

REPUBLIC OF NAMIBIA

MINISTRY OF EDUCATION, INNOVATION, YOUTH, SPORTS, ARTS AND CULTURE

Executive Summary of Bid Evaluation Report

CONSTRUCTION OF PRE-PRIMARY CLASSROOMS WITH ADMIN OFFICES, SCIENCE LABS, COMPUTER LABS, SCHOOL LIBRARIES, ABLUTION BLOCKS AND COOKING SHELTERS AT: NAKABOLELWA PRIMARY SCHOOL, LUSESE PRIMARY SCHOOL, IBBU PRIMARY SCHOOL AND NGOMA PRIMARY SCHOOL; ZAMBEZI REGION: PACKAGE 14.

PROCUREMENT REFERENCE NO: W/ONB/10-18/2024/2025.

Scope of Contract: construction of pre-primary classrooms with admin offices, science labs, computer labs, school libraries, ablution block and cooking shelters at: Nakabolelwa Primary School, Lusese Primary School, Ibbu Primary School and Ngoma primary school; Zambezi region: package 14

Procurement method used: Open National Bidding (ONB)

1. Date of Invitation of Bids: 03 October 2024
2. Closing date for submission of bids: 03 December 2024 at 09h00
3. Date and place of opening of bids: 03 December 2024, Windhoek
4. Number of bids received by closing date: 47
5. Estimate cost
 - Lot 1 N\$ 2 800 000.00
 - Lot 2 N\$ 1 400 000.00
 - Lot 3 N\$ 4 700 000.00
 - Lot 4 N\$ 7 200 000.00

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1. BIDDERS RECEIVED AND REASONS FOR DISQUALIFICATION:

No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
1.	Albama Investments Group CC	Lot 1 – N\$ 3,616,801.00 Lot 2 – N\$ 3,497,062.74 Lot 3 – N\$ 5,542 880.71 Lot 4 – N\$ 6,925 667.57		No	▪ Section 6, page 48 of Bill of Quantity not initialed
2	Amakalu Construction CC	Lot 1 – N\$ 4,639 436.61 Lot 2 – N\$ 4,425 180.24 Lot 3 – N\$ 5,835 367.61 Lot 4 – N\$ 7,386 269.81		No	▪ Business profile not initialed
3	Atuhepekwa Trading CC	Lot 1 – N\$ 3,549 639.04 Lot 2 – N\$ 4,195 361.12 Lot 3 – N\$ 5,994 309.39 Lot 4 – N\$ 7,587 843.75		No	▪ Section 5, page 21 of Bill of Quantity not initialed Section 7, page 31 of Bill of Quantity not initialed
4	Artiflex Eng. JV Mafikeng Investment	Lot 1 – N\$ 2,520, 000.00 Lot 2 – N\$ 1,280, 000.00 Lot 3 – N\$ 4,300, 000.00 Lot 4 – N\$ 6,500, 000.00		No	▪ Section 7, Bill of Quantity, some pages not initialed since they were typed

No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
5	BDI Electric & Construction	Lot 1 – N\$ 4,716, 031.95 Lot 2 – N\$ 4,541, 346.48 Lot 3 – N\$ 6,061, 773.76 Lot 4 – N\$ 7,726, 491.57		No	- Section 2, page 8 of Bill of Quantity has not been initialled. - Submitted Bid Securing Declaration has not been initialled. - NQA Qualification Reports have not been initialled at the back. - Certificate of Competence from Multi Trade Group CC has not been initialled.
6	Betu Group Trading CC	Lot 1 – N\$ 5,448, 710.35 Lot 2 – N\$ 5,075, 759.76 Lot 3 – N\$ 6,728, 616.81 Lot 4 – N\$ 8,451, 557.16		No	Did not score 100 points on technical evaluation phase, Reason for disqualification: Only has three years' experience as per the Completion Certificates submitted.
7	Black River Investment (Pty)	Lot 1 – N\$ 5,389, 475.85 Lot 2 – N\$ 5,207, 336.85 Lot 3 – N\$ 7,056, 244.00 Lot 4 – N\$ 9,079, 760.00		No	Did not score 100 points on technical evaluation phase, Reason for disqualification: Only has four years' experience as per the reference letters submitted.
8	Be-Tec Investment CC	Lot 1 – N\$ 4,343, 621.38 Lot 2 – N\$ 4,123, 242.15 Lot 3 – N\$ 5,353, 698.65 Lot 4 – N\$ 6,545, 712.65		No	Did not score 100 points on technical evaluation phase, Reason for disqualification: Only has three years' experience as per the Completion and reference letter submitted.

