

VACANCY



Chamber of Mines
OF NAMIBIA

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CHIEF EXECUTIVE OFFICER (CEO)

5-YEAR CONTRACT

Renewable based on Performance

Visions Consulting was appointed by the Chamber of Mines of Namibia to independently facilitate and administer the executive recruitment process in compliance with company policy and governance principles.

- Mandate:** The Chamber of Mines of Namibia (CoM) was formed in 1969, with the sole mandate to protect the interests of its members, while promoting the sustainable growth of mining and exploration, in order to maximise economic gain for the Namibian nation at large.
- Vision:** The Vision for the Namibian Mining Industry is to be widely respected as a safe, environmentally responsible, globally competitive and meaningful contributor to the long-term prosperity of Namibia.
- Mission:** To effectively promote, encourage, protect, foster and contribute to the growth of responsible exploration and mining in Namibia to the benefit of the country and all stakeholders.
- Values:** Integrity, Transparency, Accountability, and Compliance.

Primary Purpose of the Position:

The Chief Executive Officer (CEO) will be responsible to provide strategic leadership and management to the Chamber of Mines of Namibia in its efforts to create an enabling environment for business of exploration and mining, strengthen relations with government, labour, the business sector, international partners and members. Ensure that the Chamber provides quality professional services to and represents interests of members in the various aspects of the mining industry.

Key Performance Areas:

- **Strategic Leadership:** Provide strategic leadership for the Chamber of Mines in the development, implementation, and monitoring of the organisation's strategy and policy framework, ensuring staff alignment, operational effectiveness, a high-performance work environment, and long-term organisational sustainability.
 - **Development of Industry Policies:** Identify emerging policy issues and strategic priorities, ensuring they are effectively addressed and incorporated into the Council's Annual Strategy.
 - **Corporate Governance:** Establish and oversee the implementation of robust corporate governance and management principles, policies, structures, and systems across the Chamber, regularly reviewing and updating them to remain aligned with evolving organisational and regulatory requirements.
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Oversee the preparation and approval of annual work programmes and budgets in alignment with EXCO and Council requirements.

- **Stakeholder Engagement:** Provide visible leadership in managing relationships with key stakeholders such as government, parliamentary committees, political and labour leaders, international partners, business leaders, Chamber members, media, and the public to advance the mining industry, while overseeing membership approvals, withdrawals, and the appointment of industry representatives to relevant bodies.

Minimum Requirements:

- An Honours Degree (NQF Level 8) in Mining, Engineering, Corporate Finance, Law, Business Administration, or a related strategic discipline.
- In addition, a Master's Degree in Business Administration would be a distinct advantage.

Experience Required:

- At least ten (10) years senior general management experience in engineering, corporate finance, legal, or corporate services, preferably in the mining industry. Experience in dealing with government, political and labour leaders.

Key Competencies:

- General understanding and application of business, leadership and management principles.
 - Understanding of and relationship with key players in Namibian Socio-economic and political spheres and government.
 - Knowledge of relevant legislation, regulations, corporate governance, and legal frameworks.
 - Ability to develop risk profiles.
 - Interpersonal skills.
 - Leadership and strategic thinking skills.
 - Organising and systems thinking skills.
 - Persuasive skills.
 - Policy development and analytical / judgment skills.
 - Presentation and writing skills.
 - Computer literacy skills.
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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, 30 JANUARY 2026 AT 16:00 P.M.

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