

CHIEF OPERATING OFFICER (COO) 5-YEAR CONTRACT

Business Unit: **Chief Operations Office**
Duty Station: **Windhoek**
Job Grade: **2 (Peromnes)**
Closing Date: **Friday, 5 September at 17:00 p.m.**

Primary Purpose of the Job:

The Chief Operating Officer (COO) will serve as a key executive leader responsible for overseeing and optimising key operational functions of NamPower. The COO will drive the implementation of effective strategies and practices to ensure the safe, reliable and efficient delivery of electricity to our customers. This role encompasses the enhancement of operational efficiency, and the cultivation of a culture of safety and sustainability. The COO will collaborate closely with the MD and the executive team to develop and execute the company's strategic vision as translated into the Integrated Strategic Business Plan. This includes leading initiatives to improve grid reliability, integrate advanced technologies, and enhance customer service while ensuring compliance with regulatory requirements and industry standards.

Key Performance Areas:

- Steer technical divisions toward operational excellence and strategic alignment with NamPower's long-term imperatives and national energy priorities.
- Oversee the planning, design and execution of electrification and power distribution infrastructure in alignment with national development priorities.
- Oversee the execution of key capital and electrification projects, ensuring timely delivery, quality and cost-efficiency.
- Lead the preparation, implementation and control of technical budgets, and drive effective resource utilisation in compliance with applicable laws and regulations.
- Provide strategic direction for ICT, driving digital innovation, infrastructure modernisation and cybersecurity.
- Represent NamPower in strategic engagements with government, regulatory authorities, key stakeholders and the public to support national capital projects and strengthen institutional visibility.
- Oversee marketing, communication strategies and crisis communication to strengthen NamPower's brand and reputation.
- Drive effective enterprise risk management and uphold compliance with governance frameworks and industry standards.
- Lead the implementation of strategic and performance management systems across all divisions.
- Drive staff development, performance, succession planning and a culture of innovation and high performance.
- Champion adherence to health, safety, environmental and wellness standards, and support the NamPower Foundation's development initiatives.

Minimum Requirements:

- A Bachelor's Degree in Civil, Electrical or Mechanical Engineering, or an equivalent field at NQF Level 7.
- A Master's Degree in Business Management or Leadership (NQF Level 9) will be an advantage.
- Registration as a professional or Incorporated Engineer with the Engineering Council of Namibia.
- A valid Code B Driver's License is required.

Experience Required:

- Seven (7) years of relevant experience in the Energy Sector or related industry, of which three (3) years must have been at Senior or Executive Management level.

Key Competencies:

- **Strategic Leadership** – Demonstrates visionary thinking with the ability to formulate and execute strategies aligned to long-term organisational goals in a changing Electricity Supply Industry.
- **Financial and Governance Acumen** – Strong understanding of governance principles, financial policy formulation and experience in working with boards of directors.
- **Business, Government and Industry Insight** – In-depth knowledge of government, business and energy sector 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.
- **Analytical and Problem-Solving Skills** – 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.

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 the below code or follow the link 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

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