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No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
9	Chiave Investment CC	Lot 1 – N\$ 4,087, 100.39		No	▪ Section 1, page 2, 4, 6, 8, 10, 12, etc. of Bill of Quantity not initialled. ▪ Section 2, page 6 of Bill of Quantity not initialled. ▪ Large admin centre, single line diagram of Module Admin2 in the Bill of Quantity not initialled. ▪ Large admin centre, lightning installation of Module Admin2 in the Bill of Quantity not initialled. ▪ Section VII of the Bidding Document, page 70, 72, 74, 76, 78, 80 and 82 of not initialled. ▪ Section 1, page 2, 4, 6, 8, 10, 12, 14, 16 and 18 Bill of Quantity not initialled.
		Lot 2 – N\$ 4,023, 216.15			
		Lot 3 – N\$ 5,198, 953.15			
		Lot 4 – N\$ 6,559, 995.10			
10	Edura Investments CC	Lot 1 – N\$ 5,359, 786.88		No	▪ First page (front and back) of Bidding Document not initialled. ▪ Page 27, 28, 33, 34, 35 and 36 of Bidding Document not initialled. ▪ Final summary page not initialled. ▪ Good standing letters from Built it, not initialled. ▪ Certificate of completion, grade 12 certificate, and reference letters not initialled. ▪ BIPA Good standing certificate not initialled. ▪ Company Registration documents, Affirmative Action, MSME Certificate,
		Lot 2 – N\$ 5,266, 767.63			
		Lot 3 – N\$ 7,004, 323.29			
		Lot 4 – N\$ 8,757, 415.76			

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No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
					Taxpayer Registration Certificate and Social Security not initialled
11	Efolo & Son Investment CC	Lot 1 – N\$ 4,497, 825.20 Lot 2 – N\$ 4,091, 628.46 Lot 3 – N\$ 5,705, 494.76 Lot 4 – N\$ 7,403, 850.41		No	Did not score 100 points on technical evaluation phase, Reason: Only two years' experience as per the Certificates of completion submitted and Did not submit any Testimonial/Reference letters
12	Finest Investment CC	Lot 1 – N\$ 4,278, 503.70 Lot 2 – N\$ 3,963, 382.49 Lot 3 – N\$ 5,130, 181.69 Lot 4 – N\$ 6,698, 166.44		No	Did not score 100 points on technical evaluation phase, Reason: Only two years' experience as per the Certificates of completion submitted and Did not submit any Testimonial/Reference letters.
13	Five Cents Investments CC	Lot 1 – N\$ 4,506, 850.00 Lot 2 – N\$ 4,267, 743.01 Lot 3 – N\$ 5,633, 324.30 Lot 4 – N\$ 7,111, 270.98		No	Did not score 100 points on technical evaluation phase, Reason for disqualification: Only submitted one Testimonial/Reference letters
14	Halutwane Investment CC	Lot 1 – N\$ 4,218, 843.31 Lot 2 – N\$ 6,012, 830.66 Lot 3 – N\$ 8,180, 074.66 Lot 4 – N\$ 8,180, 074.66	Yes		

