



# VACANCY

## CHIEF EXECUTIVE OFFICER

### 5-YEAR CONTRACT

Namib Desert Diamonds (Pty) Ltd (NAMDIA) is a cutting-edge diamond marketing and sales company, perfectly positioned to create a sustainable route to market a portion of Namibia's unique and highly sought-after diamonds. Established in 2016 by the Government of the Republic of Namibia, it trades as a private company, governed by the Companies Act, with limited liability.

**Visions Consulting was appointed by NAMDIA, to independently administer the executive recruitment process in compliance with company policy and sound governance principles.**

#### Primary Purpose of the Job:

To lead and inspire the company, drive progress and optimise the business model towards achieving significant growth within the context of superior corporate governance and sustainability principles.

#### Key Performance Areas:

- Business Governance: policies, procedures implementation and ensuring compliance.
- Leadership and inculcating the desired work culture.
- Integrated Strategic Business planning, implementation, monitoring and control.
- Human capacity and continuity optimisation.
- Financial effectiveness, sustainability and profitability.
- Business and market development.
- Operational effectiveness and unlocking efficiencies.
- Brand management.
- Stakeholder management.

#### Key Competencies:

- **Strategic and Innovative Leadership** – Demonstrates visionary thinking with the ability to formulate and execute innovative strategies aligned to long-term organisational goals.
- **Financial and Governance Acumen** – Strong understanding of governance principles, financial policy formulation, and experience in working with boards of directors.
- **Business and Industry Insight** – In-depth knowledge of business and relevant industry processes; politically astute with sound judgment.
- **Relationship and Stakeholder Management** – Proven ability to build and maintain effective relationships with diverse stakeholders to achieve organisational goals.
- **Conceptual Reasoning and Analysis** – Capable of analysing complex policy and operational issues, drawing sound conclusions, and making informed decisions.
- **Effective Communication** – Strong communication and influencing skills with the ability to engage diverse audiences and ensure clear, timely decision-making.
- **Integrity and Personal Resilience** – Demonstrates high ethical standards, accountability, and the resilience to lead under pressure.
- **Capacity Building** – Demonstrates a deep appreciation of the importance of human capital and in ensuring that talent management and succession planning strategies are developed and implemented. In addition, to ensure that a highly engaging workplace culture is developed and maintained to position NAMDIA as an employer of choice.

#### Minimum Requirements:

- A Masters Degree in Business Management / Administration, Finance, Economics or Marketing at NQF Level 9.
- A valid Code B Driver's License is required.

#### Experience Required:

- At least ten (10) years' experience in a professional business environment of which three (3) years must have been in an executive role.
- Significant experience in the diamond industry is essential.
- Mining industry experience would be an added advantage.

#### 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 online applications via the recruitment portal.**

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

**Closing Date for Applications: Friday, 20 February 2026 at 16:00.**

**Only online 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)**. There will however not be any helpdesk services available on any Public Holidays. For assistance, please contact us at [recruitment@visions.com.na](mailto:recruitment@visions.com.na)

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