



***Expression of Interest for the provision of  
Manpower Services for O&G Upstream***

**DESCRIPTION:**

TotalEnergies EP Namibia B.V. (“TEEPNA”) invites **Namibian majority-owned companies** whose **core business is the provision of manpower services for O&G upstream** to express their interest in working with TotalEnergies in support of its activities in Namibia.

This Expression of Interest aims to identify **experienced and competent local suppliers** capable of delivering high-quality technical support services, in line with international oil and gas industry standards.

**SCOPE OF MANPOWER SERVICES FOR O&G UPSTREAM (INDICATIVE):**

Manpower services for O&G upstream may include, but are not limited to:

- **Workforce Sourcing & Recruitment**  
Identification, screening, and selection of suitably qualified personnel in accordance with the TotalEnergies' requirements.
- **Personnel Deployment & Management**  
Mobilization, scheduling, supervision (where applicable).
- **Employment Administration**  
Employment contracts, payroll management, statutory contributions, leave management, and disciplinary processes.

**ELIGIBILITY CRITERIA:**

Interested suppliers **must demonstrate proven experience** in delivering manpower services for O&G upstream and provide **documentary evidence** addressing the criteria below.

**1. Namibian Ownership and Registration**

- Company must be **legally registered in Namibia**
- Majority **Namibian ownership** (as per applicable Namibian legislation)
- Valid company registration, tax clearance, and mandatory statutory documents

**2. Proven Manpower for O&G upstream Experience**

- Demonstrated **track record of at least 3–5 years** in providing manpower services for O&G upstream
- Evidence that manpower services for O&G upstream is a **core business activity**, not incidental. Evidence may include:
  - Client references
  - Contract award letters
  - Project completion certificates
- Description of:
  - Types of manpower services for O&G upstream delivered
  - Disciplines covered (e.g. mechanical, electrical, instrumentation, civil, operations, etc.)
  - Nature of projects supported
- Prior experience supporting **oil & gas, energy, mining, industrial**, or similarly complex sectors is **mandatory**

**3. Qualified Technical Personnel**

- Availability of **qualified technical personnel**, either permanent staff or long-term associates
- CVs demonstrating:

- Relevant technical qualifications
- Years of hands-on experience
- Sector-specific expertise
- Ability to deploy personnel locally and/or offshore as required

#### **4. Financial and Operational Capacity**

- Sufficient **financial stability** to support ongoing service delivery
- Evidence may include:
  - Latest audited financial statements or management accounts
  - Proof of capacity to mobilise personnel and equipment where applicable

**CLOSING DATE: 30<sup>th</sup> of April 2026 at 15h00**, by electronic submission.

TotalEnergies EP Namibia shall not accept submissions rendered after the closing date and time.

#### **ELECTRONIC SUBMISSION OF DOCUMENTS:**

- Email: [ep-teepna-cp@totalenergies.com](mailto:ep-teepna-cp@totalenergies.com)
- Subject Line: TEEPNA Manpower Services for O&G upstream Expression of Interest
- File Format: Submissions to be in PDF and native format (Word, Excel)

#### **DISCLAIMER:**

TotalEnergies EP Namibia shall not be responsible for any costs incurred in the preparation and submission of a response to this Expression of Interest.

This Expression of Interest is for **information-gathering purposes only** and does not constitute a commitment by TotalEnergies EP Namibia to award any contract or invite suppliers to tender.