

CHIEF FINANCIAL OFFICER

The Company

Our client boasts as one of Namibia's leading diversified financial services provider, specialising in employee benefit consulting, pension administration, actuarial services, multi management, insurance and cell-captive insurance management solutions directed at both corporate and individual clients to create, grow and protect their wealth and assets. Our client's roots go back more than 80 years – to the first half of the twentieth century. Our client never loses sight of its meaningful purpose to help customers achieve a lifetime of financial well-being and security. For this reason, our client is seeking to employ a young, dynamic yet mature strategic inspirational and transformative leader who will exercise their business acumen to steer the organisation to become a trusted partner with their customers throughout their life journey. If you are keen to take on a new and stimulating career opportunity and challenge that will offer you the opportunity to conceptualise, initiate, structure, direct and inspire sustainable transformation as well as expand your professional portfolio, then this position will appeal to you.

The Position

Reporting directly to the Managing Director you will provide strategic financial leadership and manage the financial health and governance of the organisation. The goal is to protect the organisations revenues and profits to achieve sustainable growth. As a member of the country EXCO and Board, this position will directly impact business growth in line with agreed business strategic imperatives. A team player at heart dedicated to serve the collective goals and interests, you will be tasked to co-create with others and to recognise that their successes are integral to yours. Grow and embed the culture to respond to an ever changing environment and gain the buy-in from two legs of the organisational structure to create the much need cohesion. You will be responsible for direct and indirect budgeting to ensure that reliable forecasts of actual performance are produced and communicated effectively to all stakeholders. You will fortify effective utilisation of resources to contribute to the strategic direction of the business from a financial management perspective. The successful incumbent will be responsible to oversee the implementation of the financial strategy throughout Namibia. Furthermore, you will produce relevant and timely reports that inform the business strategy and provide all key decision makers with the information required to discharge their duties. The incumbent must be open and responsive to constant change, compassionate yet firm, collaborative and engaging and able to adjust their communication style to respond to the needs and win the confidence of diverse individuals.

Key areas of focus:

- **Budgeting:** Approve budget guidelines for Namibia and ensure alignment with Group strategy. Assure annual budgeting and forecasting process is aligned across Namibia and that the consolidated budgets are presented within set timeframes.
- **Financial reporting:** Oversee the monthly financial reporting process to local EXCO and Group and that deadlines are met. Offer robust commentary and insight on the business financial performance with respect to key value drivers, performance to budget and monitoring of key strategic initiatives and the impact on the business's financial performance.
- **Statutory and regulatory reporting:** Prepare IFRS compliant annual financial statements and oversee all regulatory reporting and communication with respect to financial reporting.
- **Risk Management:** Analyse the organisation's liabilities and investments. Mitigate risk of non-compliance and underperformance as well as anticipate how best to respond to economic trends and contextual demands.
- **Tax:** Oversee all tax related matters, including income tax, VAT and levies for compliance and ensure good-standing with Inland Revenue authorities at all times. Ensure tax risk is managed effectively and that tax rate is optimal.
- **Operations management:** Offer strategic operational direction and oversee execution of plans. Ensure the business operations are efficient, optimise resources and assist in monitoring and evaluation of key strategic initiatives that may impact the organisations' sustainability and financial well-being.
- **Corporate governance:** Create an environment based on good governance principles that underpin corporate values, purposefulness and consultative decision-making that fosters transparency and meticulous record keeping for reporting.
- **Cash flow management and cost control:** Manage the cash flow health and treasury functions for the Group. Oversee cost control with respect to budget and forecast and assure that variances are accounted for and supports business strategy.

The Person

Minimum academic and experience requirements:

- CA (NAM) / (SA).
- ICAN/SAICA Registration.
- A minimum of 6 to 10 year's financial management experience within a corporate environment of which three must have been in a senior executive role.
- Knowledge of the ACPAC Accounting system would be an advantage.
- Proficiency in Microsoft office.
- Extensive knowledge on business and people design.
- Ability to adjust local culture to South Africa, cross functional and dynamic in operation.
- Visionary, achievement drive and persevere, unphased and keeps focus.
- Strong capacity for developing strategy for a dynamic operation and experience with implementation of organisational strategy and action plans.
- Mature and hands-on leadership experience with a proven track record of success and achievement in business operations.
- Ability to confidently handle potentially volatile situations that could affect business viability.
- Skillful sense of leadership and value the success of others.
- Willing to travel quarterly and at an adhoc basis.
- Namibian Citizenship.

Competency requirements:

- Strong enterprising skills and instincts.
- An open-minded individual with a pioneering mindset.
- Able to assess the environment and provide short, medium and long- term strategies.
- Timely delivery of tangible results, outputs, and outcomes.
- Self-confident when making decisions and interacting with stakeholders and strong self-motivation.
- Leads from the front and a trail blazer; outstanding pragmatic leadership skills, particularly attuned to leading and empowering in challenging settings.
- Balance overall Group strategy with operational requirements and promote growth at the same time.
- Ethical and uphold impeccable standards of integrity and good governance.
- Work with people from different backgrounds, cultural sensitivity and respect and values diversity.
- Display a natural disposition to learn as well as an inclination to take responsibility for your own growth.
- Flexible, broad-minded and resourceful approach and ability to keep focus on the institution's goals and objectives, and to adapt to internal, external and interpersonal situations and challenges as required.
- Interpersonal and emotional objectivity and can focus on essential tasks.
- Hands-on, solutions minded and able to take decisions.

Interested?

Our client offers an attractive package commensurate with qualifications and experience. The closing date is **19 October 2018** and suitably qualified Namibian individuals are encouraged to apply. We request that you e-mail your CV to cameron@potentia.com.na for the attention of **Mr Cameron Kali**. If you have not received an acknowledgement of your application within 2 working days, please contact us on 061 381 000. Kindly be advised that **all applications will be handled exclusively by Potentia and all selected candidates will be required to undertake an assessment test. Only electronic CV's will be accepted.**