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No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
15	Heavy Power Investment CC	Lot 1 – N\$ 4,439, 993.62 Lot 2 – N\$ 4,305, 244.75 Lot 3 – N\$ 5,749, 835.98 Lot 4 – N\$ 5,719, 287.86		No	- Did not score 100 points on technical evaluation phase, Reason for disqualification: Only has two years' experience as per the Completion Certificates submitted. - Did not submit any Testimonial/Reference letters
16	HMS Trading Services CC	Lot 1 – N\$ 5,341, 270.80 Lot 2 – N\$ 4,798, 509.57 Lot 3 – N\$ 6,838, 257.58 Lot 4 – N\$ 8,702, 418.44		No	Did not score 100 points on technical evaluation phase, Reason for disqualification: Did not submit any Testimonial/Reference letters
17	Jinga-Techno Investment CC	Lot 1 – N\$ 5,294, 347.67 Lot 2 – N\$ 5,870, 832.25 Lot 3 – N\$ 6,625, 832.72 Lot 4 – N\$ 8,518, 525.80		No	- Cover page (front and back) of entire Bidding Document not initialled. - Cover letter quotation not initialled - Founding Statement not initialled - ID of key personnel (owner) not initialled - Tax good standing certificate, Social security commission, certificate of registration (MSME), employment equity commission, BIPA Good standing certificate not initialled.

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No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
					- Letter of intent from FNB, letter of intent to lease plant and equipment from Coastal Hire not initialled. - Certificate of Practical completion from Ministry of Works not initialled. - Company profile not initialled. - C.V 's for project manager and site foreman, not initialled. - Qualifications from University of Namibia not initialled. - ID copy of key personnel not initialled. - Certificate of registration, motor vehicle not initialled
18	Kasaya Traders CC JV Civil Investment CC	Lot 1 – N\$ 2,537 028.80 Lot 2 – N\$ N/A Lot 3 – N\$ N/A Lot 4 – N\$ N/A		No	- Section, Plan scale 1:100 in Bill of Quantity not initialled. - Bid submission form in Bidding document is incomplete, nor submitted. - Written undertaking in Bidding document not completed, nor submitted
19	Kashoro Investments	Lot 1 – N\$ 5,382, 333.80 Lot 2 – N\$ 4,773, 647.26 Lot 3 – N\$ 6,578, 796.52 Lot 4 – N\$ 8,117, 542.52		No	- Page 76 and 81 of Bidding Document not initialled. - Section 2, page 11 and 24 of Bill of Quantity not initialled. - Section 3, page 10 and 41 of Bill of Quantity not initialled. - Section 5, page 51 and 52 of Bill of Quantity not initialled.

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No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
					Section 6, page 7 of Bill of Quantity not initialled.
20	Larissa Investments CC	Lot 1 – N\$ 4,918, 141.52 Lot 2 – N\$ 4,767, 602.08 Lot 3 – N\$ 6,180, 484.03 Lot 4 – N\$ 7,840, 696.35		No	- Annual financial statement for 2024, page 9 not initialled. - Certificate of Training at the back not initialled
21	Mazoba Trading CC	Lot 1 – N\$ 3,599, 804.37 Lot 2 – N\$ 3,486, 468.58 Lot 3 – N\$ 5,390, 202.38 Lot 4 – N\$ 7,105, 190.02	Yes		
22	Mangalangandja Trade Enterprise	Lot 1 – N\$ 4,440, 756.07 Lot 2 – N\$ 4,313, 282.10 Lot 3 – N\$ 5,750, 598.43 Lot 4 – N\$ 5,726, 917.53		No	Social Security Good Standing Certificate not initialled
23	MaxRoger Investments CC	Lot 1 – N\$ 8,453, 846.79 Lot 2 – N\$ 8,276, 378.15 Lot 3 – N\$ 11,009, 468.16		No	- Company Registration, Good Standing (Tax Certificate) and Good Standing Social Security not initialled - ID for the Company owner not initialled

