the Ministry of Health and Social Services, Health Professions Council of Namibia, University of Namibia School of Nursing, Welwitschia Training Centre, Lady Pohamba Private Hospital, Medi Clinic Hospital, Rhino Park Hospital.

3. Who is this Qualification for?

This qualification is for qualified nursing staff in the different health facilities and training institutions in areas of management and education in possession of a Master of Nursing Science.

4. Admission requirements

To be admitted to the Doctor of Philosophy in Nursing candidates must be in possession of a

master's degree in nursing science and obtained at least a mark of 60%, as well as having at least two (2) years working experience after the completion of their master's degree.

5. Qualification duration

The study period for the qualification is: Minimum: 3 Years Maximum: 6 Years leading to Level 10 qualification.

6. Outcomes for whole qualification

Holders of this qualification are able to:

- (a) Formulate new, cutting-edge learning, practical principles or processes relevant to Nursing and health care.
- (b) Collect and analyse data using advanced research methods and techniques of qualitative, quantitative and/or mixed methods.
- (c) Conduct research and generate new ideas that add value and new knowledge to the area of specialisation.
- (d) Contribute to the discourse and development of paradigms at national, regional and international level in the area of specialisation.
- (e) Improve theory and practice in specific areas of specialisation.
- (f) Disseminate research results widely, through scholarly publications, analytical briefs and contributions to academic and policy platforms in Namibia and abroad.

7. Qualification structure

YEAR 1				
YEAR COURSES				
Course Title		Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Advanced Research Methodology	ARM10P7	N/A	10	Non-credit Bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit Bearing
YEAR 2				
YEAR COURSES				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Doctoral Thesis-Year 2	XPHD2PY	N/A	10	N/A
YEAR 3 (360 credits)				
YEAR COURSES (360 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Doctoral Thesis-Year 3	XPHD3PY	3600	10	360
Total Hours and Credit for Qualification		3600		360

FACULTY OF INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT)

POSTGRADUATE DIPLOMA IN DATA SCIENCE (NQF LEVEL 8)

1. Rationale

The introduction of a Postgraduate Diploma in Data Science (Level 8) at the International University of Management (IUM) is strongly supported by the nation's Vision 2030, which envisions economic prosperity and innovation. This qualification aligns with Sustainable Development Goals by promoting quality education and contributing to economic growth. As Namibia enters the Fourth Industrial Revolution (4IR), data science is crucial for digital transformation and navigating this new industrial landscape. The diploma taps into the emerging data economy, encourages diversification, and equips professionals to address local challenges. By fostering global competitiveness, the qualification positions Namibia as a key player in research, technology, and industry. Overall, the introduction of this qualification bolsters the nation's long-term vision, aligns with sustainable development, and empowers Namibia to leverage the power of data for socio-economic growth and innovation.

2. Purpose

The purpose of this qualification is threefold. First, it aims to address the critical shortage of skilled data scientists in the country and empower Namibians with the knowledge and expertise needed to harness the power of data for various applications, spanning from business and industry to healthcare and governance. Secondly, this qualification aligns with Namibia's Vision 2030 by fostering economic growth through innovation, job creation, and the development of a robust data economy. It bolsters the realization of Sustainable Development Goals (SDGs), particularly those related to quality education, economic growth, and industry innovation. Thirdly, in the context of the Fourth Industrial Revolution (4IR), the Postgraduate Diploma in Data Science (Level 8) prepares individuals to thrive in an increasingly data-driven world, positioning Namibia as a competitive player on the global stage. It equips graduates with the skills to drive digital transformation, extract insights from data, and promote evidence-based decision-making, thereby contributing to national and international efforts in tackling contemporary challenges.

3. Who is this qualification for?

The Postgraduate Diploma in Data Science (Level 8) is designed for a diverse range of individuals, catering to the nations evolving needs and challenges. It targets recent graduates looking to specialise in data science, providing them with a focused pathway into a rapidly growing field. It is also suitable for professionals already in the workforce, including those in sectors like finance, healthcare, marketing, government, and more, who wish to upskill and harness the power of data for better decision-making. Entrepreneurs seeking to leverage data for business growth and innovation will find this qualification valuable. Furthermore, it offers an opportunity for international students interested in gaining expertise in data science within the Namibian context. This qualification is inclusive and embraces a broad spectrum of learners, fostering diversity and adaptability in a data-driven world.

4. Admission requirements

To be registered for the Postgraduate Diploma in Data Science (Level 8), the candidates must hold a relevant bachelor's degree at NQF Level 7 or higher from a recognized institution, in fields such as Business Information Systems, Software Development, Electronic Engineering, Information Technology, Computer Science, Statistics, or related disciplines.

5. Qualification duration

Postgraduate Diploma in Data Science (Level 8) is a one-year full time post graduate qualification. The Study period for the qualification is: Full time and block release mode with a minimum: 1 Year, Maximum 2 Years.

6. Outcomes for whole qualification

Holders of this qualification are able to:

- (a) Use data collection, cleaning, analysis, and interpretation, skills to extract valuable insights from data.
- (b) Apply machine learning algorithms to create predictive models and make data-driven decisions essential in the field of data science.
- (c) Apply data to drive strategic decisions and support organizational goals, contributing to the business's success.
- (d) Conduct in-depth statistical analysis fundamental for extracting meaningful patterns from data.
- (e) Discuss ethical considerations of data science and demonstrate proficiency in data governance to ensure responsible and secure use of data.
- (f) Articulate proficiently intricate technical discoveries to non-technical stakeholders, thereby fostering cooperation and facilitating the implementation of data-driven strategies within professional environments.

7. Qualification structure

YEAR 1 (138 credits)				
SEMESTER 1 (66 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Introduction to Artificial Intelligence	IAI80PS	80	8	8
Programming for Data Science	PDS80PS	160	8	16
Statistical Modeling and Inference	SMI80PS	160	8	16
Applied Machine Learning	AML60PS	160	8	16
Academic Writing for Postgraduate Studies	AAW80PS	100	8	10
SEMESTER 2 (48 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Predictive Modelling	PRM80PS	160	8	16
Natural Language Processing	NLP80PS	160	8	16
Data Analysis and Visualisation	DAV80PS	80	8	8
Data Ethics and Privacy	DEP80PS	80	8	8

Year Course (24 Credits)				
Data Science Research Project	XPD80US	240	8	24
Total Year 1 Hours & Credits		1380		138
Total Hours and Credits for qualification		1380		138

POSTGRADUATE DIPLOMA IN CYBERSECURITY (NQF LEVEL 8)

1. Rationale

The inception of the Postgraduate Diploma in Cybersecurity (Level 8) is driven by a profound recognition of the critical need for highly skilled cybersecurity experts, a need emphasized in the Namibian National Cybersecurity Strategy & Awareness Raising Plan 2022 - 2027. This strategic framework identifies a shortage of adept cyber professionals, crucial for the effective establishment and maintenance of robust security protocols. In an era where the security of our digital systems has become one of the most formidable challenges, there is an international consensus that escalating our cybersecurity proficiency is indispensable to counter the surging number and complexity of cyber threats. In a contemporary society where information technology pervades every facet of our lives, the significance of cybersecurity cannot be overstated. Furthermore, the field of cybersecurity exhibits the most rapid growth rate within the domain of IT yet faces a severe workforce shortage.

2. Purpose

The program's primary objective is to equip students with a comprehensive understanding of technical concepts underpinning cybersecurity, and to empower them with practical skills applicable to various dimensions of cybersecurity, including device, network, cloud, web, and application security. Rooted in a technical and hands-on approach, the program is designed to immerse students in industry-relevant practices, cultivating expertise in critical technical domains such as information security, secure programming, network security, penetration testing, malware analysis, IT law and ethics, as well as technologies and tools essential for application and service vulnerability detection, incident response, and data analysis. The program also offers specialized tracks in forensics and cloud security, allowing students to specialize in these crucial areas.

3. Who is this qualification for?

The Postgraduate Diploma in Cybersecurity (Level 8) is designed for a diverse range of individuals, catering to the country's evolving needs and challenges. It targets ICT professionals and graduates holding an honours degree in computing or a related STEM field. It is aimed at individuals seeking to forge a career as a cybersecurity professional, aspiring to take on leadership roles, accelerate career advancement, or apply their newfound knowledge to their current positions. Candidates without a computing degree but presently engaged in the IT security may be considered for admission, provided they demonstrate relevant academic qualifications or substantial work experience.

4. Admission requirements

To be registered for the Postgraduate Diploma in Cybersecurity (Level 8), the candidates must hold a relevant bachelor's degree at NQF Level 7 from a recognized institution, in fields such as Cybersecurity, Business Information Systems, Software Development, Electronic Engineering, Information Technology, Computer Science, or related disciplines.

5. Qualification duration

A Postgraduate Diploma in Cybersecurity is a one-year full-time postgraduate qualification leading to NQF Level 8 qualification. The Study period for the qualification is Full-time and block release mode with a minimum: of 1 Year a maximum 2 Years.

6. Outcomes for whole qualification

Holders of this qualification are able to:

- (a) Outline through appropriate methods, and using industry-standard terminology, cybersecurity-related issues within an organization as they pertain to Confidentiality, Integrity, and Availability.
- (b) Assess and respond appropriately to various risks which can affect the expected operation of information systems.
- (c) Investigate current and emerging cyberthreats and incorporate best practices to mitigate them.
- (d) Apply appropriate countermeasures to help protect organizational resources based on an understanding of how bad actors think and operate.

7. Qualification structure

YEAR 1 (138 credits)				
SEMESTER 1 (50 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Foundations of Cybersecurity	FCS80PS	80	8	8
Secure Software and Web Development	SWD80PS	160	8	16
Cryptography and Blockchain	CBC80PS	160	8	16
Academic Writing for Postgraduate Studies	AAW80PS	100	8	10
SEMESTER 2 (48 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Digital Forensics	DFS80PS	80	8	8
Security Compliance and Regulatory Frameworks	SCR80PS	80	8	8
Security Awareness and Training	CAT80PS	80	8	8
Artificial Intelligence for Cybersecurity	AIC80PS	80	8	8
<i>Elective Courses</i>				
Security Management	SMA80PS	80	8	8
Security Audit	SAD80PS	80	8	8

Year Courses (40 credits)				
Network Security and Penetration Testing	NTP80PY	160	8	16
Cybersecurity Research Project	XPC80PY	240	8	24
Total Year 1 Hours & Credits		1380		138
Total Hours and Credits for qualification		1380		138

MASTER OF SCIENCE IN INFORMATION TECHNOLOGY (NQF LEVEL 9)

1. Rationale

The shortage of IT and computing technical skills in Namibia is often commented on. Equally, the acute shortage of IT-related management skills receives less attention. Yet IT-related management skills are just as critical for national development. Vision 2030 envisages Namibia transitioning into an industrialised and globally competitive country of equal opportunity, realising its maximum growth potential in a sustainable manner, with improved quality of life for everyone. To achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train people needed to meet the envisaged demand of the Namibian technology-based economy. Developing human capital, especially in information technology, is not the sole responsibility of the government. The corporate world, both private and public, has a social responsibility to complement government efforts in the development of the requisite information technology skills for a knowledge-driven society. The IUM Vision (to encourage and develop an African cadre of men and women who can operate at international standards in business) dovetails perfectly into Vision 2030 on the development of IT-skilled human capital.

2. Purpose

The development of the Master of Science in Information Technology is in response to the Government of the Republic of Namibia's economic blueprint, Vision 2030. Vision 2030 envisages a knowledge-based Namibian economy revolving around digital information and communication technology. By the time the graduates have completed this degree qualification, their acquired knowledge of computer systems and management will enable them to analyse, design and implement information technology solutions in a wide range of real-world managerial problems. They will be able to recognise the multidisciplinary nature of information technology, be familiar with various information technology architectures and be able to evaluate information technology effectiveness in a business enterprise.

3. Who is this qualification for?

The Master of Science in Information Technology is designed for people working in information computer technology appointments who wish to pursue information computer technology to a higher level. It seeks to empower those in the ICT related fields with management-oriented skills within a technical environment.

4. Admission requirements

To be registered for the Master of Science in Information Technology, the candidate must have a Bachelor of Science in Information Technology Honours (NQF Level 8) or an equivalent qualification.

5. Qualification duration

Master of Science in Information Technology is a two-year full-time postgraduate study qualification leading to a NQF level 9 qualification. The Study period for the qualification is: Full-time/part-time and blended mode with a minimum of 2 years and a maximum of 4 years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- a. Demonstrate mastery in the field of software development, systems acquisition advice, systems implementation or and systems integration.
- b. Exhibit analytical thinking skills, an innovative mindset and an ethical sense in managing risks, solving Information Technology (IT) problems and identifying IT opportunities
- c. Evaluate critically current thinking and research within IT and its application to the advancement of the IT industry
- d. Demonstrate an in-depth, comprehensive range of managerial skills in the IT industry
- e. Apply IT initiatives, adaptability and professional responsibility in the workplace
- f. Apply the necessary IT skills required for lifelong independent and reflective learning (self-evaluation and problem-solving).

7. Qualification structure

YEAR 1 (120 credits)				
SEMESTER 1 (36 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Information Systems Strategy	ISS90PS	120	9	12
Information Technology Law and Ethics	ILE90PS	120	9	12
Advanced Systems Analysis and Enterprise Modelling	ASA90PS	120	9	12
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
SEMESTER 2 (36 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Data Management and Business Intelligence	DMI90PS	120	9	12
Network Computing	NEC90PS	120	9	12
Distributed and Mobile Systems	DMS90PS	120	9	12

<i>Year Courses (48 credits)</i>				
Research Methodology	RMT90PY	240	9	24
IT Project Management	ITP90PY	240	9	24
Total Year 1 Credits		1200		120
YEAR 2 (120 credits)				
Dissertation	XIT90PY	1200	9	120
IT Practicum	IPR90PY	200	9	20
Total Year 2 Credits		1400		140
Total hours and Credits for Qualification		2600		260

DOCTOR OF PHILOSOPHY IN INFORMATION COMMUNICATION TECHNOLOGY (NQF LEVEL 10)

1. Rationale

The rationale for the research-based Doctor of Philosophy in Information Communication Technology is to: (a) contribute to the reduction in the shortage of skilled human resources at the doctoral level in Namibia; (b) produce academics who are well-equipped with research techniques and analytical skills; (c) empower graduates with innovative capacity to generate new ideas; (c) empower graduates with critical skills to apply new knowledge in providing solutions to problems; and (d) empower graduates to be able to successfully compete in the dynamics of the global economy.

