

# Call for Applications:

## Independent Non-Executive Director on the Board of Santam Namibia



Santam Namibia is the country's leading short-term insurer, holding over 30 percent of the market share.

Its primary mandate is to provide comprehensive insurance solutions to the personal, commercial, corporate, and agricultural sectors, in line with its brand promise: "This is Freedom".

Visions Consulting has been appointed by Santam Namibia (Santam), to independently facilitate and administer the non-executive director recruitment process in compliance with sound governance principles.

Santam hereby invites applications from people with the skill and required experience to serve as independent non-executive director on its board of directors.

### Key Competencies:

- Emerging technologies awareness – AI, data analytics, blockchain, or fintech innovations.
- Strong understanding of corporate governance principles and relevant legislation.
- Ability to provide independent oversight.
- Knowledge of the short-term insurance industry.
- Commitment to ethical leadership and good governance.
- Ability to foster a culture of accountability, transparency, and fairness.
- Capacity to act independently, without conflicts of interest, and with strong integrity

### Minimum Requirements:

- A recognised Bachelor's degree in Actuarial Science, Risk Management, or Information Technology at NQF Level 7.
- A relevant Master's degree at NQF Level 9 will be advantageous.

### Experience Required:

- Ten (10) years of relevant experience.
- Experience in information technology environments, including IT governance, cybersecurity, and digital risk oversight.
- Exposure to sales, commercial strategy, and/or entrepreneurial environments, with an understanding of business growth and market dynamics.
- Prior experience in financial services regulation, actuarial, risk, or finance disciplines.
- Disqualifications from consideration:
  - An application for consideration to serve as independent director on the Board shall automatically be disqualified if the applicant:
    - (a) is an un-rehabilitated insolvent;
    - (b) has at any time been convicted of an offence involving dishonesty,
    - (c) has, as a result of improper conduct, been removed from office of trust; or
    - (d) has been declared by a court to be mentally ill or unfit.

### Application Procedure – applications must be submitted in writing and must include the following information:

- A cover letter, signed by the applicant, providing a detailed motivation for the position.
- An updated detailed curriculum vitae, that includes membership of all boards that the applicant currently serves on, with at least two professional references (including the name, position, organisation, email address, and contact number of the reference).
- 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.
- A Certificate of Conduct from the Namibian Police, not older than six (6) months.
- Certified copies of Identity Documents and all other supporting documents.

### Other:

- Preference will be given to Namibian citizens.
- Vetting will be conducted for all shortlisted candidates. (Background verification including criminal record check, social media risk exposure, citizenship checks, and fit and proper checks will form part of the selection process. Preference will be given to candidates whose appointment will enhance the collective knowledge, skills and experience representation of the full Board).

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



**Closing Date for Applications:** Friday, 27 February 2026 at 16:00.

Only online applications via Visions Foresight will be accepted. No emailed - or manual applications will be accepted. Only shortlisted candidates will be contacted. Kindly note that submitted documents will not be returned to applicants.

**Kindly note:** For any technical or application-related support regarding the Visions Foresight online platform, please contact us at [recruitment@visions.com.na](mailto:recruitment@visions.com.na). The Visions Helpdesk is ONLY available during workdays, Monday to Friday (08:00 – 17:00). There will, however, not be any helpdesk services available on any Public Holidays. For assistance,

Any queries should be directed in writing to [Dr. Rudi Koekemoer rudi@visions.com.na](mailto:Dr.Rudi.Koekemoer.rudi@visions.com.na)