

Empowering Tomorrow's Legal Leaders: The Ministry of Justice Internship Program

- Albertina Peter

Within the Ministry of Justice, fostering the next generation of legal professionals is not just a commitment—it's a cornerstone of our mission. Our Internship Program operates within a robust legal framework, comprising the Public Service Staff Rule, Internship Policy for Public Servants, Human Resources Development Policy, and Ministry of Justice Standards Operating Procedures. Over the last financial year, we recruited over 150 interns, with approximately 20 securing permanent positions within the Ministry or other organizations, while around 60 interns are engaged nationwide.

Aina Kalipi, our Learning and Development Officer, describes the internship program as a talent pipeline for the Ministry, identifying promising young professionals who may later join the organization as full-time employees. It serves as a vital gateway for young individuals to explore various career paths, receive mentorship, and network with industry professionals.

Hileni Kakoko, a receptionist at the office of the Attorney-General, shares her personal journey of discovery during her internship. She found an interest in legal secretarial work, which aligned well with her current duties. With aspirations to pivot into paralegal studies, Hileni leverages her Office Administration qualification and highlights the flexibility and growth opportunities provided by the internship program.

Throughout their internships, our interns receive adequate support and guidance from supervisors, ensuring they gain valuable experience and contribute meaningfully to our objectives. Menesia, a control legal clerk, emphasizes the importance of interns in boosting departmental productivity and enabling senior colleagues to pursue more advanced projects.

Angula Frans, a Senior Accountant, underscores his role as a mentor and resource for interns, providing them with guidance, feedback, and support to navigate their roles effectively. The program also offers networking opportunities that can lead to valuable connections, mentorship, job offers, and references in the future.

The success of our internship program in securing permanent positions for interns within the Ministry and other institutions is a testament to its effectiveness. Raymund Eiseb, a Senior Administrative Officer and former intern, highlights the program's impact on future job prospects and the practical work experience gained by interns.

We encourage students, graduates, and professionals interested in pursuing internships to visit our offices and submit their curriculum vitae for future opportunities. Our internship

program not only benefits the Ministry but also provides invaluable experiences and growth opportunities for our interns as they embark on their legal careers.

Together, we are empowering tomorrow's legal leaders and shaping the future of justice in Namibia.