2. Purpose

The purpose of the above-listed doctorate degrees is to provide opportunities for deserving students from IUM and other universities who have completed Master's degree programmes in the relevant and/or related fields, and who fulfil the requirements for admission to this qualification. The Development of this qualification will help transform Namibia and other African nations from being consumers of knowledge in the global arena into comparable, competitive and innovative creators of knowledge through engagement at the highest levels in research and analysis to generate new knowledge and solutions to local, regional and international contexts. The utilization of the highest levels of research capabilities is fundamental to the attainment of national development goals, NDP4, National Human Resource Plan: 2010-2025, and the realization of a knowledge-based economy as envisaged in the Education and Training Sector Improvement Programme (ETSIP) and Vision 2030.

Doctor of Philosophy in Information Communication Technology is a qualification that prepares candidates for academic careers in Information Communication Technology. This doctoral degree requires candidates to undertake research at the most advanced levels culminating in the submission, assessment and acceptance of a thesis/dissertation. The defining characteristic of this qualification is that candidates will be required to demonstrate high-level research quality and make significant and original academic contributions at the frontier of Information Communication Technology.

3. Who is this qualification for?

This doctoral program is envisioned for candidates who yearn to make significant scientific research contributions to the field of Information Communication Technology.

4. Admission requirements

To be admitted into a Doctor of Philosophy in Information Communication Technology, candidates must have completed a Master's Degree registered at NQF Level 9 in Information Communication Technology field a relevant discipline, plus at least five (5) years of work experience at a senior management or professional level.

5. Qualification duration

The study period for the qualification is: Minimum: 3 Years Maximum: 6 Years. Contact hours will only be given over weekends or once off block release on scheduled time agreed and decided by the university. The qualification comprises a minimum of two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate comprehensive, systematic and in-depth mastery of knowledge, and research and analysis skills in areas such as systems and software, telecommunication, knowledge management/artificial intelligence, big data/database/data mining, health informatics, and human-centred computing.
- (b) Demonstrate knowledge of advanced research methods and methodology and techniques for data collection and analysis using Design Science research, qualitative, quantitative and/or mixed methods.
- (c) Formulate and undertake research on new areas and generate new ideas that add value and new knowledge to the area of specialization.
- (d) Contribute to the development of discourses and paradigms at national, regional and international levels in the area of their thesis specializations.
- (e) Develop articles/manuscripts (that are original) for publication in peer-reviewed journals and/or make presentations at Conferences as a contribution(s) to the field of Information Communication Technology.

7. Qualification structure

YEAR 1				
YEAR COURSES				
Course Title		Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Advanced Research Methodology	ARM10P7	N/A	10	Non-credit Bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit Bearing

YEAR 2				
YEAR COURSES				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Doctoral Thesis-Year 2	XPHD2PY	N/A	10	N/A
YEAR 3 (360 credits)				
YEAR COURSES (360 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Doctoral Thesis-Year 3	XPHD3PY	3600	10	360
Total Hours and Credit for Qualification		3600		360

FACULTY OF STRATEGIC MANAGEMENT & BUSINESS ADMINISTRATION (SMBA)

1. Rationale

Labour Dispute Resolution (LDR) and specifically alternative dispute resolution in labour disputes, as opposed to litigation or conventional adversarial civil justice process, has increasingly become important locally and worldwide as a paradigm shift in dispute resolution. In Namibia, generally, the court mediation processes introduced by the new High Court Rules and, particularly, in the context of labour disputes, the application of conciliation and arbitration processes provided for by the Act are manifestations of this phenomenon. The qualification is developed for people seeking specialised education in alternative dispute resolution theory and practice, with specific reference to labour disputes. The qualification provides people from a variety of disciplines with a strong understanding of the diversity of fields within the Labour Dispute Resolution continuum. The qualification will enable the students to acquire dispute settlement competencies – such as negotiation, mediation, conciliation, and arbitration skills – and to prepare them adequately for a profession in alternative dispute resolution. It will also provide skills in writing up quality and timely arbitration awards and judgements.

2. Purpose

This qualification is developed to address the need for advanced technical skills in resolving workplace conflicts effectively. The qualification aims to foster capacity building among graduates, providing them with the necessary expertise to formulate solutions and navigate complex disputes in the labour sector. Additionally, it seeks to contribute to the transformation and capacity building within the labour dispute resolution industry, catering to individuals aspiring to become conciliators and arbitrators, as well as those looking to enhance their dispute resolution skills. This is the response to the challenges for a National Human Resource Plan in Namibia while responding to Namibia's Human Capital Development demands projected in Namibia's National Human Resources Planning Report of 2010-2025, chapter 1:19. The Government of the Republic of Namibia (GRN) adopted a long-term perspective plan namely Vision 2030. This national economic blueprint serves as a basis for planning Namibia's future. Vision 2030 envisages Namibia transitioning into an industrialised and globally competitive country of equal opportunities, realising its maximum growth potential in a sustainable manner, with improved quality of life for everyone. To achieve this goal, Namibia needs to develop human capital as well as institutional capacity to train people needed to meet the envisioned demand of Namibian human capital development.

Upon completion of this qualification, graduates may pursue further education or career advancement opportunities. This qualification serves as a pathway to higher levels of academic achievement, potentially leading to NQF Level 9 qualifications such as the Master in Business Administration-Human Resource, Master in Public Policy and Management and Master in International Relations, Diplomacy and Management, catering to the specialised needs of Human Resource undergraduates and professionals.

Various stakeholders were consulted, including former students, current students, academic staff and relevant subcommittees of the senate as well as employers such as the Ministry of Labour, Industrial Relations and Employment Creation, Namibia Institute of Public Management (NIPAM), Ministry of Justice, Ministry of Public Enterprises, Namibia Public Workers Union (NUPWU), Public Service Union of Namibia (PSUN), Labour Consulting Group, Labour Resource and Research Institute Namibia (LaRRI- Namibia) and Triumphant College.

3. Who is this qualification for?

This qualification is designed for those who work in organisational administration and human

resources in the for-profit, non-profit, or public sector.

4. Admission requirements

To be registered for the Postgraduate Diploma in Alternative Labour Dispute Resolution (Level 8), candidates must hold qualifications at NQF Level 7 or Level 8, in Human Resource Management fields and other related fields from any recognised institution.

A candidate without a Bachelor's Degree, who qualifies as a recognised institution of higher learning, deemed to be equivalent to a bachelor's degree may also be considered for admission, if he/she has accumulated at least three (3) years working experience at management level or worker's representation level.

5. Qualification duration

The study period for the qualification is a minimum of 1 year and a maximum of 2 years full-time. Contact hours will only be given over weekends and during public holidays. The qualification comprises two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes for the whole qualification

Holders of this qualification are able to:

- (a) Carry out research and indicate how research findings are useful in forming an understanding of work, labour relationships and resolution of labour disputes.
- (b) Apply the concept of individual labour law and its interconnection with various branches of law especially the law of contract.
- (c) Inform employers and employees about the fundamental rights and protections afforded to them in the workplace.
- (d) Identify various types of dispute resolution through the judicial process and alternative dispute resolution.
- (e) Draft conciliation certificates and arbitration awards.
- (f) Identify sources of law of evidence and present proof of facts in a legal proceeding.

7. Qualification structure

YEAR 1 (160 Credits)				
SEMESTER I (72 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
An Introduction to the Namibian Labour System	INL80PS	120	8	12
Labour Law I	LL180PS	120	8	12
General Principles of the Law of Contract	PLC80PS	120	8	12
An Introduction to the Namibian Legal System	NLS80PS	120	8	12
Research Methodology	RME80PS	120	8	12
Legal Ethics in the Alternative Dispute Resolution Processes	LEA80PS	120	8	12

SEMESTER II (88 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Labour Law II	LL280PS	120	8	12
General Principles of the Law of Evidence	PLE80PS	120	8	12
Legal Drafting for Labour Purposes	LDL80PS	120	8	12
Research Project	RPJ80PS	300	8	30
Alternative Dispute Resolution Processes and Practice	DPP80PS	120	8	12
Internship in Alternative Dispute Resolution Practice and Simulation	IDR80PS	120	8	10
Total Year 1 Hours & Credits		1600		160
Total Hours & Credits for qualification		1600		160

POSTGRADUATE DIPLOMA IN PUBLIC POLICY AND MANAGEMENT (NQF LEVEL 8) Phasing out in 2025

1. Rationale

The influence of public policy and management is so pervasive in our society that it affects societal access to basic needs, education, medical care and rights and obligations, to mention but a few. It determines the issues of governance, rule of law, accountability and discharge of public duties as well as influences the pace of technological advances and the extent of poverty.

This qualification exposes students to the concepts and tools used in management as well as in evaluating public policy options and outcomes, preparing students for entry-level positions in organisations concerned with such tools and analysis. The focus is chiefly on domestic issues such as health, education, environmental, regulatory, and science and technology policy, applicable anywhere in the world. The qualification offers skills necessary to assess the performance of alternative approaches to policy making and implementation, evaluate management effectiveness, understand the political constraints faced by policymakers and managers, and appreciate the conflicts in fundamental human values that often animate policy and managerial debate. This emphasis on the formation of professionals that would tackle “iniquitous challenges and issues” -- the challenging issues that define the public agenda and the training of talented individuals who would devote their efforts to finding solutions makes this programme both unique and attractive.

The graduates of this qualification will be equipped with the necessary tools to tackle very challenging problems such as expanding services to meet the needs of changing populations, implementing information technologies that better connect citizens to their governments, and improving responses to man-made and natural disasters. Furthermore, they will be able to meet the employment demand that is required of professionals that provide leadership, financial management, and policy analysis, among others. This qualification equips the student with the necessary tools to be able to examine a wide variety of issues facing society today, especially in public policy and management, and develop the necessary skills and knowledge to address them.

2. Purpose

The Postgraduate Diploma in Public Policy and Management aims to strengthen the public policy and managerial skills of future leaders, senior managers and professionals from both the public and private sectors. This programme provides committed policy professionals with the theoretical foundation and practical tools they need to make a difference.

The qualification is aimed at enabling participants to synthesise and critique theories and practices of public policy and management in light of current research and professional experience. The integration of theory and practice is central to the programme. The Postgraduate Diploma in Public Policy and Management is solidly anchored on the following:

- A work-based practical approach to facilitate integration of work-based experience with theories of public policy and management
- Reflective practice including use of an electronic portfolio to facilitate self- assessment of public policy and management skills
- A constructivist approach to good governance that emphasises integration of skills, attitudes, knowledge and experience across different sectors of society, and collaboration of the citizenry.

3. Who is this qualification for?

This qualification is designed for those who work in organisational administration and human resources in the for-profit, non-profit, or public sector.

4. Admission requirements

To be registered for the Postgraduate Diploma in Public Policy and Management, candidates must hold a Bachelor's degree at NQF level 7 or equivalent qualification from any recognized institution.

A candidate without a Bachelor's Degree, but who holds a qualification from a recognized institution of higher learning deemed to be equivalent to a Bachelor's degree may also be considered for admission, if he/she has accumulated at least three (3) years working experience at management level.

5. Qualification duration

The study period for this qualification is a minimum of 1 year and a maximum of 2 years (full time). Contact hours will only be given over weekends and some of the public holidays. The programme comprises two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Integrate and advance understanding of concepts, theories, contemporary trends and developments in public policy, administration and management.
- (b) Reflect on and synthesize complex information and issues and apply relevant theories to the analysis of problems and challenges in public administration, public policy and public management.
- (c) Develop appropriate critical research and evaluative skills, and the capacity to clearly articulate the implications of their findings for the theory and practice of public administration, public policy and/or public management.

- (d) Transmit knowledge, skills and ideas to specialist and non-specialist audiences
- (e) Express the learning skills to allow them to continue to study in a manner that may be largely self-directed and autonomous.

7. Qualification structure

YEAR 1 (180 Credits)				
SEMESTER 1 (90 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Introduction to Public Policy	IPP80PS	150	8	15
Public Leadership and Management	PLM80PS	150	8	15
Bureaucracy, Politics, & Policy	BPP80PS	150	8	15
Governance and Public Policy	GPP80PS	150	8	15
Methods for Public Policy Management	MPM80PS	150	8	15
<i>Electives (Choose one)</i>				
Economics of Public Policy	EPP80PS	150	8	15
Critical Policy Issues	CPI80PS	150	8	15
SEMESTER 2 (90 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Research Project	XRP80PS	300	8	30
Planning Theory and Analysis	PTA80PS	150	8	15
Economic Development Policy and Planning	EDP80PS	150	8	15
Law & Public Policy	LPP80PS	150	8	15
<i>Electives (Choose one)</i>				
Entrepreneurship and Economic Development	EED80PS	150	8	15
Policy Analysis in Public Administration	PAP80PS	150	8	15
Total Year 1 Hours & Credits		1800		180
Total Hours & Credits for qualification		1800		180

POSTGRADUATE DIPLOMA IN PUBLIC POLICY AND MANAGEMENT (NQF LEVEL 8) New Curriculum 2026

1. Rationale

The influence of public policy and management is so pervasive in our society that it affects societal access to the basic needs, education, medical care and rights and obligations, to mention but a few. It determines the issues of governance, rule of law, accountability and discharge of public duties as

well as influences the pace of technological advances and the extent of poverty. This qualification exposes students to the concepts and tools used in management as well as in evaluating public policy options and outcomes, preparing students for entry-level positions in organisations concerned with such tools and analysis. The focus is chiefly on domestic issues such as health, education, environmental, regulatory, and science and technology policy, applicable anywhere in the world.

