



VACANCY CHIEF EXECUTIVE OFFICER

5-YEAR CONTRACT

Re-Advertisement

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.

The Board resolved to review the diamond industry experience requirement to appeal to a larger talent pool given the limited applications received. All initial applications received will be included in the recruitment process and therefore candidates that applied do not have to re-apply.

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.
- Experience in the diamond- and/or mining industries 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/>



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Closing Date for Applications: Friday, 13 March 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

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