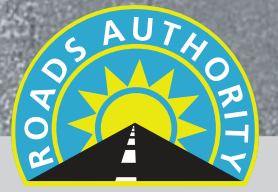


VACANCY



SAFE ROADS TO PROSPERITY

CHIEF EXECUTIVE OFFICER (CEO) REPORTING TO: BOARD OF DIRECTORS | DUTY STATION: HEAD OFFICE, WINDHOEK FIVE (5) YEAR EMPLOYMENT CONTRACT

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

Mandate: According to the Roads Authority Act (Act 17 of 1999), the statutory objective of Roads Authority is "to manage the national road network so that it is safe and efficient."

- Vision:** A sustainable road sector which is ahead of national and regional socio-economic needs in pursuit of Namibia's Vision 2030.
- Mission:** To manage the national road network to achieve a safe and efficient road sector in support of socio-economic growth.
- Values:** Respect, Open communication, Accountability, Dedication, Service excellence (ROADS).

Purpose of Position

The Chief Executive Officer (CEO) is responsible, together with the Board of Directors and executive team, to provide overall strategic leadership, management, administration, policy coordination and compliance of the Roads Authority, towards achieving effective governance and performance excellence in accordance with the organisation's strategic goals and objectives. The CEO will be responsible for strategically leading the Roads Authority (RA) in line with its statutory mandate and objectives as enshrined in the Roads Authority Act (Act 17 of 1999) and national strategic documents.

Key Accountabilities

- Strategically direct, oversee and account for the effective and efficient management of the national road network of Namibia with a view to achieving a safe and efficient road sector.
- To strategically direct and influence the planning of Namibia's roads infrastructure, regulatory, road transport and traffic inspectorate, road safety and assigned functions within RA.
- Safeguards the business integrity of the RA and serves as ambassador of the company at all relevant national, regional and international forums.
- Pursues and embodies the vision of the RA and upholds the values of the company by creating a performance driven culture based on the company's core values.
- Oversees the development, implementation, monitoring and reporting of long-, medium- and short-term company integrated strategic- and operational business plans.
- Oversees the development and implementation of relevant and appropriate financial-, operational-, and risk management policies, procedures and plans.
- Ensures company sustainability through the implementation of adequate strategies, tactics, controls, standards and systems.
- Appreciates the legal and regulatory complexities and frameworks, governing the RA and ensures compliance.
- Ensures the implementation of an effective communication and stakeholder engagement strategy.
- Oversee the implementation of capacity building and succession planning frameworks to ensure business continuity in core functions and to build a leadership pipeline.
- Promotes a conducive organisational culture for employee engagement to ensure RA becomes an employer of choice.

Key Competencies

- Ability to lead and motivate professional teams and to inspire a shared vision for the company's future.
- An experienced leader with insight into the complexities of the roads sector.
- An appreciation and understanding of business-, financial- and project management principles.
- Ability to negotiate and manage national capital projects.
- An energetic and creative leader with high ethical standards.
- Ability to develop and implement a long-term strategic plan that aligns with the company's mandate.
- Ability to think strategically and communicate the company's strategy.
- Ability to establish and maintain effective relationships with the Board, employees and strategic stakeholders.
- Insight and understanding of business metrics to ensure business sustainability.
- A good understanding of risk management and an ability to identify, manage and mitigate risks that could impact the company's performance and reputational risks.

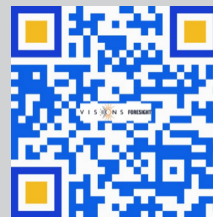
Education and years of Experience

- A Master's Degree in Business Management or Economics or Transport Management or Logistics or Leadership or related field at NQF Level 9.
- A Civil Engineering qualification plus registration with the Engineering Council of Namibia will be an advantage.
- At least ten (10) years Executive Management level experience in an organisation of similar stature.

Application Procedure

For application to be valid, an on-line submission must be made within the stated deadline and comprise of the following:

- 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 Qualification Authority (NQA) and proof of evaluation of qualification 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.



Only online applications shall be accepted via the recruitment portal.

Scan this code or click the link below to access online applications via the recruitment portal.
<https://foresight.visions.com.na/>

In terms of the Affirmative Action (Employment) Act 29 of 1998, people from designated group and persons with disabilities who meet the prescribed advertised requirements are encouraged to apply. **Only short-listed candidates will be contacted, and no documents will be returned to applicants.**

CLOSING DATE: FRIDAY, 29 AUGUST 2025, TIME: 16:00

Please note: For any technical or application-related support regarding the **Foresight online platform**, the Visions Helpdesk is available during workdays, **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 rudi@visions.com.na



Roads Authority, Private Bag 12030, Ausspannplatz, Windhoek, Namibia, www.ra.org.na



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