The qualification offers skills necessary to assess the performance of alternative approaches to policy making and implementation, evaluate management effectiveness, understand the political constraints faced by policy makers and managers, and appreciate the conflicts in fundamental human values that often animate policy and managerial debate. This emphasis on the formation of professionals that would tackle “iniquitous challenges and issues” -- the challenging issues that define the public agenda and the training of talented individuals who would devote their efforts to finding solutions makes this qualification both unique and attractive

The graduates of this qualification will be equipped with the necessary tools to tackle very challenging problems, such as expanding services to meet the needs of changing populations, implementing information technologies that better connect citizens to their governments, and improving responses to man-made and natural disasters. Furthermore, they will be able to meet the employment demand that is required of professionals who provide leadership, financial management, and policy analysis, among others. This qualification equips the student with the necessary tools to be able to examine a wide variety of issues facing society today, especially in public policy and management, and develop the necessary skills and knowledge to address them.

2. Purpose

The Postgraduate Diploma in Public Policy and Management (Level 8) aims at strengthening the public policy and managerial skills of future leaders, senior managers and professionals from both the public and private sectors. This qualification provides committed policy professionals with the theoretical foundation and practical tools they need to make a difference. The qualification is aimed at enabling participants to synthesise and critique theories and practices of public policy and management in light of current research and professional experience. The integration of theory and practice is central to the qualification.

In direct response to the capacity-gaps identified in Namibia’s National Human Resources Planning Report (2010–2025, Ch. 1:19) and aligned with the Vision 2030 blueprint adopted by the Government of the Republic of Namibia, this qualification is designed to produce a new generation of policy analysts and public-sector leaders equipped to translate national aspirations into measurable outcomes. While Vision 2030 charts our trajectory toward an industrialised, globally competitive economy predicated on sustainable growth and equitable opportunity, persistent challenges ranging from decentralisation and service-delivery reform to digital transformation, climate resilience, and alignment with the African Continental Free Trade Area, have elevated the demand for highly skilled professionals who can navigate complex stakeholder environments, deploy evidence-based policy instruments, and manage institutional change.

Various stakeholders were consulted, including former students, current students, academic staff and relevant subcommittees of the senate as well as employers such as Namibia Institute of Public Administration and Management (NIPAM), Office of the Prime Minister (OPM), Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGECW), The Labour Resource and Research Institute (LaRRI), Ministry of Health and Social Services (MoHSS), Telecom Namibia, The Namibia Revenue Agency (NamRA), WITS University, and Welwitschia University.

3. Who is this qualification for?

The qualification is designed for individuals working in public or private organisations, developing or implementing policies across various sectors.

4. Admission requirements

To be registered for this qualification, candidates must hold a Bachelor's degree at NQF level 7 from an accredited institution of higher learning. Applicants with 5 years of experience in related fields would be considered based on the university's Recognition of Prior Learning (RPL) policy.

5. Qualification duration

This qualification will be offered on a full/part-time, blended learning mode over a minimum of one year and a maximum of two years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- a. Analyse concepts, theories, contemporary trends, and developments in public policy, administration, and management.
- b. Evaluate complex information and issues, applying relevant theories to analyse problems and challenges in public administration, public policy, and public management.
- c. Apply critical research and evaluative skills to articulate the implications of findings for the theory and practice of public administration, public policy, and public management.
- d. Synthesise evidence-based policy analyses, relevant skills, and strategic recommendations for specialist and non-specialist stakeholders to inform and influence public policy formulation and implementation.
- e. Apply continuous self-directed learning and professional development to enhance expertise in public policy.

6. Qualification structure

Year 1 (138 Credits)				
Semester 1 (72 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Introduction to Public Policy	IPP80PS	120	8	12
Public Leadership and Management	PLM80PS	120	8	12
Bureaucracy, Politics, and Policy	BPP80PS	120	8	12
Governance and Public Policy	GPP80PS	120	8	12
Research Methods for Public Policy Management	MPM80PS	120	8	12
Critical Policy Issues	CPI80PS	120	8	12

Semester 2 (66 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Strategic Planning and Public Policy Analysis	TBD	120	8	12
Economic Development Policy and Enterprise Strategy	TBD	120	8	12
Law and Public Policy	LPP80PS	120	8	12
Research Project	XRP80PS	300	8	30
Total Hours & Credits		1380		138

MASTER IN PUBLIC POLICY AND MANAGEMENT (NQF LEVEL 9) Phasing out in 2025

1. Rationale

Today's professionals, especially those with a bias in leadership, management and policy, in and out of government, appreciate that theirs is a distinguished calling. Faced with many of today's most difficult policy issues, these professionals need inventive solutions that they know can be politically and administratively effective.

The Master in Public Policy and Management is a degree for professionals with significant practical experience who have the desire to acquire essential management and analytic skills that would allow them to meet policy management challenges. The qualification hones and integrates professionals' talents to enhance their effectiveness in the world of policy. The Master in Public Policy and Management degree is useful to public service practitioners and other practitioners who are involved in policy design, implementation and evaluation as well as governance. It is also useful to those who are interested in developing their leadership capacities, knowledge, skills and talent. This qualification can be used to secure leadership positions within management in the public sector, within non-governmental organisations, and within a variety of other professional settings such as hospitals, parastatal, private and community organisations. Employing authorities are likely to continue to view postgraduate study such as the Master in Public Policy and Management as a valuable form of professional development.

2. Purpose

The purpose of the Master in Public Policy and Management degree qualification is to strengthen the public policy and managerial skills of future leaders, senior managers and professionals from both the public and private sectors. This qualification provides committed policy professionals with the theoretical foundation and practical tools they need to make a difference. The qualification is aimed at enabling participants to synthesise and critique theories and practices of public policy and management considering current research and professional experience. The integration of theory and practice is central to the qualification.

3. Who is this qualification for?

This qualification targets the following categories in the education sector:

Qualified staff in the public sector with a Bachelor's Honours Degree in Public Policy and Management

or equivalent. Other managers and professionals that are involved in policy design, implementation and analysis at various levels and with necessary qualifications. Other managers and professionals involved in governance and/or public management at various levels and with necessary qualifications. Other candidates with the necessary qualifications and who aspire to attain the necessary tools for policy design, implementation and analysis, and good governance.

4. Admission requirements

To be admitted to the Master in Public Policy & Management qualification, a candidate must have a Bachelor’s degree in Public Policy and Management at level 8 or equivalent qualifications. Relevant working experience in the field of Public Policy and Management (may be required). All prospective students shall be approved by the IUM Senate.

5. Qualification duration

The Master in Public Policy & Management is a two-year full-time postgraduate study qualification leading to NQF Level 9 qualification. The study period for the qualification is a minimum of 2 years and a maximum of 4 years, full-time. Contact hours will only be given over weekends and during some public holidays.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate a profound understanding of good governance principles and compliance mechanisms, applying them to real-world scenarios in public policy and management.
- (b) Apply systems thinking principles to analyse and develop strategic solutions for complex issues in public management, fostering the ability to address interconnected challenges holistically.
- (c) Evaluate and integrate innovative practices in public management, exploring the impact of technological advancements on economic growth and developing strategies to leverage technology for effective governance.
- (d) Acquire advanced research methodology skills, enabling the ability to design, conduct, and critically analyse research in the field of public policy and management, utilizing both qualitative and quantitative approaches.
- (e) Demonstrate the capacity to synthesize complex systems and conduct in-depth policy analysis, integrating knowledge from diverse subjects to formulate evidence-based recommendations for policy development and implementation.
- (f) Develop advanced skills in fiscal planning and management control systems, enabling the formulation and implementation of sound financial strategies aligned with policy, strategy, and available resources.

7. Qualification structure

YEAR 1 (148 Credits)				
SEMESTER 1 (84 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Good Governance and Compliance	GGC90PS	160	9	16
Systems Thinking and Strategic Development	SSD90PS	160	9	16

Innovations in Public Management	INP90PS	160	9	16
Technology and Economic Growth	TEC90PS	160	9	16
Research Methodology	RME90PS	160	9	20
SEMESTER 2 (64 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Systems Synthesis and Policy Analysis	SPA90PS	160	9	16
Fiscal Planning and Management Control Systems	FSM90PS	160	9	16
Policy, Strategy and Resources	PSR90PS	160	9	16
Ethics, Legal and Institutional Dynamics	ELI90PS	160	9	16
Total Year 1 Hours and Credits		1480		148
YEAR 2 (102 Credits)				
SEMESTER 1 (32 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Electives (choose any two)				
The State, Public Policy and Management	SPP90PS	160	9	16
Global Labour & Employment Law	GLE90PS	160	9	16
Corporate Governance & Social Responsibility	CGS90PS	160	9	16
Business Risk & Intelligence for Management	BRI90PS	160	9	16
SEMESTER 2 (70 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Dissertation	XPM90PS			70
Total Year 2 Hours and Credits		1020		102
Total Hours and Credits for qualification		2500		250

MASTER IN PUBLIC POLICY AND MANAGEMENT (NQF LEVEL 9) New Curriculum 2025

1. Rationale

Today's professionals especially those with a bias in leadership, management and policy, in and out of government, appreciate that theirs is a distinguished calling. Faced with many of today's most difficult policy issues, these professionals need inventive solutions that they know can be politically and administratively effective.

The Master in Public Policy and Management is a degree for professionals with significant practical experience who have a desire to be with essential management and analytic skills that would allow

them to meet policy management challenges. The Master in Public Policy and Management hones and integrates the professionals' talents to enhance their effectiveness in the world of policy. The Master in Public Policy and Management is useful to public service practitioners and other practitioners who are involved in policy design, implementation and evaluation as well as governance. It is also useful to those who are interested in developing their leadership capacities, knowledge, skills and talent. This qualification can be used to secure leadership positions within management in the public sector, within non-governmental organisations, and within a variety of other professional settings such as hospitals, parastatal, private and community organisations. Employing authorities are likely to continue to view this qualification as a valuable form of professional development.

2. Purpose

This qualification aims at strengthening the public policy and managerial skills of future leaders, senior managers and professionals from both the public and private sectors. The qualification provides committed policy professionals with the theoretical foundation and practical tools they need to make a difference. The qualification is aimed at enabling participants to synthesise and critique theories and practices of public policy and management in light of current research and professional experience. The integration of theory and practice is central to the qualification.

The Master in Public Policy and Management is solidly anchored on the following:

- A work-based practical approach to facilitate integration of work-based experience with theories of public policy and management.
- Reflective practice, including the use of an electronic portfolio to facilitate self-assessment of public policy and management skills.
- A constructivist approach to good governance that emphasises the integration of skills, attitudes, knowledge and experience across different sectors of society, and collaboration of the citizenry.

3. Who is this qualification for?

This qualification targets the following categories in the education sector:

- Managers and professionals involved in policy design, implementation and analysis at various levels.
- Managers and professionals involved in governance and/or public management at various levels.
- Candidates with necessary qualifications and who aspire to attain the necessary tools for policy design, implementation and analysis and good governance.

4. Admission requirements

To be registered for the Master in Public Policy and Management, a candidate must have a,

- Postgraduate Diploma in Public Policy and Management (Level 8) or relevant qualifications, or
- Bachelor's Honours degree in any field.

5. Qualification duration

The Master in Public Policy and Management is a two-year full-time postgraduate study qualification. The study period a minimum of 2 years and a maximum of 4 years. Contact hours will be given over weekends and some public holidays.

6. Outcomes for the whole qualification

Holders of this qualification are able to:

- (a) Integrate and apply concepts, theories, contemporary trends and developments in public policy, administration and management.
- (b) Create personal paradigms of good governance and compliance that are responsive and transformative to the needs of contemporary times.
- (c) Apply systems thinking to strategically plan, manage and support the public system.
- (d) Review and implement international assessment practices and transnational mobility.
- (e) Enforce ethical, legal and institutional dynamics that influence public policy and management.
- (f) Analyse the impact of context, culture, power, politics, change, communications and organisational dynamics on ethics and the legal system.

7. Qualification structure

YEAR 1 (108 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
Corporate Governance	TBD	120	9	12
Systems Thinking and Strategic Development	SSD90PS	120	9	12
Innovations in Public Management	INP90PS	120	9	12
Research Methodology and Statistics	RMS90PS	120	9	24
SEMESTER 2 (48 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Systems Synthesis and Policy Analysis	SPA90PS	120	9	12
Fiscal Planning and Management Control Systems	FSM90PS	120	9	12
Policy, Strategy and Resources	PSR90PS	120	9	12
Ethics, Legal and Institutional Dynamics	ELI90PS	120	9	12

Total Year 1 Hours & Credits		1080		108
YEAR 2 (134 Credits)				
SEMESTER 1 (24 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Technology and Economic Growth	TEC90PS	120	9	12
The State, Public Policy and Management	SPP90PS	120	9	12
Total Year 2 Hours & Credits		240		24
Year Course				
Course Title	Course Code	Hours	NQF Level	Credits
Dissertation	XPM90PS	1100	9	110
Total Hours & Credits for qualification		2420		242

MASTER IN INTERNATIONAL RELATIONS, DIPLOMACY AND MANAGEMENT (NQF LEVEL 9)

1. Rationale

The demand for International Relations, Diplomacy and Management (IRDM) has existed throughout recorded history for as long as distinct human communities have sought ways to communicate, to trade and collaborate with other communities. In modern times international connections, communications and collaboration have become increasingly important in all spheres of human endeavour including social, cultural, political, economic, and scientific spheres. There is a growing demand for greater understanding and innovations in international relations, diplomacy and management as one of the fastest-growing areas where post-graduate studies are needed worldwide. Globalizing forces in economics together with the dynamic state of the post-Cold War, international politics have made the field of international relations, diplomacy and management a compelling one for the twenty-first century's professionals and students who would like to help shape our new world.

The most coveted international relations careers such as positions in high profile International Organisations are hotly contested and studying a specialised Master of International Relations, Diplomacy and Management (MIRDM) is a definite asset. The MIRDM is designed for graduates who will be able to enter the workforce with the necessary tools to carry out successful careers in the public, private and non-profit NGO sectors.