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No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
		Lot 4 – N\$ 14,144, 306.17			
24	Mecca Alpha Majenzere Investments CC	Lot 1 – N\$ 3,685,876.48 Lot 2 – N\$ 4,202, 756.73 Lot 3 – N\$ 5,575, 362.11 Lot 4 – N\$ 7,169, 965.26		No	Front letter, table of context and ID of owner not initialled
25	Mind Focus Investment CC	Lot 1 – N\$ 7,671 798.19 Lot 2 – N\$ 7,671 798.19 Lot 3 – N\$ 7,671 798.19 Lot 4 – N\$ 7,671 798.19		No	- Section 3 front page of Bill of Quantity not initialled, - Company Registration page 2, 4, 6 and 8 not initialled - Affirmative Action not submitted
26	MMH Trading Enterprise CC JV	Lot 1 – N\$ 4,630 200.15 Lot 2 – N\$ 4,328 119.76 Lot 3 – N\$ 6,077 546.91 Lot 4 – N\$ 7,566 887.36		No	Section c front page in the bill of Quantities not initialled
27	Muthakaz Investment CC	Lot 1 – N\$ 5,240 529.50 Lot 2 – N\$ 5,012 930.86 Lot 3 – N\$ 6,859 558.46 Lot 4 – N\$ 8,404 437.89		No	Last page of drawing design in Bill of Quantity not initialled

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No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
28	Namale Trading CC	Lot 1 – N\$ 5,496 600.00 Lot 2 – N\$ 5,437 886.00 Lot 3 – N\$ 7,201 816.00 Lot 4 – N\$ 8,972 686.00		No	- Section 2, page 97, 99, 103, 101, 107, 109, 111 of Bill of Quantity not initialed. - Section 5, page 2 of Bill of Quantity not initialed. - ID of owner not submitted
29	Ndakalimwe Investment CC	Lot 1 – N\$ 4,229 822.41 Lot 2 – N\$ 4,152 960.49 Lot 3 – N\$ 5,446 831.16 Lot 4 – N\$ 6,852 217.52	Yes		
30	New Dawn Building Construction	Lot 1 – N\$ 4,097 158.88 Lot 2 – N\$ 5,564 391.36 Lot 3 – N\$ 5,402 184.78 Lot 4 – N\$ 6,608 650.53		No	- Page 2, Proc.No.W/ONB/10-18/2024 Qualification information not initialed. - Page 2 of Annual financial statement for 2024, 2023, 2022 not initialed
31	NSZ Investment	Lot 1 – N\$ 3,133 251.88 Lot 2 – N\$ 3,198 495.22 Lot 3 – N\$ 4,047 853.54 Lot 4 – N\$ 4,998 556.64	Yes		
32	Obrien & Fortune Investment CC C	Lot 1 – N\$ 3,289 000.00 Lot 2 – N\$ 3,784 880.00 Lot 3 – N\$ 5,138 430.00 Lot 4 – N\$ 6,561 555.00	Yes		

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No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
33	Oluzizi Engineering Construction (Pty) Ltd.	Lot 1 – N\$ No Pricing Lot 2 – N\$ No Pricing Lot 3 – N\$ No Pricing Lot 4 – N\$ No Pricing		No	CV, National Vacation Certificate and ID of Key Personnel not initiated
34	Okaana Trading JV One Centre Trading	Lot 1 – N\$ 4,306 662.64 Lot 2 – N\$ 4,269 277.81 Lot 3 – N\$ 5,473 398.93 Lot 4 – N\$ 6,479,661.78		No	- Section 1.10 of the Bidding Document (Litigation) not completed, nor declaration for the past five years, submitted. - Submitted Power of Attorney not initiated - Copy of Passport, SAQA certificate, certificate from Botswana and South Africa and Master's degree not initiated. - CV of key personnel not initiated.
35	Pamohr Construction	Lot 1 – N\$ 5,859 169.83 Lot 2 – N\$ 5,128 608.27 Lot 3 – N\$ 8,803 508.39 Lot 4 – N\$ 9,448 286.96		No	Section 3, page 26 of Bill of Quantity not initiated
36	Pekwafo Trading Enterprises	Lot 1 – N\$ 4,432, 723.32 Lot 2 – N\$ 4,312, 876.15 Lot 3 – N\$ 5,750, 192.48 Lot 4 – N\$ 7,353, 064.68		No	Did not score 100 points on technical evaluation phase, Reason for disqualification: Did not submit any Testimonial/Reference letters

