

VACANCY

VACANCY CHIEF EXECUTIVE OFFICER (CEO)

Business Unit: Office of The CEO
Duty Station: Windhoek
Closing Date: Friday, 26 June 2026 at 16:00 p.m.

Visions Consulting was appointed by Arysteq Asset Management (Pty) Ltd Namibia, to independently administer the executive recruitment process in compliance with company policy and governance principles.

Mandate: Arysteq Asset Management (Pty) Ltd is a leading independent, wholly Namibian-owned asset management company, licensed and regulated by the Namibia Financial Institutions Supervisory Authority (NAMFISA). Established in 2018, the company provides active and diversified investment management services to institutional and retail clients, with a focus on delivering sustainable long-term value through disciplined investment strategies, prudent risk management, and superior risk-adjusted returns. As a wholly owned subsidiary of Lexus Securities (Pty) Ltd, Arysteq is committed to advancing investment excellence and contributing to the growth and development of Namibia's financial services sector.

Vision: To become a global investment management house, and a respected local thought leader.

Mission: Providing financial prosperity solutions to all stakeholders, by consistently delivering superior returns, and providing the highest level of client service.

Values: Relationships, Excellence, Patience, Innovation, and Passion.

Primary Purpose of the Job:

The Chief Executive Officer (CEO) is responsible for providing strategic leadership and executive oversight of Arysteq Asset Management (Pty) Ltd to ensure sustainable growth, investment excellence, commercial success, and organisational resilience. The CEO will drive the execution of the Company's strategic objectives through the effective stewardship of client assets, sound governance, prudent risk management, regulatory compliance, operational excellence, and stakeholder engagement. The incumbent will foster a culture of innovation, independent thinking, ethical leadership, and client-centricity while strengthening Arysteq's position as a leading independent Namibian asset management company and delivering sustainable long-term value to clients, shareholders, and other stakeholders.

Key Performance Areas:

- Strategic Leadership and Business Growth:** Provide visionary leadership in defining and executing the Company's strategic direction, driving sustainable growth, enhancing competitiveness, and identifying opportunities for innovation, product development, market expansion, and long-term value creation in alignment with shareholder expectations and the Company's mandate.
- Investment and Client Value Creation:** Provide strategic oversight of the Company's investment management activities, ensuring the delivery of superior risk-adjusted returns, adherence to the investment philosophy, and the achievement of client objectives through disciplined investment stewardship and client-centric solutions.
- Business Development and Market Growth:** Drive business growth through the expansion of assets under management, the development of innovative investment solutions, the acquisition and retention of clients,

and the strengthening of the Company's competitive position within the financial services sector.

- Stakeholder Relationship Management:** Build and maintain trusted relationships with clients, shareholders, regulators, service providers, business partners, and other key stakeholders to enhance stakeholder confidence, strengthen the Company's reputation, and support sustainable business growth.
- Corporate Governance, Risk and Compliance:** Ensure sound corporate governance, ethical leadership, effective risk management, and compliance with all applicable legal, regulatory, fiduciary, and industry requirements, while maintaining a robust internal control environment and protecting stakeholder interests.
- Organisational Leadership and Culture:** Lead and develop a high-performing organisation by fostering a culture of accountability, innovation, collaboration, integrity, and continuous improvement, while driving talent development, succession planning, and employee engagement.
- Financial Performance and Operational Excellence:** Provide strategic oversight of the Company's financial sustainability, operational performance, resource allocation, budgeting, cost management, and performance management to ensure profitability, efficiency, resilience, and sustainable long-term growth and organisational effectiveness.

Minimum Requirements:

- A Bachelor's Degree in Finance, Investment Management, Economics, Business Administration, Commerce, Accounting, or a related field (NQF Level 7).
- A relevant postgraduate qualification (NQF Level 8 or higher), such as a Master of Business Administration (MBA), Master of Finance, Master of Economics, Chartered Accountant (CA), Chartered Financial Analyst (CFA), or an equivalent professional qualification.
- A valid Code B Driver's License.

Experience Required:

- Ten (10) years' relevant experience within the financial services, investment management, asset management, banking, pension fund, or related sectors.
- Five (5) years' experience at executive, senior executive, or equivalent leadership level with accountability for strategic leadership, business growth, financial performance, corporate governance, risk management, and stakeholder management.

Key Competencies:

- Investment Management and Financial Services Expertise:** Sound understanding of investment management, financial markets, portfolio management principles, asset allocation, fiduciary responsibilities, risk management, and the Namibian financial services regulatory environment, with the ability to drive sustainable growth and long-term value creation.
- Strategic Leadership, Innovation and Commercial Acumen:** Proven ability to provide visionary leadership, formulate and execute business strategy, identify growth opportunities, drive innovation, lead organisational transformation, and deliver sustainable financial and operational performance in a competitive environment.
- Business Development and Market Growth:** Demonstrated ability to identify and capitalise on growth opportunities, expand assets under management, strengthen client relationships, develop innovative investment solutions, establish strategic partnerships, and enhance the Company's competitive position and market presence.

- Stakeholder Engagement and Relationship Management:** Strong communication, negotiation, influencing, and relationship management capabilities, with the ability to build and maintain effective partnerships with the Board, shareholders, regulators, institutional clients, service providers, business partners, and other key stakeholders.
- Corporate Governance, Risk Management and Ethical Leadership:** Demonstrated commitment to sound corporate governance, ethical leadership, regulatory compliance, prudent risk management, fiduciary accountability, and responsible stewardship of client and shareholder interests, coupled with high levels of integrity, professionalism, and sound judgement.
- People Leadership and Organisational Development:** Ability to lead, inspire, and develop high-performing teams by fostering a culture of accountability, independent thinking, collaboration, innovation, and continuous improvement, while driving talent development, succession planning, and organisational excellence.

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.

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