2. Purpose

This qualification is designed to prepare graduates with specialized knowledge and skills in intercultural interactions and communications necessary for cultivating and maintaining relations among nations; develop diplomatic skills in mediation and negotiation, trade relations, and leadership in international organizations, strategy formulation, intelligence analysis and foreign policy formulation and implementation as a means of ensuring an atmosphere of peace and security, quality well-being and democracy in Namibia and the world. The qualification fulfils Sustainable Development Goals (SDGs) number 16- to promote peaceful and inclusive societies for sustainable

development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.

The qualification prepares students for careers in diplomacy, international governmental and non-governmental organisations, and business entities with international exposure. It allows students to acquire analytical skills and understanding of international relation theories, diplomatic theories and their application in the current global context. It further enables the candidate to analyse foreign policy and understand the current global conflicts and gives the student the ability to link the economic and political happenings within the national and global context. Key stakeholders consulted included the Namibia Institute of Public Administration and Management (NIPAM), Namibian Police (NAMPOL), UNESCO and the Embassy of Algeria.

3. Who is this qualification for?

The qualification targets individuals interested in pursuing a career in the diplomatic sector. It is also aimed at those in international and multilateral organisations, engaged in political conflict management or has international engagements with private and public entities for which it is important to understand the operations of international law and resolution of international trade and investment disputes.

4. Admission requirements

The Master in International Relations, Diplomacy and Management is open to students who meet the following pre-requisites:

A Bachelor's Honours or an equivalent qualification at NQF Level 8 in the relevant field including political science, international relations, public administration, public policy, law, economics and management.

A Bachelor Honours (NQF level 8) with a minimum of 3 years' relevant working experience in the Diplomacy industry.

A Bachelor (level 7) with a minimum of 5 years of working experience in the Diplomacy sector.

5. Qualification duration

This qualification will be offered as full-time/part-time/blended learning/ Block release mode over a minimum period of two years and a maximum of four years. The qualification comprises a minimum of two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes for the whole qualification

Holders of this qualification are able to:

- (a) Interpret the key concepts, models, theories and debates involved in the study of contemporary international relations and diplomacy.
- (b) Evaluate interactions between politics and economics in the International System.
- (c) Analyse an institutional backdrop underpinning international politics including the international organisations.
- (d) Analyse prevailing global issues, such as international conflicts, global health, and environmental challenges.
- (e) Collect, sort and evaluate information relating to international relations, diplomacy and management.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (48 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Diplomatic Theories and Practice	DTP90PS	120	9	12
International Relations Theories	IRT90PS	120	9	12
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit Bearing
Foreign Policy Analysis	FPA90PS	120	9	12
International Law	ILA90PS	120	9	12
SEMESTER 2 (48 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Namibia Foreign Policy	NFP90PS	120	9	12
International Political Economy	IPE90PS	120	9	12
Management of Trade and Investment Disputes	MTI90US	120	9	12
Management of International Conflicts	MAI90PS	120	9	12
Year Course				
French for Communication Purposes	FCP50PY		5	Non-Credit Bearing (NCB)
Research Methodology	RES90PY	240	9	24
Total Year 1 Hours and Credits		1200		120
YEAR 2 (120 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Dissertation	MID90PS	1200	9	120
Total Year 2 Hours and Credits		1200		120
Total Hours and Credits for qualification		2400		240

DOCTOR OF PHILOSOPHY IN INTERNATIONAL RELATIONS AND DIPLOMACY (NQF LEVEL 10)

1. Rationale

The Doctor of Philosophy in International Relations and Diplomacy is tailor-made to equip scholars to conduct cutting-edge, interdisciplinary research across key areas of international affairs and political science. It employs a combination of in-depth hands-on fieldwork and comprehensive theoretical study. This qualification provides a rigorous approach to the study of global affairs. Scholars are expected to develop the substantive knowledge, theoretical perspectives and methodological skills necessary for conducting research and teaching in their field.

This qualification will generate detailed knowledge in international relations, which is essential in solving critical problems faced in the international relations and diplomacy environment. The qualification will offer comprehensive knowledge about the international system and enable students to develop problem-solving skills to generate useful ideas, which students can use in analysing critical information for the international relations and diplomacy industry. It offers new opportunities of research and will constantly reflect on the real-life demands of both academia and politics.

This qualification plays a crucial role in addressing the international imperatives such as quality education mentioned in the Sustainable Development Goals (SDG IV) through research, scholarship, and the development of future leaders and policy makers. Doctoral students may conduct research on various aspects of international relations and diplomacy, including political, economic, social, and environmental issues. Research outcomes can provide valuable insights and data that can inform Namibia's National Development Plan. It is essential to note that economic diplomacy involves using diplomatic tools to advance economic interests. Doctoral research can delve into how Namibia can engage in economic diplomacy to attract investments, promote trade, and achieve development goals outlined in the Harambee Prosperity Plan II.

To be admitted to this qualification, a student should have a Master's degree in International Relations, Diplomacy and Management or a relevant Master's degree in any of the major disciplines related to Political Sciences and International Relations with a Grade Point Average (GPA) of at least 2.4 on a 0 – 4 grading scale, or at least Upper Second Division, or an average of 60% in their relevant first-degree programmes.

Purpose

This qualification is developed to provide students with the opportunity to engage in in-depth research on issues pertinent to diplomatic practices, foreign policies, and the balance of international political power. Its aims and objectives include fostering a deep understanding of the interaction between International Relations and Diplomacy and the Global International System in a changing world. It also aims to equip students with the skills necessary for effective professional, scientific, and social communication. The qualification will transform Namibia and other African nations from being consumers of knowledge into creators of knowledge, thus contributing to the development of a knowledge-based economy as envisioned in various national socio-economic goals such as the Education and Training Sector Improvement Programme (ETSIP) and Vision 2030. It will enhance research capabilities at the highest levels, generating new knowledge and solutions to local, regional, and international challenges. Additionally, it will provide essential tools for maintaining global stability, fostering cooperation, addressing shared challenges, and promoting peace and prosperity on a worldwide scale.

Stakeholders involved in the development of this qualification include diplomats, officials, and high-ranking civil servants from the Ministry of International Relations and Cooperation (MIRCO) and

other government ministries, political leaders, private business executives, civil servants, as well as individuals interested in updating their understanding of key global policy challenges. Academic institutions such as the Namibia (UNAM) also played a significant role in shaping the content of this qualification.

This qualification targets individuals holding a Master's degree in International Relations, Diplomacy and Management, or relevant disciplines related to Political Sciences and International Relations, with a thesis score not lower than 60%.

The qualification is benchmarked against similar programmes offered by reputable higher learning institutions. This ensures alignment and compatibility with international standards and facilitates articulation pathways for further academic and professional development.

2. Who is this qualification for?

This qualification is designed for diplomats, officials and high-ranking civil servants in the Ministry of International Relations and Cooperation (MIRCO), and other government Ministries, political leaders, private business executives, civil servants and individuals who wish to update their understanding of key global policy challenges.

Admission requirements

To be admitted to this qualification, a student should have a Master's degree in International Relations, Diplomacy and Management or a relevant Master's degree in any of the major disciplines related to Political Sciences and International Relations at NQF Level 9 or equivalent.

Qualification duration

The Doctor of Philosophy in International Relations and Diplomacy is a three-year postgraduate study leading to NQF Level 10 qualification. The study period for the qualification is a minimum of 3 years and a maximum of 6 years. Contact hours will only be given over weekends or once-off block release at the scheduled time agreed/decided by the university. The qualification comprises a minimum of two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Use comprehensive, systematic and in-depth mastery of knowledge, research and analytical skills to formulate new, cutting-edge learning, and practice principles or processes relevant to International Relations and Diplomacy.
- (b) Apply knowledge of advanced research methods and methodology and techniques for data collection and analysis using qualitative, quantitative and/or mixed methods.
- (c) Apply advanced knowledge of exiting discourses on issues related to the area of research and the thesis.
- (d) Apply the knowledge acquired to improve theory and practice in specific areas of specialisation.

- (e) Disseminate widely the research results through scholarly publications, analytical briefs and contributions to academic and policy platforms in Namibia and abroad.

3. Qualification structure

YEAR 1				
YEAR COURSES				
Course Title		Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Advanced Research Methodology	ARM10P7	N/A	10	Non-credit Bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit Bearing
YEAR 2				
YEAR COURSES				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Doctoral Thesis-Year 2	XPHD2PY	N/A	10	N/A
YEAR 3 (360 credits)				
YEAR COURSES (360 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Doctoral Thesis-Year 3	XPHD3PY	3600	10	360
Total Hours and Credit for Qualification		3600		360

IUM GRADUATE SCHOOL OF BUSINESS (IUM GSB)

POSTGRADUATE DIPLOMA IN BUSINESS ADMINISTRATION (NQF LEVEL 8)

1. Rationale

This qualification is in response to the higher number of prospective students, who apply for postgraduate degrees at NQF Level 9 with NQF Level 7 qualifications, or with Level 8 in unrelated fields, giving an indication that there is a need for a bridging qualification at NQF Level 8. This can also be confirmed by the number of candidates who have applied for the MBA (Management) programme with level 7 qualifications. This qualification builds on the theoretical aspects of earlier learning at graduate level 7 by developing and sharpening managers' capacities in research, investigation, decision-making, design and development, implementation, monitoring and evaluation. This qualification lays a foundation for further studies at master level.

2. Purpose

The purpose of the qualification is to provide students with an extended and deepened level of knowledge and skills in the field of business administration. It is developed to sharpen managers' capacities in managing self, resources, and environment to ensure active participation of managers in strategic decision-making positions. Successful completion of this qualification will equip students to meet the minimum requirements for MBA qualifications. The graduates of this qualification will also be equipped enough to meet the needs of the market and create jobs, thereby adding value to the national economy. Various stakeholders were consulted in the development of the curricula of this qualification. Key stakeholders consulted include the Ministry of Industrialization, Trade and SME Development, Ministry of Finance, National Planning Commission, National Statistics Agency, Road Fund Administration, Bank of Namibia and Development Bank of Namibia.

3. Who is qualification for?

This qualification targets individuals aspiring to or who are involved in international assignments in both the private and the public sectors, entrepreneurs seeking to understand business administration and management and those who want to become supervisors and managers in their workplaces.

4. Admission requirements

To be admitted into this qualification, a candidate must have at least successfully completed an undergraduate degree (NQF level 7) in any related discipline from any recognised university or institution of higher learning.

5. Qualification duration

This qualification will be offered on a block release / part-time blended learning mode over a minimum period of 1 year and a maximum of 2 years.

6. Outcomes for whole qualification

Holders of this qualification are able to:

- (a) Demonstrate and apply theoretical and practical knowledge of business disciplines and professional practice.
- (b) Apply skills and knowledge based on the principles and concepts learnt in business administration and management.
- (c) Apply sustainable and responsible solutions to complex real world business challenges.
- (d) Organize resources efficiently and ethically in a manner that ensures attainability of the organisation's primary objective.

7. Qualification structure

YEAR 1 (138 Credits)				
SEMESTER 1 (60 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Academic Writing for Postgraduate Studies	AAW80PS	120	8	12
Leadership and People Management	LPM80PS	120	8	12
Economics in Management Practice	EMP80PS	120	8	12
Research Methodology	RME80PS	120	8	12
Advanced Marketing Management and Action Planning	AMM80PS	120	8	12
SEMESTER 2 (78 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Information Technology Management	ITM80PS	120	8	12
Entrepreneurship Dynamics	EDY80PS	120	8	12
Project Management	PMA80PS	120	8	12
Financial Reporting and Analysis	FRP80PS	120	8	12
Research Project	RPJ80PS	300	8	30
Total Year 1 Hours & Credits		1380		138
Total Hours & Credits for qualification		1380		138

POSTGRADUATE DIPLOMA IN FINANCE MANAGEMENT (NQF LEVEL 8)

1. Rationale

The One (1) year Postgraduate Diploma in Finance Management (Level 8) was designed and developed to close the gap of the shortage of professional financial practitioners in the labour market and accounting profession. This qualification was also designed in response to the national need for professional financial practitioners in Human Resource Strategic Plan 2025 which highlights the critical skills shortage of qualified accountants and chartered accountants general practitioners due to emerging Small Medium Enterprises (SMEs) businesses.

This qualification consists of a range of courses requisite for accounting and finance students. Courses include Auditing, Taxation, Project Management and Contemporary Finance Management. These courses lay a foundation for further studies at master's level.

2. Purpose

The Postgraduate Diploma in Finance Management level 8 was designed for people who have qualifications in accounting fields of studies, but who would like to develop knowledge and skills in

accounting and finance to effectively manage the country's resources so as to ensure sustainable growth of the economy. This qualification will equip students with requisite tools and expertise to meet the ever-growing demand for quality financial services, as well as cope with dynamic business environment. Various stakeholders were consulted in the curricula review process of the Postgraduate Diploma in Finance Management. Key stakeholders consulted included the students, Ministry of Industrialization, Trade and SME Development, Ministry of Finance, National Planning Commission, National Statistics Agency, Road Fund Administration, Bank of Namibia and Development Bank of Namibia.

3. Who is this qualification for?

The qualification targets candidates already working in commerce and industry and/or technicians who want to specialize and advance their studies in finance management. This qualification target students who want to become or are Finance Managers, officers and Chief Financial Officers, Financial analysts, controllers and/or directors, Financial Advisors, Chartered Accountants, Finance educators.

4. Admission requirements

To be admitted to this qualification, a candidate must be a holder of an undergraduate degree, Higher Diploma at level 7 in Accounting and Finance related field or any equivalent accredited qualification at level 7 and/or determined by the IUM Senate. Postgraduate Diploma in Finance Management (Level 8), allows students to articulate to any related qualifications at NQF Level 9 in disciplines of business, accounting and finance or professional studies like chartered accountancy, public accountants and/or consultants.

5. Qualification duration

This qualification will be offered as a full/part time blended learning mode over a minimum period of 1 year and maximum of 2 years.

Outcomes for whole qualification

Holders of this qualification are able to:

- (a) Prepare and analyse financial statements and reports.
- (b) Analyse financial statements and reports in the public and private sector in line with Generally Accepted Accounting Principles (GAAP), International Financial Reporting Standards (IFRS).
- (c) Plan audits and provide various auditing and assurance services in line with Generally Accepted Auditing Standards (GAAS) and International Standards on Auditing (ISA).
- (d) Develop business plans, board papers, turnaround financial strategies, sound financial models and sustainable projects.
- (e) Demonstrate and apply skills and knowledge acquired to advise organisations in taxation, internal control, and project execution matters.

