

# JOIN THE NAMCOR TEAM



## VACANCY - MANAGING DIRECTOR (5-YEAR CONTRACT) RE-ADVERTISEMENT

### Brief overview of the Company

The National Petroleum Corporation of Namibia (NAMCOR) is the national oil company of Namibia, mandated under the Petroleum (Exploration and Production) Act of 1991, to carry out reconnaissance, exploration and production operations either on its own or in partnership with other organisations in the industry. NAMCOR was legally enacted under the Namibian Companies Act 28 of 2004 with the Government of Namibia as its sole shareholder, with the purpose to unlock sustainable benefits for all its stakeholders across the oil and gas value chain.

### Purpose of Position

The Managing Director is responsible, together with Board of Directors to develop the long-term strategy of NAMCOR and for leading the execution of NAMCOR's strategy with a view to create shareholder value. The Managing Director will ensure the continued viability and improvement of the control environment, governance and operational efficiencies, including financial management, business development and ensure the profitability and sustainability of the entity with due regard to the needs of all stakeholders.

This position is also responsible for the provision of leadership to the executive management team and to manage and give strategic direction to the business's overall growth to position NAMCOR at the forefront of the Oil & Gas industry.

### Key Accountabilities and Responsibilities

- Safeguards the business integrity of NAMCOR and serves as ambassador of the company at all relevant national regional and international forums.
- Pursues and embodies the vision of NAMCOR and uncompromisingly upholds the values of the company by creating a performance driven culture based on teamwork, integrity, innovation, proficiency and safety.
- Oversees the development, implementation, monitoring and reporting of long, medium and short-term company integrated strategic business plans.
- Oversees the development and implementation of relevant and appropriate financial, operational, and risk management policies and procedures.
- Ensures company sustainability through the implementation of adequate controls, standards and systems.
- Promotes and ensures increased investments in hydrocarbon exploration and production based on a focused exploration and development plan.
- Ensures increased exploration activities, efficient data management, data marketing and sales, including investment in exploration and production skills, new technologies and geophysical data, seismic surveys and spatial studies.
- Ensures the review of Upstream assets, including carried-interest holdings, upstream production assets and existing exploration licenses to quantify the value of these assets. Ensures cost effectiveness, positive cash-flow and sustainable financial position of the company.
- Appreciates the legal and regulatory complexities and frameworks, governing the oil and gas industry and ensures compliance, including health and safety and environmental statutory requirements.
- Ensures the implementation of an effective communication and stakeholder engagement strategy.
- Promotes a conducive organisational culture for employee engagement, wellness and engagement to ensure NAMCOR becomes the employer of choice.

### Key Competencies

- Ability to lead and motivate professional teams and to inspire a shared vision for the company's future.
- An experienced leader with appropriate industry experience in the Oil and Gas.
- An energetic, forward-thinking, and creative individual with high ethical standards and an appropriate professional image.
- Ability to develop and implement a long-term strategic plan that aligns with the company's mission and objectives, as well as the broader social and economic goals of the government.
- Excellent understanding of legal matters affecting the oil and gas industry. Ability to think strategically and communicate the company's strategy.
- Ability to establish and maintain effective relationships with the Board, employees and stakeholders.
- Ability to manage financial resources, develop and monitor budgets, manage costs, and ensure company profitability.
- Good technical expertise and understanding of the oil and gas exploration, production, geological and geophysical technical aspects.
- Ability to manage, build and maintain sound strategic stakeholder relations across a range of stakeholders such government officials, investors and regulators.
- A good understanding of risk management and an ability to identify, manage and mitigate risks that could impact the company's performance and reputational risks.
- An understanding of the compliance environment and understanding of relevant laws and regulations.

### Education and years of Experience

- A relevant master's degree in business or leadership or sciences from a recognized tertiary institution at NQF Level 9.
- Relevant experience in the Energy / Oil and Gas Sector would be an advantage.
- At least 7 years executive management experience.
- 3-5 Years project management experience would be an advantage.

### Application Procedure:

- For applications to be valid, a submission must be made within the stated deadline and should comprise of the following:
- An up-to-date detailed curriculum vitae, including at least two professional references. Certified copies of the highest academic qualifications attained.
- Foreign qualifications must be evaluated by the Namibia Qualifications Authority (NQA) and proof of evaluation of qualification should be attached.
- Certified copies of Identity Documents and all other supporting documents.
- A Certificate of Conduct from the Namibian Police that is not older than six (6) months.

**NB: Preference shall be given to Namibian Citizens. Successful candidates should have no criminal record or a valid employment misconduct or dishonesty record. All appointments will be vetted in line with NAMCOR Policies.**

**Only online applications shall be accepted via the recruitment portal.**



Scan this code or click the link below to access on-line applications via the recruitment portal. <https://foresight.visions.com.na/>

In terms of the Affirmative Action (Employment) Act 29 of 1998, people from designated group and persons with disabilities who meet the prescribed advertised requirements are encouraged to apply.

**Only short-listed candidates will be contacted, and no documents will be returned to applicants.**

**CLOSING DATE: THURSDAY, 26 FEBRUARY 2026 at 16:00**

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

