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CHIEF FINANCIAL OFFICER (CFO)
5-YEAR CONTRACT

Department: Finance

Duty Station: Ondangwa, Head Office

Job Grade: E2

Closing Date: **Tuesday, 11 November 2025 at 16:00**

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.

Main Purpose of the position:

The successful candidate will report directly to the Chief Executive Officer (CEO). As the CFO, he/she will be responsible for the Finance Department; the successful incumbent will oversee four distinct divisions, who are collectively responsible for cost and budget management, finance management, store and supply chain management and fleet.

The Chief Financial Officer's main purpose includes, but is not limited to, overseeing the company's financial operations and making decisions based on the company's financial stability. His/her duties include monitoring the cash flow, meeting with the CEO to discuss the best practices for company finances and coming up with strategic plans to improve the company's overall financial health. Protect the company's revenues and profits to achieve full financial control and sustainable growth.

The successful candidate should demonstrate commercial acumen and entrepreneurial spirit and vision to manage sensitive matters and maintain various stakeholder relationships. He/she should also demonstrate an awareness of the local jurisdictions, such as traditional authorities as well as regional and local authorities. A mature, grounded, and stable individual who is invested in the process and who strongly identifies with the ethos and vision of the business will be the best fit.

Key Performance Areas:

- **Strategic planning and advice:** Guide the company's strategic and corporate plan. Participate in EXCO meetings and board meetings, as required and as per the requests of the CEO, to aid the establishment and formulation of broad policy matters. Participate in all activities regarding strategic planning and provide input as required. Regularly provide the CEO with advice regarding all relevant financial risks/opportunities and best action to be taken.
- **Financial management and reporting:** Review existing cost models and ensure that adequate internal processes and mechanisms are in place. Develop and maintain management reports for the EXCO and Board of Directors. Develop medium to long term financial plans for the investment portfolio. Establish and maintain stable cash flow management policies and procedures and ensure cash resources are available for daily operations. Review standard procedures for all accounting practices as required and provide guidance where necessary. Set up and oversee the company's finance IT system. Ensure compliance with the law and company's policies.
- **Budgetary control:** Ensure budgets are met in terms of revenue and expenses. Scrutinise monthly budgetary reports for each cost centre. Evaluate information, report implications for the overall enterprise budget, and make recommendations.
- **Controls:** Plan and prioritise all finance division activities based on company objectives. Compile a programme for routine activities. Evaluate all existing policies and procedures in the context of changing circumstances. Identify the needs of the different departments with regards to the accounting structure, develop relevant and necessary systems, and ensure that the accounting structure remains updated. Control and evaluate the organisation's fundraising plans and capital structure. Ensure cash flow is appropriate for the organisation's operations.
- **Taxation:** Monitor and ensure the accurate and timely execution of all calculations and payments to NamRA at the end of each month. Calculate income tax for the entire company through tax planning and through completing and lodging all tax related information and assessments for Namibia. Control the input of data thus ensuring an accurate database and quality assure completion of returns and capturing of data. Resolve disputes on assessments and accounts from NamRA, relating to Income Tax, VAT, and PAYE. Provide tax advisory on payroll-related tax matters and compliance services. Liaise with NamRA regarding all matters under his/her control affecting the organisation.
- **Fleet Management:** Ensuring that a company's fleet of vehicles operates efficiently and cost-effectively. Ensure vehicles are maintained, fuel costs are minimised, and logistic routes are optimised. Selecting vehicles that meet business needs and negotiating purchase or lease terms. Ensuring all vehicles adhere to legal regulations by staying up to date with industry standards. Monitoring budgets and reducing expenses related to fleet operations. Analysing fleet data to make informed decisions and provide actionable insights to stakeholders.

- **Risk management:** Ensure that operational structures, measures, and frameworks for risk control, management, and governance within the area of responsibility are implemented. Perform risk management by analysing the organisation's liabilities and investments.
- **Corporate governance:** Create a culture reflecting good governance principles and corporate values, purposefulness, and consultative decision-making that fosters transparency and meticulous record keeping for reporting.
- **Payroll administration:** Collaborate with the HR Manager/Officer in verifying and ensuring that payroll is processed correctly (provisional pay-run).
- Leadership: Demonstrate an inspiring leadership style, an ability to win the confidence of others, an ability to be assertive, and an ability to substantiate decisions.
- Oversee the **timely preparation and accuracy of financial statements** to meet regulatory requirements and business needs.
- Ensure **clean audits** by implementing robust financial controls and risk management strategies.
- Strengthen financial compliance to improve access to funding and eligibility for governance incentives.
- Develop and execute financial strategies that enhance tax refunds and cost efficiency.

Minimum Requirements:

- Certified Chartered Accountant (CA), or Certified Financial Analyst (CFA) or other equivalent qualifications such as CIMA, ACCA, or CPA. A Master's degree, particularly an MBA, would be an added advantage.
- Proficient in the use of MS Office and financial management software (e.g. SAP).

Experience Required:

- Ten (10) years of relevant work experience, of which five (5) years thereof should be at managerial level.

Key Competencies:

- Intellectual and highly technical with good conceptual ability.
- Ability to analyse complex issues and draw accurate conclusions.
- Ability to assimilate multipart information and use appropriate communication strategies to influence various stakeholders.
- Ability to demonstrate a broad-based view of issues and events and an understanding of their longer-term impact and wider implications.
- Strong emotional intelligence.
- Strong leadership and organisational skills.
- Ability to establish and maintain positive working relationships with key stakeholders.
- An intellectual, professional, strategic, and hands-on leadership style that gains the respect and trust of others.
- Resilience.

- Ability to remain calm and deliberate under stressful conditions as well as to manage competing demands, to maintain a healthy balance.
- Open-minded.
- Pioneering mindset.
- Dependable.
- Acute sense of relationship building.
- Highest standards of ethics and integrity to be able to manage confidential information as well as sensitive relationships.

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 online applications via the recruitment portal.
https://foresight.visions.com.na/

Only online applications via Visions Foresight will be accepted. No emailed- or manual applications will be accepted.

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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.

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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