



Revised with amended application criteria. Public Accountants' and Auditors' Board

The PAAB is a statutory body governing the public accounting and auditing profession in Namibia. The legal mandate of the Board, as derived from the establishing Act, PAA Act No.51 of 1951 as amended, is to regulate Public Accountants and Auditors in Namibia.

CHIEF EXECUTIVE OFFICER (5-YEAR RENEWABLE CONTRACT – Performance-based)

PURPOSE OF POSITION

The Chief Executive Officer (CEO) is responsible, together with the PAAB Board and Management, for providing overall strategic leadership, regulatory oversight, policy implementation, administration, and institutional compliance to ensure the effective governance and operational excellence of the PAAB. The CEO will strategically lead the organisation in alignment with its statutory mandate and mission by promoting the highest standards of oversight in accounting and auditing services, ensuring the credibility, quality, and transparency of financial and non-financial reporting across all entities, including public interest entities. Additionally, the CEO will also provide overall organisational direction, drive operational efficiency, and coordinate activities across the institution to achieve its strategic objectives and annual performance goals. Additionally, the CEO will foster institutional innovation, uphold strong governance principles, and strengthen stakeholder relations locally and internationally.

KEY ACCOUNTABILITIES

- Provides overall strategic leadership and regulatory direction by formulating and implementing policies aligned with PAAB's mandate and strategic goals.
- Oversees compliance with auditing, ethical, and financial reporting standards to ensure integrity, public trust, and adherence to national and international regulations.
- Ensures prudent financial planning, budgeting, and resource management to support PAAB's sustainability and operational efficiency.
- Leads the development and execution of educational, training, and registration frameworks for accounting and auditing professionals.
- Strengthens stakeholder engagement and represents PAAB in national, regional, and international forums to promote collaboration and knowledge exchange.
- Oversees research, disciplinary procedures, and professional investigations to uphold quality and accountability within the profession.
- Provides governance support to the Board, ensuring transparency, performance monitoring, and institutional compliance with relevant laws and policies.

KEY COMPETENCIES

- Deep understanding of financial legislation and regulatory frameworks, including the Public Accountants and Auditors Act, Companies Act, and Public Enterprises Governance Act.
- Proven strategic thinking and leadership capabilities to drive regulatory outcomes and institutional transformation.
- Strong knowledge of corporate governance, legal frameworks, and public sector compliance requirements.
- Sound technical expertise in accounting, auditing, and ethical standards, including application of International Financial Reporting Standards (IFRS).
- Proven ability to make high-level decisions, solve complex problems, and balance risk in a regulated environment. Excellent verbal and written communication skills, with the ability to engage and influence a wide range of stakeholders.
- Strong financial acumen, including resource and risk management, to ensure operational efficiency and organisational sustainability.
- Ability to establish and maintain productive relationships with the PAAB Board, staff, regulatory institutions, professional bodies, and other key stakeholders.
- Proficiency in Microsoft Office and other relevant digital tools, with an appreciation of emerging technological trends impacting the accounting profession.
- Strong emotional, social, and inter-cultural intelligence, with a strong ethical compass, personal integrity, and a commitment to confidentiality.
- Demonstrates resilience, adaptability, and attention to detail in a dynamic regulatory environment.

EDUCATION AND YEARS OF EXPERIENCE

- A recognised Honours degree in Accounting, Auditing, accompanied by successful completion of articles at a recognised accounting firm.
- Completed APC, Audit Articles or in possession of a recognised equivalent professional designation (e.g. CA, ACCA, or equivalent), in good standing with a recognised professional accounting body.
- A minimum of nine (9) years of relevant leadership experience in the accounting and/or auditing industry, of which at least five (5) years must have been at executive or senior management level.

APPLICATION PROCEDURE

For application to be valid, an on-line submission must be made within the stated deadline and comprise of the following:

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.

Certified copies of Identity Documents and all other supporting documents.

Vetting will be conducted on all shortlisted candidates

Preference will be given to Namibian Citizens.

The successful candidate will be required to submit a police clearance certificate.

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

Only on-line 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 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: TUESDAY 30 SEPTEMBER 2025

Visions Consulting was appointed by the Public Accountants' and Auditors' Board (PAAB) to independently facilitate and administer the executive recruitment process in compliance with the Board policy and governance principles.

Please note: For any queries and 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



SCAN ME

Clarifications can be directed to Dr Rudi Koekemoer at email.rudi@visions.com.na
This is a unique opportunity to shape the future of the accounting and auditing profession in Namibia.