

The Company:

Our client is a well-established and reputable financial services institution operating within Namibia.

The organisation is committed to operational excellence, customer-centricity, digital transformation, and sustainable growth within a regulated environment.

VACANCY: CHIEF COMMERCIAL OFFICER**Primary Purpose of the Position:**

The Chief Commercial Officer (CCO) will support the Chief Executive Officer (CEO) in driving strategic and commercial initiatives to enable revenue growth, market positioning, and customer value. The incumbent will lead commercial operations, including product, sales, marketing, and customer experience, while collaborating across key functions and stakeholders to support overall business objectives and sustainable growth.

Key Performance Areas:

- **Commercial Strategy and Execution:** Support the development and implementation of commercial strategies, providing input to the CEO and contributing to effective planning and resource allocation to align business objectives with sustainable growth.
- **Revenue Growth and Market Development:** Drive revenue growth by identifying new business opportunities, enhancing market positioning, and increasing customer acquisition, retention and customer value.
- **Leadership and Team Management:** Lead and manage the commercial team, fostering a high-performance culture and driving delivery against strategic and operational targets.
- **Stakeholder and Relationship Management:** Build and maintain strong relationships with clients, partners and internal stakeholders, and collaborate across functions including Finance, Operations, Risk and Compliance, and related areas to support the effective execution of commercial objectives.
- **Product and Customer Value Optimisation:** Enhance product offerings and customer experience across relevant business segments through market-driven insights and the execution of targeted marketing initiatives.
- **Financial Management and Performance:** Support the management of the commercial budget, optimising resource allocation, utilisation and performance against financial targets.
- **Market Intelligence, Innovation and Compliance:** Monitor market trends and competitor activity, drive continuous improvement and innovation, and uphold regulatory requirements, compliance standards and industry best practices.

Minimum Requirements:

- A Bachelor's Degree (NQF Level 7) in Business, Finance, Marketing or a related field.
- A Master of Business Administration (MBA) or relevant postgraduate qualification will be an added advantage.

Experience Required:

- A minimum of seven (7) years' experience in a senior leadership role within the banking and/or financial services industry, with a focus on commercial operations and revenue generation.

Key Competencies:

- Strong knowledge of the banking and/or financial services industry, including products, services, regulations and market dynamics.
- Strong business acumen with the ability to develop and execute commercial strategies.
- Effective leadership and people management capability, with the ability to drive team performance and achieve targets.
- Strong communication and interpersonal skills, with the ability to build and maintain relationships with internal and external stakeholders.
- Strategic thinking and problem-solving ability, with a data-driven approach to decision-making.
- Demonstrated ability to drive revenue growth and achieve commercial targets.
- Ability to operate effectively in a fast-paced environment and manage multiple priorities.
- High ethical standards with a commitment to regulatory compliance and risk management principles.

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 (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 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.

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 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

CLOSING DATE: FRIDAY, 17 APRIL 2026 AT 16:00 P.M.

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