

MANAGING DIRECTOR (MD) 5-YEAR CONTRACT

Business Unit: **Office of the Managing Director**

Duty Station: **Windhoek**

Job Grade: **1 (Peromnes)**

Closing Date: **Friday, 24 July 2026 at 16:00**

Visions Consulting was appointed by NamPower to independently administer the executive recruitment process in compliance with company policy and governance principles.

Mandate: NamPower's mandate, derived from the Electricity Act of 2007, is to generate, transmit, distribute, supply and trade in electricity within Namibia, including import and export activities. The mandate further positions NamPower as the supplier of last resort, ensuring national electricity supply security and supporting socio-economic development.

Vision: To be the leading electricity solutions provider of choice in the Southern African Development Community (SADC).

Mission: To provide innovative electricity solutions, in an evolving market, which satisfy the needs of our customers, fulfil the aspirations of our staff and the expectations of our stakeholders in a competitive, sustainable and environmentally friendly manner.

Values: Customer Focus, Integrity, Teamwork, Accountability, Empowerment, Safety, Health and Environment.

Primary Purpose of the Job:

The purpose of the Managing Director's role at NamPower is to create shareholder value by providing strategic leadership, direction and coordination of key activities to achieve governmental objectives and NamPower's mission, strategy and annual goals. The role is, in addition hereto, responsible for the implementation of strategic objectives, fostering stakeholder relations, overseeing corporate governance, compliance, risk and performance management to ensure NamPower's activities support economic development and investor confidence. In conjunction with the Chairperson, the Managing Director role enables the Board to fulfil its governance function and board performance obligations.

Key Performance Areas:

- Provide strategic leadership to align NamPower's operations with its mandate, national goals and long-term sustainability.
- Drive financial sustainability through sound financial management, budgeting, capital investment and compliance.
- Lead the formulation and execution of corporate strategies, business plans and reporting frameworks.
- Drive operational excellence and a reliable power supply through effective oversight of business units and infrastructure.
- Strategically oversee the overall management and direction (in conjunction with the respective Executives) of the transmission and generation core business activities.
- Strengthen governance, enterprise risk management and compliance with SHE standards across the organisation.
- Establish and maintain effective strategic relationships with key stakeholders, including the shareholder, other ministries, the regulatory board, investors and financiers, contracting counterparties and customers.
- Advance human capital development through performance-driven leadership, talent management and succession planning.
- Represent NamPower in national and international forums, while building strategic relationships with stakeholders and promoting the company's vision and values.
- Champion and embed innovative thinking within the leadership team and wider organisation.

Minimum Requirements:

- A recognised, relevant master's degree in electrical engineering or any energy-related field (NQF9), and
- A master's degree in business administration or leadership (NQF9).

Experience Required:

- A minimum of fifteen (15) years of practical experience in energy/ electricity supply or related industry, of which at least five (5) years must have been at executive level.

Key Competencies:

- Demonstrate passion and enthusiasm for NamPower's vision and motivate, lead and empower others to achieve organisational goals.
- Experience in working with boards of directors, providing professional,

accurate and strategic advice.

- Inspire and lead others towards high levels of performance.
- Demonstrate an intellectual and professional leadership style that supports the attainment of respect and credibility among others.
- Demonstrate an in-depth knowledge of, and experience in, local and national government, business and energy industry processes and decision-making, and constitutional and accountability principles related to government.
- Politically astute is able to read situations aptly and exhibit sound judgement.
- Ability to establish and maintain positive working relationships with key stakeholders to facilitate achieving organisational goals.
- Ability to analyse complex policy issues, draw correct conclusions and articulate clear and focused policy to diverse audiences.
- Strong financial, governance and risk oversight skills, with the ability to lead resource optimisation and long-term organisational sustainability.
- Advanced decision-making and problem-solving ability, supported by sound judgement, business acumen and the capacity to navigate high-pressure environments.
- Exceptional communication and stakeholder engagement skills, with the ability to influence and align diverse internal and external partners, and strategic stakeholders.
- Technologically proficient and future-focused, with an appreciation for innovation and emerging trends shaping the energy landscape.
- Emotionally and socially intelligent, demonstrating integrity, resilience, high ethical standards and a people-centred leadership style.

Application Procedure:

- A cover letter providing a detailed motivation for the position, signed by the applicant.
- An updated, detailed curriculum vitae, including at least two professional references.
- Certified copies of the highest academic qualifications attained.
- Foreign qualifications must be evaluated by the Namibian Qualifications Authority (NQA), and proof of the evaluation should be attached.
- A Certificate of Conduct from the Namibian Police, not older than six (6) months, must be submitted.
- Certified copies of identity documents and all other supporting documents.
- Preference will be given to Namibian citizens.
- Vetting will be conducted on all shortlisted candidates.

Scan the QR code or click the link below to access online applications via the recruitment portal:

<https://foresight.visions.com.na/>

Only online applications via Visions Foresight will be accepted. No emailed or manual applications will be accepted.



In terms of the Affirmative Action (Employment) Act 29 of 1998, people from designated groups and persons with disabilities who meet the prescribed advertised requirements are encouraged to apply.

Only shortlisted candidates will be contacted. Kindly note that submitted documents will not be returned to applicants.

Please note: For any technical or application-related support regarding the Foresight online platform, the Visions Helpdesk is available **Monday to Friday during office hours (08:00 – 17:00)**. For assistance, please contact us at recruitment@visions.com.na

Any queries should be directed in writing to Dr Rudi Koekemoer at rudi@visions.com.na