6. Qualification structure

YEAR I (134 Credits)				
SEMESTER I (52 Credits)				
Course title	Course Code	Hours	NQF Level	Credits
Corporate Governance and Management	CGM80PS	120	8	12
Academic Writing	AWP80US	120	8	12
Taxation and Tax Planning	TT181PS	120	8	12
International Finance Management	IFM80PS	160	8	16
SEMESTER 2 (82 Credits)				
Course title	Course Code	Hours	NQF Level	Credits
Strategic Project Management	PMA80PS	120	8	12
Auditing and Assurance	AA181PS	120	8	12
Financial Strategies	FIS80PS	120	8	12
Financial Reporting and Analysis	FRP80PS	120	8	16
Research Project	RPJ80PS	300	8	30
Total Year 1 Hours and Credits		1340		134
Total Hours and Credits for qualification		1340		134

MASTER OF BUSINESS ADMINISTRATION (NQF LEVEL 9)

1. Rationale

The main objective of the Master of Business Administration Level 9 is to provide knowledge and skills to aspiring senior managers, administrators, supervisors, and professionals, as well as to further develop the managerial skills of women and men holding positions of authority and influence in Namibia and beyond. This qualification aims to develop and strengthen the research, investigation, decision-making, design and development, implementation, monitoring, and evaluation skills of managers, building on the theoretical aspects of previous learning at NQF level 8. The integration of statistical skills and competencies, information technology, research, project planning and management, and strategic business innovation makes the programme relevant for bridging the critical shortage of qualified personnel. The graduates of this qualification will not only meet the market needs but also create jobs, thereby enhance the resilience of the Namibia's economy to withstand hostile business environments and global economic recessions.

2. Purpose

This qualification aims to train individuals who will contribute to the global economy and provide solutions for Namibia and the Southern Africa Development Community (SADC) region's uncertain and volatile business economic environment. This programme will further help students develop

strong business management skills to broaden their career prospects. The review for this qualification started with observations from both lecturers and students. This was followed by focused discussions with the Faculty Advisory Board and consultations with several external stakeholders such as the Bank of Namibia (BON), Office of the Prime Minister (OPM), Ministry of Finance, National Statistics Agency (NSA), National Planning Council (NPC), office of the prime minister, Development Bank of Namibia, and the Ministries responsible for Industrialisation, Trade and SME Development.

3. Who is this qualification for?

This qualification is designed for individuals and/or professionals willing to acquire knowledge and skills to work or serve in managerial positions in national, regional and international assignments in both private and public sectors. The qualification builds on the bachelor's or equivalent qualifications already held by supervisory or senior managers and is structured to stretch and challenge managers to fulfil their true potential and become defining players in organisational change management. Furthermore, the qualification will equip managers, supervisors, and business owners who wish to be adequately skilled, innovative, and creative.

4. Admission requirements

To be admitted into this qualification, a candidate must have completed a Bachelor honours (NQF level 8) in a management-related field from IUM or an equivalent accredited qualification or a postgraduate diploma (NQF level 8) in a management related field from IUM; or an equivalent accredited qualification from any other institution of higher learning. Entry into Finance and Human Resource specialisations will require a candidate to have an additional relevant undergraduate qualification.

5. Qualification duration

This qualification will be offered on a full-time or part-time blended learning mode over a minimum period of 2 years and a maximum of 4 years.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate mastery of the business concept, dynamics of the business environment, and how entrepreneurship, innovation and creativity lead to enhanced wealth creation.
- (b) Decide analytically by making use of demand forecasting, scheduling, inventory control, project management and quality management.
- (c) Evaluate and integrate ethical considerations when making business decisions.
- (d) Incorporate diversity and multicultural perspectives when making business decisions.
- (e) Demonstrate mastery of the concepts and principles for efficient and effective organisational management.
- (f) Assess existing social management science theories and concepts and apply them in real-life organisational situations.
- (g) Engage in rigorous intellectual analysis, interpretation, criticism, problem-solving, analytical thinking skills and innovativeness on given case problems and problems obtained on the ground.

7. Qualification structure

YEAR 1(132 Credits)				
SEMESTER 1(84 Credits)				
Course Title	Course Code	Hours	NQF level	Credits
Compulsory courses				
Entrepreneurship and Small Business Management	ENS90PS	120	9	12
Strategic Operations Management	SOM90PS	120	9	12
Contemporary Managerial Finance	CMF91PS	120	9	12
Managerial Economics & Decision-making	MED91PS	120	9	12
Organisational Development & Change Management	ODC90PS	120	9	12
Advanced Academic Writing for Postgraduate Studies NQF level 9 None Credit Bearing (NCB)	AAW90PS	120	9	None
Research Methodology and Statistics	RMS90PS	240	9	24
SPECIALISATIONS (Choose 1)				
SEMESTER 2 (48 Credits)				
M.B.A- MANAGEMENT				
Course Title	Course code	Hours	NQF Level	Credits
Strategic Management and systems thinking	STS90PS	120	9	12
International Business and supply chain management	IBM90PS	120	9	12
Good governance and social responsibility	GGS90PS	120	9	12
Strategic Sustainability Management	SSM90PS	120	9	12
Total Credits				48
M.B.A- HUMAN RESOURCES MANAGEMENT				
Course Title	Course code	Hours	NQF Level	Credits
Strategic Thinking in Human resource management and development	SRM90PS	120	9	12
Compensation and benefits	COB90PS	120	9	12
Global labour and employment law	GLE90PS	120	9	12

Personal growth and interpersonal effectiveness	PGF90PS	120	9	12
Total Credits				48
M.B.A- ENTREPRENUERSHIP				
Course Title	Course code	Hours	NQF Level	Credits
Social, cultural and indigenous Entrepreneurship (Case studies)	SCI90PS	120	9	12
Creativity, Innovation and Future Studies	CIF90PS	120	9	12
Advanced entrepreneurship	AET90PS	120	9	12
Entrepreneurial Landscape and Terrain	ELT90PS	120	9	12
Total Credits				48
M.B.A- FINANCE				
Course Title	Course code	Hours	NQF Level	Credits
Financial strategies & Decision making	FSD91PS	120	9	12
Performance evaluation management	PEM91PS	120	9	12
Financial reporting and analysis	FRP91PS	120	9	12
Auditing and assurance	AAC91PS	120	9	12
Total Credits				48
Total Year 1 Hours and Credits		1320	132	

YEAR 2 (110 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Dissertation	XPM90PS	1100	9	110
Total Hours and credits for Qualification		2420		242

MASTER OF BUSINESS ADMINISTRATION IN OIL, GAS, AND ENERGY MANAGEMENT (NQF LEVEL 9)

1. Rationale

This qualification aims to provide students with in-depth knowledge of the oil, gas, and energy sectors to aspiring senior managers, supervisors, and professionals, covering the entire value chain from exploration and production to distribution and marketing, as well as to develop further the managerial skills of women and men holding positions of authority and influence in Namibia and beyond.

This qualification aims to develop and strengthen managers' research, investigation, decision-making, design and development, implementation, monitoring, and evaluation skills, building on the theoretical aspects of previous learning at NQF level 8.

The energy sector, particularly oil and gas, remains a critical driver of the global economy. As industry undergoes significant transformations due to technological advancements, environmental regulations, and shifts towards sustainable energy, there is a growing demand for professionals who comprehensively understand the energy sector's technical and managerial aspects. The graduates will have the necessary skills and knowledge to navigate these complexities and lead effectively within the industry.

2. Purpose

Master of Business Administration in Oil, Gas, and Energy Management develops highly skilled and knowledgeable leaders capable of navigating the complex and dynamic landscape of the global energy sector. This specialised MBA programme aims to equip professionals with a unique blend of business acumen and technical expertise, enabling them to drive innovation, sustainability, and strategic growth within the oil, gas, and energy industries. The programme is anticipated to provide solutions for Namibia and the Southern Africa Development Community (SADC) region in the Oil, Gas and Energy sector, as well as to complement the Government's efforts in addressing Oil, Gas and Energy issues affecting community members, therefore contributing towards the attainment of the National Vision 2030. Furthermore, the Oil, Gas, and Energy Management is the actual backbone for the practical and actual attainment and realisation of almost all the goals and objectives, as articulated in our country's Vision 2030, national development plans (NDPs), the Harambee Prosperity Plans (HPP) and various national policy documents; as well as National Human Resources Plan 2010 – 2025, which highlighted the training needs of our country. Energy remains the determining factor in realising the specific NDP targets in sectors like agriculture, mining, manufacturing, fisheries, rural development, urban development, and tourism.

Key stakeholders consulted included the Namibia University of Science and Technology, the Ministry of Mines and Energy, the Namibia Petroleum Corporation, the Petroleum Fund, and the Namibia Power Utility (NamPower). The institution also compared its credentials with those of the Namibia University of Science and Technology, the University of Johannesburg, WITS University and other international institutions that offer related qualifications.

3. Who is this qualification for?

The Master of Business Administration in Oil, Gas, and Energy Management is designed for diverse professionals seeking to advance their careers in the energy sector, including mid to senior-level professionals, technical specialists, recent graduates, entrepreneurs, and policymakers. This specialised MBA programme caters to individuals from various professional backgrounds and career stages who aspire to gain comprehensive expertise in both the business and technical aspects of the oil, gas, and energy industries.

4. Admission requirements

To be admitted into this qualification, a candidate must have completed a Bachelor honours (NQF level 8) in Oil, Gas and Energy Management -related field from IUM or an equivalent accredited qualification from any other institution of higher learning or a postgraduate diploma (NQF level 8) in Energy Studies or related field from IUM; or an equivalent accredited qualification from any other institution of higher learning.

5. Qualification duration

This qualification will be offered on a full-time or part-time, blended learning mode over a minimum period of 2 years and a maximum of 4 years.

6. Outcomes for whole Qualification

Holders of this qualification are able to:

- Provide a solid foundation in business administration principles focusing on the energy sector.
- Develop strategic leadership and management skills tailored to the oil, gas, and energy industry.
- Analyse the global energy landscape, including trends, challenges, and opportunities.
- Demonstrate insights into energy market dynamics, including supply chain management, pricing strategies, and risk management.
- Explore sustainable practices, environmental stewardship, and corporate social responsibility within the energy sector.
- Assess regulatory frameworks, geopolitical factors, and policy implications affecting energy businesses.

7. Qualification structure

YEAR 1 (120 Credits)				
SEMESTER 1 (48 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-Credit Bearing
Petroleum Policy and Economics	PPE90PS	120	9	12
Management in Energy and Natural Resource Industries	MER90PS	120	9	12
Financial Accounting for Energy Industries	FAE90PS	120	9	12
Strategic Management and Organisational Analysis	MOA90PS	120	9	12
SEMESTER 2 (72 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Project Management	PMA90PS	120	9	12
Stewardship and Governance	STG90PS	120	9	12
Strategic Leadership	STL90PS	120	9	12
Advanced Entrepreneurship	ADE90PS	120	9	12
Research Methodology & Statistics	RMS90PS	240	9	24

Total Year 1 Hours & Credits		1200		120
YEAR 2 (110 Credits)				
Year Course (110 Credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Dissertation	XES90PS	1200	9	110
Total Year 2 Hours & Credits		1200		120

MASTER OF BUSINESS ADMINISTRATION IN INTEGRATED NATURAL RESOURCES MANAGEMENT (NQF LEVEL 9)

1. Rationale

The main purpose of this qualification is to provide knowledge and skills for aspiring senior managers, administrators, supervisors and professionals, and to further develop managerial skills of women and men already holding positions of authority and influence in organisations locally and beyond. The qualification builds on the theoretical aspects of earlier learning at graduate level 8 by developing and sharpening managers' capabilities in research, investigation, decision-making, design and development, implementation, monitoring and evaluation. The overall objective of the qualification is to educate experts in the field of Integrated Natural Resources Management who are in demand for leading positions in the field of natural resources management and can manage complex projects for institutions and companies.

This qualification combines a synergistic mix of academics and practitioners where the former concentrate on the transfer of knowledge, while the latter concentrate on the transfer of skills. Integration of statistical skills and competencies, information technology, research, project planning and management and strategic business innovation and development make the programme relevant to close the gap of much-needed qualified manpower. The graduates of this qualification will not only meet the needs of the market but also make sustainable decisions and manage resources to meet critical objectives and create jobs thereby adding value to the national economy to survive the hostile and business environments and global economic downturns.

2. Purpose

This qualification targets to train resourceful and qualified professionals and practitioners who will not only contribute to the national economies but also navigate and provide solutions to the uncertain and volatile business economic environment prevailing in Namibia and the region. This training will help students to develop strong business management acumen and broaden their career prospects. The qualification further aims to fully capacitate graduates to work independently and competently in their roles in a variety of settings that are critical to national and global socio-economic development.

The qualification further aims to improve the management of natural resources through the implementation of effective integrated management tools and techniques. Moreover, the qualification aims to strengthen the principles of governance, planning, adaptive management and capacity building in the field of natural resources management. The qualification will further provide participants with the competencies to develop the skills and knowledge required for urgent needs in the field of natural resources management. The country's NDPs (National Development

Plans) and Sustainable Development Goals (SDGs) must identify many mega projects and different infrastructure developments and put them at the centre of the plans. Most of the projects and infrastructures are natural resources that need the involvement of highly skilled professionals. The management of natural resources is therefore one of the most important disciplines required for the proper and efficient realisation of the national agendas and development plans. Integrated natural resources management is therefore one of the most important disciplines required for the proper and efficient realisation of the national agendas and development plans.

The content of the courses has been carefully designed in such a way that they can provide the required knowledge and skills to the post-graduate students, to be able to tackle problems associated with overexploitation and unsustainable management of natural resources at national, regional and global levels. Thus, the program is believed to enable the graduates to be capable of identifying problems associated with the management and exploitation of natural resources, research and develop suitable models as well as optimal solutions to solve them independently.