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No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
37	Pena Trading Enterprises CC	Lot 1 – N\$ 4,642, 771.95		No	- Confirmation of Non-Relevant employer status not initiated. - Copy of ID (owner) not initiated. - Liquidity Letter from Bank Windhoek not initiated
		Lot 2 – N\$ 4,755, 034.80			
		Lot 3 – N\$ 5,893, 818.48			
		Lot 4 – N\$ 7,313, 922.70			
38	Proff Investments CC	Lot 1 – N\$ 4,520,108.35		No	Social Security Good Standing Certificate not initiated
		Lot 2 – N\$ 4,388, 874.98			
		Lot 3 – N\$ 5,779, 176.68			
		Lot 4 – N\$ 7,259, 334.78			
39	Roma Trading Enterprises CC	Lot 1 – N\$ 5,465, 725.35		No	Affirmative Action at the back not initiated
		Lot 2 – N\$ 5,390, 969.51			
		Lot 3 – N\$ 7,142, 829.17			
		Lot 4 – N\$ 8,794, 415.30			
40	RK Investment CC	Lot 1 – N\$ 5,100, 420.20	Yes		
		Lot 2 – N\$ 4,816, 580.32			
		Lot 3 – N\$ 6,535, 118.47			
		Lot 4 – N\$ 8,102, 084.32			
41	Salambala Investment CC	Lot 1 – N\$ 4,460, 327.12		No	Did not score 100 points on technical evaluation phase, Reason for disqualification: Did not submit any Testimonial/Reference letters
		Lot 2 – N\$ 4,510, 597.03			
		Lot 3 – N\$ 5,669, 302.21			
		Lot 4 – N\$ 7,116, 960.03			

14/10/17

No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
42	Shafa Trading Enterprises CC	Lot 1 – N\$ 4,660 216.85		No	Section 6, page 23 of Bill of Quantity not initiated
		Lot 2 – N\$ 4,531 980.64			
		Lot 3 – N\$ 5,890 339.30			
		Lot 4 – N\$ 7,253 883.49			
43	Siku Investment CC	Lot 1 – N\$ 4,196 937.99	Yes		
		Lot 2 – N\$ 3,763 443.94			
		Lot 3 – N\$ 5,111 872.99			
		Lot 4 – N\$ 6,455 950.94			
44	Simukuni Investment CC	Lot 1 – N\$ 4,247, 806.64		No	Did not score 100 points on technical evaluation phase, Reason for disqualification: only has two years' experience as per the Certificate of Completion and Reference letters submitted
		Lot 2 – N\$ 4,162, 797.74			
		Lot 3 – N\$ 5,527, 958.28			
		Lot 4 – N\$ 6,999, 544.83			
45	Swoon Investment CC	Lot 1 – N\$ 4,690, 040.00		No	▪ Cover (front and back) of Company profile not initialed ▪ Cover and Table of content of the CV not initialed ▪ SME provided but expired ON 06 October 2023. ▪ Good Standing Social Security Certificate not provided. ▪ Affirmative Action provided but expired as it was issued 29 Sept 2021
		Lot 2 – N\$ 4,774, 913.00			
		Lot 3 – N\$ 6,649, 815.59			
		Lot 4 – N\$ 1,885, 229.96			

14/10/21

No.	Name of the Bidder	Bid Price in Namibian Dollars (N\$)	Responsive or not responsive		Reason for non-responsive
			Yes	No	
46	The A Team Trading CC	Lot 1 – N\$ 3,516 031.47	Yes		
		Lot 2 – N\$ 3,742 893.36			
		Lot 3 – N\$ 5,501 868.19			
		Lot 4 – N\$ 6,952 260.84			
47	Twali Construction CC	Lot 1 – N\$ 4,714 467.56		No	▪ Second page of Company Profile not initialed ▪ Page 2 of Financial Statement 2023 not initialed ▪ CV of key personnel, at references page not initialed ▪ CV of key personnel (working experience page) not initialed
		Lot 2 – N\$ 4,481 913.84			
		Lot 3 – N\$ 6,035 601.79			
		Lot 4 – N\$ 7,540 080.09			

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2. FINANCIAL EVALUATION:

All bidders who underquoted or over quoted were not considered. The recommendation was done after margin of preference was applied.

