

CHIEF EXECUTIVE OFFICER (CEO)

5-YEAR CONTRACT

Visions Consulting was appointed by the Northern Regional Electricity Distributor (NORED) in Namibia, to independently facilitate and administer the executive recruitment process in compliance with company policy and governance principles.

Mandate: To distribute and supply electricity across the northern regions of Namibia by purchasing bulk electricity from NamPower and delivering it to local authorities, regional councils, businesses, and private consumers. As a Regional Electricity Distributor (RED), NORED plays a crucial role in ensuring equitable access to energy, supporting national electrification goals, and promoting sustainable regional development. Its operations are guided by national legislation, regulatory compliance through the Electricity Control Board (ECB), and stakeholder collaboration across local and regional structures.

Primary Purpose of the position:

The CEO will be responsible for positioning the company competitively in a dynamic regulatory, economic, and technological environment, ensuring its long-term operational and financial sustainability. Therefore, the CEO will strategically direct the company, in close collaboration with the Board of Directors, to transform NORED into a reputable service-orientated company that unlocks value for its stakeholders.

Key Performance Areas:

- ❑ **Strategic Planning, Business Implementation, and Policy Framework:** Provide strategic leadership in the development, implementation, and monitoring of the company's strategy, business plan, and policy framework to ensure alignment with legislative requirements, operational effectiveness, and long-term organisational goals.
- ❑ **Operational Management:** Provide executive oversight of the company's financial and operational performance by ensuring sound budgeting, expenditure control, asset management, and alignment of business unit activities with strategic and commercial objectives.
- ❑ **Stakeholder Engagement:** Build and nurture high-level strategic partnerships locally, regionally, and internationally to support the company's strategic and operational goals, while identifying collaboration opportunities, facilitating stakeholder engagement, and ensuring value-driven relationship management.
- ❑ **Corporate Public Relations and Brand image:** Lead the strategic management of the company's public image and reputation by engaging key stakeholders, overseeing consistent branding, proactively addressing reputational risks, and promoting a unified and professional corporate presence.
- ❑ **Business Capacity and Operational Efficiency:** Drive the optimisation of organisational capacity and operational efficiency by fostering strategic workforce planning, performance benchmarking, innovation, and value-driven resource utilisation to ensure sustainable growth and long-term organisational effectiveness.
- ❑ **Internal Management and Communication Climate:** Promote a transparent, values-driven leadership culture by fostering open communication, coaching managers on effective people-centred practices, and implementing feedback mechanisms that strengthen trust, collaboration, and organisational alignment.
- ❑ **Corporate Governance Compliance:** Oversee effective corporate governance by upholding clear roles between the Board and management, embedding governance principles into daily operations, driving compliance through audits and oversight, and fostering a culture of accountability and ethical leadership across the organisation. Additionally, to operate with a high level of autonomy and accountability in aligning NORED's strategic direction with relevant legislation, corporate governance principles, board resolutions, and ministerial directives, while navigating complex stakeholder environments and high-impact decision-making with minimal supervision.
- ❑ **Reporting:** Provide strategic reporting to the Board and stakeholders by monitoring and communicating organisational performance, compliance, financial status, and key outcomes to ensure transparency, accountability, and sustained shareholder confidence.

Minimum Requirements:

- ❑ A relevant Master's Degree or MBA (NQF Level 9), in Engineering, Commerce, and/ or Finance is preferred.
- ❑ A valid Code B Driver's License is required.

Experience Required:

- ❑ Ten (10) years' relevant management experience, of which five (5) years should have been at executive management level, with a proven track record of success in an organisation of comparable size and complexity.

Key Competencies:

- ❑ The role requires strong insight into national and regional socio-economic trends, with the ability to manage strategic partnerships and lead the organisation toward sustainable growth and impact.
- ❑ Comprehensive knowledge of NORED services, including electricity generation, transmission, and distribution, combined with a thorough understanding of relevant industry legislation and corporate governance principles.
- ❑ Strong expertise in financial management and engineering principles, essential for effective organisational oversight.
- ❑ Well-versed in the Companies Act and its application within a corporate governance framework.
- ❑ A proactive, visionary leader with high ethical standards who is results-driven and solution-oriented.
- ❑ 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.
- ❑ Strong analytical, problem-solving, and decision-making skills complemented by solid computer literacy.
- ❑ Demonstrated ability to build and maintain effective relationships with the Board, employees, and strategic stakeholders, coupled with a deep customer focus.
- ❑ Sound understanding of business metrics and risk management, with the capability to identify, assess, and mitigate risks that may affect the company's performance and reputation.

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 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.

Scan this code or click the link below to access on-line applications via the recruitment portal.

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

Only on-line 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.

Kindly 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

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

Closing Date: Monday, 15 September 2025 at 17:00 p.m.

Any queries should be directed in writing to **Dr Rudi Koekemoer**
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