3. Who is this qualification for?

The qualification will equip managers, supervisors and entrepreneurs who wish to be adequately equipped, skilled, creative and innovative in their roles. This qualification is designed to equip the captains of natural resources management with tools needed to survive the current global trends such as population and economic growth as well as climate change that pose pressure on natural resources worldwide, which are the basis for food production, economic development and livelihood of various communities.

4. Admission requirements

Candidates will be eligible for admission in this qualification if they hold an NQF level 8 qualification in Integrated Natural Resources Management or equivalent.

Qualification duration

The Master of Business Administration in Integrated Natural Resources Management is a 2-year postgraduate study leading to NQF Level 9 qualification. The study period for the qualification is full-time/part-time/distance mode of delivery with a minimum of 2 years and a maximum of 4 years. The qualification comprises a minimum of four (4) semesters, i.e., two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

5. Outcomes for the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate mastery of principles, concepts, knowledge and skills or talents of efficient and effective organisational management in the field of natural resources management.
- (b) Examine equitable, ethical, economic and ecological importance for a world that utilizes resources faster than it can replenish them.
- (c) Conduct research in environmental management disciplines and solve related issues.
- (d) Lead and manage organizations that comprehend and act upon the needs, interests and expectations of stakeholders.
- (e) Demonstrate the ability to consider sustainability in business.

6. Qualification structure

YEAR 1 (134 Credits) ALL SPECIALISATIONS)				
SEMESTER 1 (62 Credits)				
Course Title	Course code	Hours	NQF Level	Credits
Corporate Governance and Social Responsibility	CGS90PS	100	9	10
Contemporary Managerial Finance	CFM91PS	100	9	10
Leadership and Change Management	LCM91PS	100	9	10
Information System Strategy	ISS90PS	100	9	10
Advanced Academic Writing for Postgraduate	AAW90PS	N/A	9	Non-credit bearing
Managerial Economics & Decision Making	MED91PS	120	9	12
Strategic Operations Management	SOM90PS	100	9	10
SEMESTER 2 (72 Credits)				
Entrepreneurship and Business Management	EBM90PS	120	9	12
Applied Geographic Information System and Remote Sensing for Water Management	AGI90PS	200	9	20
Natural Resources Management Seminar	NRM90PS	120	9	12
Research Methodology and Statistics	RMS90PS	200	9	20
Project Management	PMA90PS	80	9	8
Total Year 1 Hours and Credits		1340		134
YEAR 2 (Credits) ALL SPECIALISATIONS				
Semester 1 (36 Credits)				
Course title	Course code	Hours	NQF Level	Credits
Advanced Business Ethics	ABE90PS	120	9	12
Indigenous Knowledge in Environmental Management	IKE90PS	120	9	12
Environmental and Natural Resource Economics	ENR90PS	120	9	12
Total Credits				36

YEAR 2 (MBA – WATER SUSTAINABILITY, DEVELOPMENT AND TECHNOLOGY SPECIALISATION)				
SEMESTER 2 (96)				
Course Title	Course code	Hours	NQF Level	Credits
Compulsory				
Strategic Management and Sustainability	SSM90PS	120	9	12
Elective Courses (Choose 1)				
Integrated Systems for Sustainable Surface Water Management	ISW90PS	120	9	12
Sustainable Management of Rural and Urban Water and Sanitation	SCM90PS	120	9	12
Dissertation (year course)	XES90PS	600	9	60
Total Year 2 Hours & Credits		960		96
YEAR 2 (MBA – RESOURCES MOBILIZATIONS AND ECONOMICS)				
SEMESTER 2 (96)				
Course Title	Course code	Hours	NQF Level	Credits
Compulsory				
Strategic Management and Sustainability	SSM90PS	120	9	12
Elective Courses (Choose 1)				
Sustainable Communities	SCO90PS	120	9	12
Environmental Governance and Management	EGM90PS	120	9	12
Dissertation (year course)	XES90PS	600	9	60
Total Year 2 Hours & Credits		960		96
YEAR 2 (MBA - RURAL AND URBAN DEVELOPMENT)				
SEMESTER 2 (96)				
Course Title	Course code	Hours	NQF Level	Credits
Compulsory				
Strategic Management and Sustainability	SSM90PS	120	9	12
Elective Courses (Choose 1)				
Rural - Urban Water Supply and Sanitation	RUW90PS	120	9	12
Land Use and Land Cover Planning	LUC90PS	120	9	12
Dissertation (year course)	XES90PS	600	9	60
Total Year 2 Hours & Credits		960		96

YEAR 2 (MBA – RURAL AND URBAN WATER MANAGEMENT AND SANITATION)				
SEMESTER 2 (96)				
Course Title	Course code	Hours	NQF Level	Credits
Compulsory				
Strategic Management and Sustainability				
Elective Courses (Choose 1)				
Water Quality and Quantity Assessment	WQA90PS	120	9	12
Operation and Maintenance of Water Supply and Sanitation System	OMW90PS	120	9	12
Dissertation (year course)	XES90PS	600	9	60
Total Year 2 Hours & Credits		960		96
YEAR 2 (MBA – FRESH WATER, BASINS and CATCHMENTS MANAGEMENT)				
SEMESTER 2 (96)				
Course Title	Course code	Hours	NQF Level	Credits
Compulsory				
Strategic Management and Sustainability	SSM90PS	120	9	12
Elective Courses (Choose 1)				
Integrated Water Resources Management	IWM90PS	120	9	12
Water Quality Management and Ecohydrology	WME90PS	120	9	12
Dissertation (year course)	XES90PS	600	9	60
Total Year 2 Hours & Credits		960		96

DOCTOR OF PHILOSOPHY IN BUSINESS ADMINISTRATION (NQF LEVEL 10)

1. Rationale

Managing organizations has become more complex and challenging as the business environment changes continuously due to several dynamics such as technology and consumer demand for products and services. Effective management in organizations has become imperative and that calls for high-level skills in business management. The PhD in Business Administration generates detailed knowledge in business, which is essential in solving the critical problems faced in the corporate environment. This qualification will enable students to generate useful ideas, which they can use in analysing critical information for organizations.

The qualification will help the candidates focus on advanced decision-making and leadership skills. The candidates will be equipped with skills that will enable them to evaluate and analyse business research, evaluate functional and cross-functional management approaches, and develop business plans that will assist the growth of organisations. Furthermore, the IUM Ph.D.in Business

Administration requires contribution to new knowledge through in-depth research. Equipped with this Ph.D., candidates can find adequate solutions to problems that confront our society daily. The Faculty of Business Administration emphasizes the creation of new knowledge that is particularly rooted in the local African context but transcends on a global scale. The IUM Ph.D. will stand you in good stead if you wish to establish yourself as an expert in the field of Business Administration or work in industries, which have a core focus on research and innovation or any academic institution.

2. Purpose

The purpose of the Ph.D. in Business Administration is to provide students with scientific research, and technical capabilities, which will enable them to qualify to work as professors, researchers, and consultants. The program aims to contribute to stimulating the appropriate research to develop the capabilities of students, not only at IUM but also at other research institutions in Namibia, especially in scientific research of a high level, world-class, which is in line with the developmental needs of Namibia.

3. Who is this qualification for?

The qualification will benefit those that aspire to become senior leaders in the corporate industry. It will also benefit candidates that will hail from academic institutions and those that have interest in the research fields.

4. Admission requirements

To be admitted into a Doctor of Philosophy in Business Administration, candidates must meet the following requirements:

A Master's in degree in Business Administration (level 9) or related field(s).
Completed a postgraduate degree (level 9) from an accredited institution.

5. Qualification duration

The PhD in Business Administration is a three-year (3) full-time/ 5 years maximum and four (4) year on a part-time basis and maximum of 6 years leading to Level 10 qualification.

6. Outcomes of the whole qualification

Holders of this Ph.D. qualification in Business Administration are able to:

- (a) Demonstrate comprehensive, systematic and in-depth mastery of knowledge, research and analytical skills used in the formulation of new, cutting-edge learning, practice principles or processes relevant to Business Administration.
- (b) Demonstrate advanced knowledge of existing discourses on issues related to management area of research and the thesis.
- (c) Exhibit knowledge of advanced business research methods and methodology and techniques for data collection and analysis using qualitative, quantitative and/or mixed methods.
- (d) Formulate and undertake research in new areas and generate new ideas that add value and new knowledge to the area of business administration and management.
- (e) Contribute to the paradigm shift in areas related to management at the national, regional

and international level.

- (f) Disseminate widely the research results through scholarly publications, analytical briefs and contributions to academic and policy platforms in Namibia and abroad.

7. Qualification structure

YEAR 1				
YEAR COURSES				
Course Title		Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Advanced Research Methodology	ARM10P7	N/A	10	Non-credit Bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit Bearing
YEAR 2				
YEAR COURSES				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Doctoral Thesis-Year 2	XPHD2PY	N/A	10	N/A
YEAR 3 (360 credits)				
YEAR COURSES (360 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Doctoral Thesis-Year 3	XPHD3PY	3600	10	360
Total Hours and Credit for Qualification		3600		360

SCHOOL OF SECONDARY AND POSTGRADUATE EDUCATION

POSTGRADUATE DIPLOMA IN EDUCATION (NQF LEVEL 8)

1. Rationale

The development and revision of the Postgraduate Diploma in Education (Level 8) was prompted by the continued need for qualified teachers who can manage and deliver the recently revised Namibian school curriculum and promoting learning in all learners with diverse needs. Over the past five years, the 6th National Development Plan (NDP6), (2025-2030), which focuses on sub-goal Increased and equitable access to quality higher education for development. This sub-sub goal intends to ensure equitable access to quality higher education that responds to industry needs, employability and innovation. The aim is to establish a broad-based pool of highly qualified human resources for socio-economic development and self-actualisation of individuals (p. 163). Which include the strategies and game changer: Universal Access to Free and Equitable Higher Education through a Sustainable National Funding Mode and Intensify programmes for capacity development, continuous professional development and upskilling of teaching and research staff. At the centre of these envisioned plans are the teachers who are equipped with the knowledge, skills and competencies needed in the fast-changing world. Hence, the Faculty of Education at the International University of Management (IUM) aims to use expertise and resources to contribute to high-quality teaching, research, and community engagement to help develop human resources specifically educators who are qualified, innovative and motivated to change the status quo is a response to the needs of learners to enter the 21st century and cope in the fast-changing world.

2. Purpose

The purpose of the qualification is to equip participants with good pedagogical practices in the design, delivery and assessment of the revised Namibian school curriculum. The qualification also aims to equip participants with critical self-reflection concerning current international trends and challenges in pedagogy. It enables participants to become familiar with the delivery of curricula to a variety of learners, through several forms of delivery, in a wide range of contexts. Therefore, students completing this qualification will acquire theoretical and practical pedagogical methodologies that can be applied in the art of imparting knowledge and skills (teaching and learning processes) under different contexts. With this qualification, these teachers will be professionally qualified to undertake teaching assignments in both private and public schools. Moreover, this qualification will equip the teachers with the right tools to fulfil their true potential and to become defining players in the education system.

3. Who is this qualification for?

This qualification is designed for professionally unqualified and/or underqualified secondary school teachers, who earned a qualification in a subject matter, but who do not have a qualification in pedagogy and/or other Teacher Education professional qualifications. The duration of this qualification is one year and 10 weeks of teaching practice aimed at providing candidates with the requisite pedagogical knowledge and skills to be effective and competent teachers. This qualification is offered by distance and Part-time mode.

4. Admission requirements

To be admitted to the Postgraduate Diploma in Education (Level 8) a candidate must hold a minimum of a recognized Bachelor's degree at NQF Level 7 or equivalent. The undergraduate record must demonstrate that the candidate acquired the content knowledge of two (2) school subjects during three consecutive years at a higher education institution.

5. Qualification duration

The qualification is one (1) year and ten (10) weeks. One (1) year is for coursework, and ten (10) weeks is for teaching practice.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Apply appropriate theories of learning, teaching and assessment to different teaching contexts.
- (b) Analyse key concepts in designing effective curricula and apply these to practice to ensure alignment of learning outcomes, activities and assessment.
- (c) Evaluate and reflect upon teaching to develop a personal philosophy centred on constructivism and learner-centred methodologies.
- (d) Use a range of self, peer and learner monitoring techniques to evaluate and modify teaching practice.
- (e) Work and communicate effectively in both independent and group contexts.
- (f) Develop e-learning teaching resources and apply e-learning platforms in the teaching and learning process.

