

VACANCY



VACANCY Chief Executive Officer (CEO) 5-YEAR CONTRACT

Department : Office of The Chief Executive Officer
Duty Station : Windhoek
Job Grade : E4
Closing Date : Friday, 17 July 2026 at 16:00 p.m.

Visions Consulting was appointed by Epangelo Mining Company (EMC) Namibia, to independently administer the executive recruitment process in compliance with company policy and governance principles.

Mandate : Epangelo is a private mining company incorporated in the Republic of Namibia under the Companies Act (Act 28 of 2004). The Government of the Republic of Namibia is the sole share holder. The company was declared as a State-owned Enterprise in 2013 under the PEGA (Act 2 of 2006).

Vision : To be a premier sustainable mining company in Namibia.

Mission : To unlock Namibia's mineral potential through collaborative innovations and the creation of a diverse mineral portfolio, for the benefit of all Namibians.

Values : Sustainability, Empowerment, Excellence and Collaboration

Primary Purpose of the Job:

The Chief Executive Officer (CEO) is the highest-ranking executive and accountable officer responsible for the strategic leadership, operational excellence, and sustainable growth of Epangelo Mining Company (EMC). The CEO ensures that the company fulfils its mandate as a public enterprise to maximise national benefit from Namibia's mineral resources, while maintaining commercial viability, regulatory compliance, and shareholder trust.

Key Performance Areas:

- **Strategic Leadership:** Provide strategic direction in defining and executing the Company's vision, mission, long-term growth strategy, exploration-to-development plans, and capital-raising initiatives, while aligning exploration activities with mineral rights, geological assessments, and shareholder expectations.
- **Operational Oversight:** Provide strategic oversight of exploration programmes and project advancement from greenfield to feasibility stages, ensuring operational excellence, effective budget and procurement management, contractor and consultant performance, and compliance with health, safety, environmental, and technical standards.
- **Stakeholder Management:** Lead and maintain strategic relationships with shareholders, investors, financiers, joint venture partners, government and regulatory authorities, local communities, traditional authorities, landowners, and industry stakeholders. Represent the Company at industry forums, mining conferences, and investor engagements to strengthen stakeholder confidence, support business objectives, and enhance organisational reputation.
- **Corporate Governance and Compliance:** Ensure sound corporate governance, ethical leadership, and compliance with legal, regulatory, environmental, and ESG requirements, while maintaining effective audit, risk, and control frameworks and upholding accountability to the Board and Shareholders.
- **Team Leadership and Culture:** Build and lead a high-performing multidisciplinary team, fostering a culture of safety, integrity, innovation, accountability, and results. Mentor and develop emerging leaders while driving organisational change and capability-building initiatives to support business growth and scale-up.
- **Financial and Commercial Management:** Lead financial planning, budgeting, cost control, capital allocation, treasury management, investor reporting, and the structuring of commercial partnerships and strategic transactions to support sustainable growth and value creation.

Minimum Requirements:

- A master's degree in business administration, business management / strategic management/finance/leadership.
- A mining-related degree in any of the following fields: mining engineering, geology, metallurgy, mineral processing, mining law, or mining finance.

Experience Required:

- A minimum of fifteen (15) years relevant experience in a mining environment, of which five (5) years should have been in an executive (MD/CEO) or senior leadership (COO/GM) role.

Key Competencies:

- Deep understanding of Namibia's mining legislation, public enterprise governance and socio-economic development priorities.
- Strong leadership, negotiation, and communication skills.
- Commitment to ethical leadership, transformation and sustainability.

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.

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