Description	BIDDER'S NAME	LOT 1 Nakabolelw a CS	Bid price after margin of preferenc e	LOT 2 Luses CS	Bid price after margin of preferenc e	LOT 3 Ibbu CS	Bid price after margin of preferenc e	LOT 4 Ngoma CS	Bid price after margin of preferenc e
Construction of classrooms, pre-primary classrooms, admin offices, science labs, computer labs, school libraries, ablution blocks and	Halutusa Investment CC	4,218,843.31	4,092,278.31	6,012,830.66	5,832,446.66	8,180,074.66	7,934,672.66	8,180,074.66	7,934,672.66
	Mazoba Traing CC	3,599,804.37	3,419,814.37	3,486,486.58	3,312,145.58	5,390,202.38	5,120,692.38	7,105,190.02	6,749,931.02
	RK Investment CC	5,100,420.20	4,794,394.20	4,816,580.32	4,527,586.32	6,535,118.47	6,143,011.47	8,102,084.32	7,615,959.32
	The A Team Trading CC	3,516,031.47	3,340,230.47	3,742,893.36	3,555,749.36	5,501,868.19	5,226,775.19	6,952,260.84	6,604,647.84
	NSZ Investment	3,133,251.88	2,976,589.88	3,198,495.22	3,038,571.22	4,047,853.54	3,845,461.54	4,998,556.64	4,748,629.64

Description	BIDDER'S NAME	LOT 1 Nakabolelw a CS	Bid price after margin of preferenc e	LOT 2 Luses CS	Bid price after margin of preferenc e	LOT 3 Ibbu CS	Bid price after margin of preferenc e	LOT 4 Ngoma CS	Bid price after margin of preferenc e
cooking shelters education facilities in Zambezi region	O'Brien & Fortune Investment CC	3,289 000.00	3,058,770.00	3,784 880.00	3,080,295.58	5,138 430.00	4,778,740.00	6,561 555.00	6,102,247.00
	Ndakaliwe Investment cc	4,229 822.41	4,018,331.41	4,152 960.49	3,945,312.49	5,446 831.16	5,174,490.16	6,852 217.52	6,509,607.52

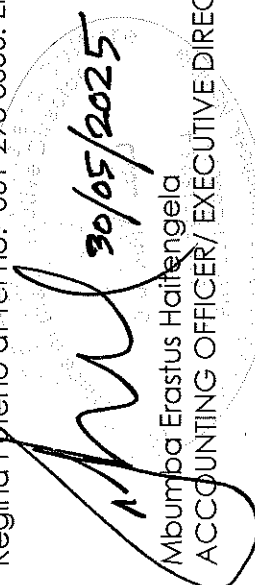
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3. RECOMMENDED:

The Bid Evaluation Committee recommends to the Procurement Committee that the Bidding process - **W/ONB/10-18/2024/2025: package 14- construction of classrooms, pre-primary classrooms, admin offices, science labs, computer labs, school libraries, ablution blocks and cooking shelters education facilities in Zambezi region** be awarded as per Award Schedule below:

Description	Recommended Bidder per lot	Bid Amount (N\$)
W/ONB/10-18/2024/2025: CONSTRUCTION OF PRE-PRIMARY CLASSROOMS WITH STOREROOMS AND ABLUTION FACILITIES AT: NAKABOLELWA PRIMARY SCHOOL, LUSESE PRIMARY SCHOOL, IBBU PRIMARY SCHOOL AND NGOMA PRIMARY SCHOOL; ZAMBEZI REGION: PACKAGE 14	Lot 1 – NSZ Investment	3,133,251.88
	Lot 2 – Obrien & Fortune Investment CC	3,312,145.58
	Lot 3 – Mazoba Trading CC	5,390,202.38
	Lot 4 -Ndakaliwe Investment CC	6,852,217.52

Any further enquiries should be directed to: Ministry of Education, Innovation, Youth, Sports, Arts and Culture: contact person Ms. Regina Puteho at Tel no: 061-293 3056. Email: Regina.Puteho@moe.gov.ng; Petrina.kandume@moe.gov.ng; Geoff.Besser@moe.gov.ng


30/05/2025
Mbumba Erastus Haitengela
ACCOUNTING OFFICER/ EXECUTIVE DIRECTOR