7. Qualification structure

YEAR 1 (120 credits)				
SEMESTER 1 (28 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Compulsory Courses				
Assessment and Evaluation in Education	AEE80PS	80	8	8
Advanced Academic Writing for Postgraduate Studies	AAW80PS	80	8	12
Integrating Digital Technology in Education	IDT80PS	80	8	8
SEMESTER 2 (0 credits)				
Compulsory Courses				
First Aid	FAH70US	N/A	7	Non-credit bearing
Year Courses (108 credits)				
Counselling and Classroom Management	PGM80PY	120	8	12
Educational Research Methods and Project	XPE80PY	300	8	30
Educational Foundation	EFO80PY	120	8	12

Choose 2 Teaching Methods of School Subjects.				
Teaching Methods of Accounting	TAC80PY	120	8	12
Teaching Methods of Afrikaans	TAF80PY	120	8	12
Teaching Methods of Agricultural Science	TAG80PY	120	8	12
Teaching Methods of Biology	TBI80PY	120	8	12
Teaching Methods of Business Studies	TBS80PY	120	8	12
Teaching Methods of Computer Science	TCS80PY	120	8	12
Teaching Methods of English	TEF80PY	120	8	12
Teaching Methods of Entrepreneurship	TET80PY	120	8	12
Teaching Methods of Geography	TGR80PY	120	8	12
Teaching Methods of History	THI80PY	120	8	12
Teaching Methods of Mathematics	TMA80PY	120	8	12
Teaching Methods of Economics	TME80PY	120	8	12
Teaching Methods of Physical Science	TPS80PY	120	8	12
Teaching Methods of Oshindonga	TDO80PY	120	8	12
Teaching Methods of Otjherero	THE80PY	120	8	12
Teaching Methods of Khoekhoegowab	TKH80PY	120	8	12
Teaching Methods of Oshikwanyama	TKW80PY	120	8	12
Teaching Methods of Rumanyo	TRM80PY	120	8	12
Teaching Methods of Rukwangali	TRU80PY	120	8	12
Teaching Methods of Silozi	TSI80PY	120	8	12
10 Weeks of Teaching Practice (30 credits)				
Teaching Practice	TPE80PY	300	8	30
Total Year 1 Hours and Credits		1320		132
Total Hours and Credits for qualification		1320		132

POSTGRADUATE DIPLOMA IN HIGHER EDUCATION (NQF LEVEL 8)

1. Rationale

In recent years there has been a growing entreaty to improve higher education institution educators' pedagogical thinking and skills as well. Consequently, training of higher education educators is becoming a widespread trend in many countries. In response to this trend, IUM developed this qualification to facilitate instruction in all disciplines of higher education, helping educators build confidence in a teaching environment. Hence the Postgraduate Diploma in Higher Education (Level

8) is developed to address the human resource needs of the higher education sector in Namibia as articulated in Namibia's 6th National Development Plan (NDP6) Chapter 4 on Human Development and Community Resilience 2025-2030. In this regard, the focus is to contribute to the production of professionally qualified higher education educators with good pedagogical practices in the delivery of the curriculum. The qualification aims to equip educators in higher education institutions such as lecturers, trainers, tutors and instructors with critical pedagogies about current international trends and challenges in higher education. The qualification was developed and endorsed by various key stakeholders, which are the University of Namibia (UNAM), the Namibia College of Open Learning (NAMCOL), the Sunshine Private College, and the Namibia National Teachers' Union (NANTU).

2. Purpose

The purpose of the Postgraduate Diploma in Higher Education (Level 8) is to support educators and provide them with the required knowledge, skills, attitudes, and competencies they need to teach in higher education institutions. The qualification was developed and endorsed by both public and private higher education institutions as key stakeholders, which are the University of Namibia (UNAM), the Namibia College of Open Learning (NAMCOL), the Sunshine Private College, the National Institute for Educational Development (NIED) and the Namibia National Teachers' Union (NANTU). To be admitted into this qualification candidate must hold a recognized minimum qualification at NQF Level 8 and be an educator at a higher education institution. Upon completion of this qualification, students will be able to articulate to a Master of Education (NQF Level 9).

3. Who is this qualification for?

The Postgraduate Diploma in Higher Education (Level 8) is developed for higher education institution educators who do not have teaching qualifications. The qualification is intended for professional staff members who have assumed teaching by virtue of their industry experiences but do not have a teaching qualification. This qualification is intended to complement their industry experiences with teaching pedagogies to improve their teaching effectiveness in higher education. This qualification is offered in distance mode.

4. Admission requirements

To be admitted to the Postgraduate Diploma in Higher Education (Level 8), the candidate should have the following qualifications: A candidate must hold a recognized minimum qualification at NQF Level 8, and work as an educator at higher education such as a lecturer, trainer, tutor or instructor subject to approval by faculty postgraduate admission Committee. In addition, Recognition of Prior Learning (RPL) will apply.

5. Qualification duration

The duration of the qualification is a minimum of 1 year and a maximum of 2 years, both for Block release, part-time and distance mode. The study period comprises two semesters per academic year, where semester 1 runs from January to June and semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- (a) Examine the fundamental concepts and principles of higher education and apply learning theories to adopt a range of critical pedagogies, methods, and approaches for teaching, and mentoring.
- (b) Evaluate and apply inclusive education principles and techniques into practice in assisting

- students according to diverse learning needs.
- (c) Review and apply the theories of curriculum development to design a curriculum and assess learning in higher education.
 - (d) Conduct independent research, present and publish the findings
 - (e) and apply appropriate research tools in the supervision of projects
 - (f) by students.
 - (g) Create innovative strategies and incorporate technology in tertiary education teaching and assessment and develop strategies to improve quality delivery of open and distance e-learning.
 - (h) Create and conduct evaluations as reflective practitioners, such as self-evaluations, peer evaluations, and student evaluations to enhance teaching and learning in higher education.

7. Qualification structure

YEAR 1 (120 credits)				
SEMESTER 1 (16 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Advanced Academic Writing for Postgraduate Studies	AAW80PS	80	8	8
Integrating Digital Technology in Education	IDT80PS	80	8	8
SEMESTER 2 (104 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Educational Leadership and Management	EDM80PY	160	8	16
Assessment and Evaluation in Higher Education	AHE80PY	160	8	16
Curriculum Design and Development in Higher Education	PDA80PS	160	8	16
Teaching and Learning in Higher Education	TLH80PY	240	8	24
Research Supervision and Publication	RSH80PY	320	8	32
Total Year 1 Hours and Credits		1200		120
Total Hours and Credits for qualification		1200		120

MASTER OF EDUCATION IN EDUCATIONAL LEADERSHIP, MANAGEMENT AND POLICY (NQF LEVEL 9) Phasing out 2025

1. Rationale

The need for developing effective and efficient education systems, with emphasis on policy, good leadership and management skills has, in recent years, taken centre stage at both local and global

levels. The Master of Education – Educational Leadership, Management and Policy is designed to prepare educators for leadership, management and policy implementation in educational and/or related settings. The qualification focuses on building and enhancing leadership capacity in aspiring and existing leaders to equip them with the necessary leadership and managerial tools in the ever-changing educational practice.

This qualification draws on strong research and teaching traditions in the areas of management, leadership and policy across the globe. The Master of Education – Educational Leadership Management and Policy aims to combine academic inquiry with professional relevance and develops an educator's competence to conduct research and write a thesis to demonstrate mastery of a specialised field of knowledge within education leadership, management and policy.

The qualification offers a selection of competitive courses that recognise the global context of leadership and management; including Law and Policy Formulation, Strategic Finance Management, and Comparative Education; to mention just but a few. The qualification aims at engendering sustainable educational improvement, through effective leadership and management at all levels of the education process. It uses innovative leadership and management models to prepare educators to assume dynamic roles in leading and managing transformative change in education. The qualification also focuses on the levels of improvement on how school leaders and managers create conditions in start-up schools, to transform them into support institutions of high-quality teaching and learning for all.

The qualification is thus intensely personal, focusing on the leadership development of each participant's sense of purpose and commitment, and the development of collaborative skills in working effectively with other educationalists. It is a course that should empower and encourage educators to tackle education sector challenges by providing sound leadership, management and policy implementation. The qualification offers educators the opportunity to undertake a general study of the theory and practice of educational leadership, management and policy.

2. Purpose

The aim and purpose of this qualification is to train professionals who are seeking to broaden their knowledge in the field of educational leadership and management to manage public and private organisations. The qualification can be used as a bridge and foundation to rise to management leadership positions within a range of professional settings both public and private.

The Master of Education – Educational Leadership, Management and Policy is solidly anchored, inter alia, on the following:

- A work-based practical approach to facilitate integration of work- based learning and experience with theories of leadership and management
- Reflective practice including the use of electronic portfolios to facilitate self-assessment of practical leadership and management skills
- A constructivist approach to knowledge and learning that emphasizes the integration of skills, attitudes, knowledge and experience across courses, and collaboration within a community of learners.

3. Who is this qualification for?

This qualification targets the following categories in the education sector:

- a. Qualified staff in the education sector (with or without teacher training) and in possession of a Bachelor's Honours Degree or equivalent qualifications
- b. Staff within schools e.g. school principals, deputy principals, senior teachers, training officers, Deans and department heads, team leaders and other candidates with training

experiences

- c. Other educational leaders, managers and professionals involved in instructional positions and management in schools and institutions of higher education.
- d. Any students with three years of working experience in a recognised educational institution.

4. Admission requirements

To be admitted to the Master of Education in Educational Leadership, Management and Policy, an applicant must have a Bachelor Honours Degree in Education (NQF level 8) or an equivalent relevant qualification at NQF level 8 with an average of 60% passing score and above.

OR

An applicant must have a Bachelor Honours Degree in Education or any equivalent relevant qualification from a recognised higher education institution at NQF level 8 with a minimum of two years of teaching experience.

5. Qualification duration

The Master of Education – Educational Leadership, Management and Policy is a two-year full-time postgraduate study leading to NQF Level 9 qualification. The study period for the qualification is:

Part-time and blended mode of delivery with a Minimum: 2 Years Maximum: 4 Years.
Contact hours will only be given over weekends or block release at the scheduled time agreed upon or decided by the university.

The qualification comprises a minimum of four (4) semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the whole qualification

Holders of this qualification are able to:

- Demonstrate evidence of advanced knowledge about a specialist field and demonstrate mastery of sophisticated theoretical subject matter;
- evaluate critically the findings and discussions in the literature, research, analyse and argue from evidence;
- Demonstrate ability to work independently and apply knowledge to new situations; and engage in rigorous intellectual analysis, criticism and problem-solving;
- Analyse effectively Education Management and Leadership roles and critically evaluate the current thinking and its application to the school system;
- Demonstrate in-depth knowledge and systematic understanding of Education Management and Leadership;
- Apply initiative, adaptability and professional responsibility in the workplace and the rest of the school system;
- Originate the necessary skills required for lifelong independent learning and devise a comprehensive range of learning resources and reflective learning (self-evaluation and problem-solving) and;
- Demonstrate the skills to manipulate complex data from a variety of sources, and use IT effectively in the analysis of the data to inform managerial and professional decisions.

7. Articulation

The Master of Education – Educational Leadership, Management and Policy qualification grants students admission to Doctor of Philosophy (PhD) in Education or any other related PhD qualification at NQF Level 10.

8. Qualification structure

Courses, Course Code, Study Time, NQF level and Credits

YEAR 1 (125 credits)				
SEMESTER 1 (35 credits)				
Course Title	Course Code	Notional Hours	NQF Level	Credits
Compulsory Courses				
Advanced Academic Writing	AAW90PS	100	9	10
E-Learning in Education	ELE90PS	100	9	10
Financial Management in Education	FME90PS	150	9	15
Year Courses (90 credits)				
Comparative Education System	CES90PY	150	9	15
Leadership and Management in Education	LEM90PY	200	9	20
Law, Policy and Ethics in Educational Leadership	LPE91PY	150	9	15
Educational Research Methodology	ERM90PY	200	9	20
Organizational Behaviour in Education	OBT91PY	200	9	20
YEAR 2 (115 credits)				

Course Title	Course Code	Notional Hours	NQF Level	Credits
SEMESTER 1 (15 credits)				
Strategic Management	SMA90PS	150	9	15
Year Course (100 credits)				
Dissertation	XEL90PY	1000	9	100
Total credits		2400	9	240

MASTER OF EDUCATION IN EDUCATIONAL LEADERSHIP, MANAGEMENT AND POLICY (NQF LEVEL 9) New Curriculum 2026

1. Rationale

The need for developing effective and efficient education systems, with emphasis on policy, good leadership and management skills has, in recent years, taken centre stage at both local and global levels. The Master of Education in Educational Leadership, Management and Policy is designed to prepare educators for leadership, management and policy implementation in educational and/or related settings. The qualification focuses on building and enhancing leadership capacity in aspiring and existing leaders to equip them with the necessary leadership and managerial tools in the ever-changing educational practice. This qualification draws on strong research and teaching traditions in the areas of management, leadership and policy across the globe. The Master of Education – Educational Leadership Management and Policy aims to combine academic inquiry with professional relevance and develops an educator’s competence to conduct research and write a thesis to demonstrate mastery of a specialised field of knowledge within education leadership, management and policy.

The qualification offers a selection of competitive courses that recognize the global context of leadership and management; including Law and Policy Formulation, Strategic Finance Management, and Comparative Education; to mention just but a few. The qualification aims at engendering sustainable educational improvement through effective leadership and management at all levels of the education process. It uses innovative leadership and management models to prepare educators to assume dynamic roles in leading and managing transformative changes in education. The qualification also focuses on the levels of improvement on how school leaders and managers create conditions in start-up schools, to transform them into support institutions of high-quality teaching and learning for all.

The qualification is thus intensely personal, focusing on the leadership development of each participant’s sense of purpose and commitment, and the development of collaborative skills in working effectively with other educationalists. It is a course that should empower and encourage educators to tackle education sector challenges by providing sound leadership, management and policy implementation. The qualification offers educators the opportunity to undertake a general study of theory and practice of educational leadership, management and policy.

2. Purpose

The aim and purpose of this qualification is to train professionals who are seeking to broaden their knowledge in the field of educational leadership and management to manage public and private

organisations. The qualification can be used as a bridge and foundation to rise to management leadership positions within a range of professional settings both public and private.

The Master of Education in Educational Leadership, Management and Policy is solidly anchored, inter alia, on the following:

- A work-based practical approach to facilitate integration of work-based learning and experience with theories of leadership and management
- Reflective practice including the use of electronic portfolios to facilitate self-assessment of practical leadership and management skills
- A constructivist approach to knowledge and learning that emphasizes integration of skills, attitudes, knowledge and experience across courses, and collaboration within a community of learners

3. Who is this qualification for?

This qualification targets the following categories in the education sector:

- Qualified staff in the education sector (with or without teacher training) and in possession of a Bachelor's Honours Degree or equivalent qualifications
- Staff within schools e.g. school principals, deputy principals, senior teachers, training officers, Deans and department heads, team leaders and other candidates with training experience.
- Other educational leaders, managers and professionals that are involved in instructional positions and management in schools and institutions of higher education.
- Any would-be students with three years of working experience in a recognized educational institution

4. Admission requirements

To be admitted to the Master of Education in Educational Leadership, Management and Policy, an applicant must have a Bachelor Honours Degree in Education (NQF level 8) or an equivalent relevant qualification at NQF level 8 with an average of 60% passing score and above.

OR

An applicant must have a Bachelor Honours Degree in Education or any equivalent relevant qualification from a recognized higher education institution at NQF level 8 with a minimum of two years of teaching experience.

5. Qualification duration

The Master of Education in Educational Leadership, Management and Policy is a two-year full-time postgraduate study leading to NQF Level 9 qualification. The study period for the qualification (part-time and blended mode) is a minimum of 2 years and a maximum of 4 years. Contact hours will only be given over weekends or block release at the scheduled time agreed upon or decided by the university. The qualification comprises a minimum of four (4) semesters, i.e. two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes of the qualification

Holders of this qualification are able to:

- (a) Demonstrate evidence of advanced knowledge about a specialist field and demonstrate

- mastery of sophisticated theoretical subject matter.
- (b) Evaluate the findings and discussions in literature, research, analyse and argue from evidence.
 - (c) Demonstrate ability to work independently and apply knowledge to new situations; and engage in rigorous intellectual analysis, criticism and problem-solving.
 - (d) Analyse effectively Education Management and Leadership roles and critically evaluate the current thinking and its application to the school system.
 - (e) Demonstrate in-depth knowledge and systematic understanding of Education Management and Leadership.
 - (f) Apply initiative, adaptability and professional responsibility in the workplace and the rest of the school system.
 - (g) Originate the necessary skills required for lifelong independent learning and devise a comprehensive range of learning resources and reflective learning (self-evaluation and problem-solving); and
 - (h) Demonstrate the skills to manipulate complex data from a variety of sources and use IT effectively in the analysis of the data to inform managerial and professional decisions.

7. Qualification structure

Year 1 (120 Credits)				
Semester 1 (24 Credits)				
Course Title	Course Code	Notional Hours	NQF Level	Credits
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
Financial Management in Education	FME90PS	120	9	12
E-Learning and Digital Technologies in Education	ELE90PS	120	9	12
Year Courses (96 credits)				
Organisational Behaviour in Education	OBT91PY	120	9	12
Comparative Education	CES90PY	120	9	12
Educational Planning and Policy Studies	TBD	240	9	24
Leadership and Strategic Management in Education	TBD	240	9	24
Educational Research Methodology	ERM90PY	240	9	24
Year 2 Year course (120 credits)				

Dissertation	XEL90PY	1200	9	120
Total Hours and credits		2400		240

MASTER OF EDUCATION IN MATHEMATICS AND SCIENCE EDUCATION (NQF LEVEL 9)

1. Rationale

The Master of Education in Mathematics and Science Education is developed as a response to Science, Technology, Engineering, and Mathematics, including Computer Science (STEM), which calls for learners to be able to utilize information and insights on the scientific field, technological area, engineering and Mathematics. Similarly, STEM education aims to develop and offer innovative solutions to global issues directly related to the 2030 Sustainable Development Goals (SDGs). Therefore, the qualification is designed to prepare educators to become competent in the teaching, research, administration and management of Mathematics and Science school subjects. The qualification emphasises the nurturing of Mathematics and Science teachers with a sound understanding of mathematical and Science pedagogies relevant to the current teaching and learning trends. The incorporation of contemporary issues, emerging technologies and the view of Mathematics and Science in society are central constructs of this qualification.

This qualification draws on strong research and teaching traditions in the areas of Mathematics and Science subjects which are Biology, Chemistry, Natural Science, Agricultural Science and Physics. This qualification aims to combine academic inquiry with professional relevance and develops an educator's competence to conduct research and write a thesis to demonstrate mastery of a specialised field of knowledge in Mathematics and Science subjects.

The qualification is thus intensely personal, focusing on the development of each student's sense of purpose and commitment, the development of collaborative skills in working effectively with other mathematicians and Science specialists. It is a qualification that empowers and encourages educators to tackle education sector challenges by providing sound strategies in the implementation and management of the Mathematics and Science school curriculum. The qualification offers educators with the opportunity to undertake a general study of the theory and practice within the field of Mathematics and Science education.

1. Purpose

The purpose of this qualification is to train Teachers, Instructors, Trainers, Heads of Departments (HoDs), School Principals, Senior Education Officers (SEOs) and Chief Education Officers (CEOs) who are seeking to broaden their knowledge in the field of Mathematics and Science education in order to become competent in teaching, research, administration and management of Mathematics and Science school subjects. The qualification can help teachers to rise to subject management positions such as HoDs, SEOs and CEOs in both public and private sectors.

The Master of Education in Mathematics and Science Education is solidly anchored, inter alia, on the following:

- A work-based practical approach to facilitate the integration of work-based learning and experience with theories of Mathematics and Science Education
- Reflective practice including the use of electronic portfolios to facilitate self-assessment of mathematical and Science skills, and

- A constructivist approach to knowledge and learning that emphasises integration of skills, attitudes, knowledge and experience across courses, and collaboration within a community of learners

2. Who is this qualification for?

This qualification targets the following categories in the education sector:

Qualified staff members in the education and training sector such as Teachers, Instructors, Trainers, HoDs, School Principals, SEOs, and CEOs. Teachers who specialise in Mathematics and Science, as school subjects find it difficult to advance their career prospects in school settings. The qualification therefore intends to support them to advance their subject specialisation in pursuit of opening their career prospects in the subjects at both, the school level and beyond the school environment. Other educational leaders, managers and professionals involved in instructional positions and management in schools and institutions of higher education and tertiary institutions, who have met the minimum admission requirements.

3. Admission requirements

To be admitted to the Master of Education in Mathematics and Science Education, an applicant must have a Bachelor Honours Degree in Education (NQF level 8) majoring in Mathematics and Science or an equivalent relevant qualification at NQF Level 8 from a recognised higher education institution, with an average passing score of 60% and above.

or

An applicant must have a Bachelor Honours Degree in Education (NQF level 8) majoring in Mathematics and Science or an equivalent relevant qualification at NQF Level 8 from a recognised higher education institution, with a minimum of two years teaching experience.

4. Qualification duration

This qualification will be offered over a minimum of 2 years and a maximum of 4 years. The qualification comprises a minimum of four (4) semesters, i.e. two (2) semesters per academic year. This qualification is offered on Blended learning /Part-time mode.

5. Outcomes for the whole qualification

Holders of this qualification are able to:

- Apply advanced knowledge and theoretical subject matter in a specialised subject area.
- Utilise knowledge to address emerging trends in Mathematics and Science.
- Evaluate the current trends in the area of specialisation and its application to the school system.
- Implement a systematic understanding of Mathematics and Science Education.
- Conduct research in the area of Mathematics and Science education specialisation.

6. Qualification structure

YEAR 1 (124 Credits)				
SEMESTER 1 (24 Credits)				
Course Title	Course code	Hours	NQF Level	Credits
Advanced Academic Writing for Postgraduate Studies	AAW90PS	N/A	9	Non-credit bearing
E-Learning and Digital Technologies in Education	ELE90PS	120	9	12
Curriculum Design and Assessment in STEM Education	CDA90PY	120	9	12
Year courses (100 Credits)				
Educational Research Methodology	ERM90PY	240	9	24
Organisational Behaviour in Education	OBT91PY	160	9	16
Science Inquiry, Practical Skills and STEM Innovations	SPI90PY	240	9	24
Contemporary Trends in Mathematics and Science Education	TMS90PY	240	9	24
Advanced Topics in Mathematics Education	ATM90PY	120	9	12
Total Year 1 Hours and Credits		1240		124
YEAR 2 (120 Credits)				
Course Title	Course code	Hours	NQF Level	Credits
Dissertation	XEL90PY	1200	9	120
Total Year 2 Hours and Credits		1200		120
Total Hours and Credits for qualification		2440		244

DOCTOR OF PHILOSOPHY IN EDUCATION (NQF LEVEL 10)

1. Rationale

As articulated in Namibia's 6th National Development Plan (NDP6) (p.165)" to enhance equitable access and ensure quality assurance in higher education by prioritising financing. The expected outcome is the production of the required human resources aligned to evolving national needs." Therefore, this doctoral degree requires candidates to undertake research at the most advanced levels culminating in the submission, assessment and acceptance of a thesis. Students should demonstrate competence in conducting high-level research and make significant and original academic contributions to the frontier of education. For Namibia and/or other African nations to remain comparable and competitive as global partners, the utilization of the highest levels of research capabilities is key to the realization of national development goals, NDP6, Chapter 4 on

Human Development and Community Resilience 2025-20230 and Vision 2030. The International University of Management continues to offer the highest-level qualification, the research-based full thesis doctoral degree program, in addition to diplomas, bachelor honours, postgraduate diplomas, and master's degree qualifications in education.

2. Purpose

The purpose of the doctoral degree is to provide opportunities for deserving students from IUM and other universities who have completed a Master's degree in Education and who fulfil the requirements for admission to Doctor of Philosophy in Education with Educational Leadership, Management and Policy Studies; Education Technology; Early Childhood Education, Higher Education and Curriculum Studies.

The Doctor of Philosophy in Education continues to help transform Namibia and other African nations from being consumers of knowledge in the global arena into comparable, competitive and innovative creators of knowledge through engagement at the highest levels in research and analysis to generate new knowledge and to find solutions to educational challenges faced in the local, regional and international contexts. The utilization of the highest levels of research capabilities is fundamental to the attainment of national development goals, NDP6, Chapter 4 on Human Development and Community Resilience 2025-2030, and the realization of a knowledge-based economy as envisaged in the Education and Training Sector Improvement Programme (ETSIP) and Vision 2030. This course is a critical examination of the current issues in educational policy making.

The qualification addresses issues such as the rights and responsibilities of teachers, limits of democratic authority, and equality, quality, democracy, access and equity, in and/or educational opportunity. Empirical data will be used to review and evaluate the impact of external policies on the educational organization and the role of the educational leader and manager locally, within the Namibian context, regionally and indeed internationally.

3. Who this qualification is for?

This qualification targets teachers, researchers, managers and leaders in education.

4. Admission requirements

To be admitted to this qualification a student must have a Master of Education Degree or an equivalent qualification at NQF Level 9 in the relevant specialization being applied for.

5. Qualification duration

The PhD in Education is a three-year (3) full-time/part-time postgraduate study leading to NQF Level 10 qualification. The study period for the qualification is a minimum of 3 years and a maximum of 6 years. Contact hours are during once-off block release at the scheduled time agreed upon and decided by the university. The qualification comprises a minimum of two (2) semesters per academic year. Semester 1 runs from January to June. Semester 2 runs from July to December.

6. Outcomes for the whole qualification

Holders of this qualification are able to:

- (a) Demonstrate advanced knowledge of conducting empirical research and produce new knowledge in the field of education.
- (b) Apply qualitative, quantitative and mixed methods approaches appropriately in conducting cutting-edge educational research.
- (c) Publish original research findings in scholarly publication platforms.

- (d) Contribute to national, regional and international debates on education.

7. Qualification structure

YEAR 1				
YEAR COURSES				
Course Title		Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Advanced Research Methodology	ARM10P7	N/A	10	Non-credit Bearing
Advanced Academic Writing for Postgraduate Studies	AAW10P7	N/A	10	Non-credit Bearing
YEAR 2				
YEAR COURSES				
Course Title	Course Code	Hours	NQF Level	Credits
<i>Compulsory Courses</i>				
Doctoral Thesis-Year 2	XPHD2PY	N/A	10	N/A
YEAR 3 (360 credits)				
YEAR COURSES (360 credits)				
Course Title	Course Code	Hours	NQF Level	Credits
Doctoral Thesis-Year 3	XPHD3PY	3600	10	360
Total Hours and Credit for Qualification		3600		360

CENTRE FOR DISTANCE AND E-LEARNING

The Centre for Distance and e-Learning (CDeL) offers accredited qualifications through distance and e-learning modes, designed to provide flexible access to higher education for students who wish to study remotely while maintaining their work and personal commitments. All qualifications offered under CDeL maintain the same quality, academic standards, contact hours, assessment methods, and examination requirements as those offered through the full-time and part-time modes. Students, therefore, receive an education of equal value and recognition. Qualifications offered under CDeL are as follows:

POSTGRADUATE DIPLOMA IN EDUCATION (NQF LEVEL 8)

[School of Secondary and Postgraduate Education]

POSTGRADUATE DIPLOMA IN HIGHER EDUCATION (NQF LEVEL 8)

[School of Secondary and Postgraduate Education]

MASTER OF EDUCATION IN EDUCATIONAL LEADERSHIP, MANAGEMENT AND POLICY (NQF LEVEL 9)

[School of Secondary and Postgraduate Education]

MASTER OF EDUCATION IN MATHEMATICS AND SCIENCE EDUCATION (NQF LEVEL 9)

[School of Secondary and Postgraduate Education]

Prospective and continuing students are advised to refer to the relevant Faculty or School sections in this prospectus for comprehensive information regarding rationale, purpose, entry requirements, admission criteria, qualification structure, duration, assessment methods, and outcome of the whole qualification, inter alia.

SCHOOL OF MEDICINE

The International University of Management (IUM), through its School of Medicine, and the University of Zimbabwe (UZ), through its Faculty of Medicine and Health Sciences, jointly undertake cooperation in offering the following UZ qualifications:

MASTER OF MEDICINE IN ANAESTHESIOLOGY AND CRITICAL CARE (NQF LEVEL 9)

MASTER OF MEDICINE IN GENERAL SURGERY (NQF LEVEL 9)

MASTER OF MEDICINE IN INTERNAL MEDICINE (NQF LEVEL 9)

MASTER OF MEDICINE IN OBSTETRICS AND GYNAECOLOGY (NQF LEVEL 9)

MASTER OF MEDICINE IN PAEDIATRICS AND CHILD HEALTH (NQF LEVEL 9)

MASTER OF MEDICINE IN PSYCHIATRY AND MENTAL HEALTH (NQF LEVEL 9)

Each of these qualifications is offered in two parts, i.e. Part I and Part II. Delivery of Part I takes place in Zimbabwe at UZ-approved teaching hospitals, while delivery of Part II takes place in Namibia at teaching hospitals approved by the Health Professions Council of Namibia (HPCNA). Successful candidates shall be awarded their respective qualifications of the UZ.

Prospective and continuing students are advised to refer to the UZ's Faculty of Medicine and Health Sciences [<https://www.uz.ac.zw>] for comprehensive information regarding rationale, purpose, entry requirements, admission criteria, qualification structure, duration, assessment methods, and outcome of the whole qualification, inter alia.



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