

The Company

Our client understands that every individual is unique, therefore they make sure to cater to the individual needs of each client. They pride themselves in the fact that they have reached an African platform that influences individuals in different countries, giving them the access to change countless lives within SADC. In the Namibian context, they have been a leading administrator in the health insurance industry and ensure that their services remain relevant and proficient in the ever-changing environment within which they operate. Cognisant that a sustainable world is one in which every individual is healthy and can function at their most optimal state, our client pledges to deliver quality, yet affordable services. From an infant to those who are in high risk industries, our client ensures that the health of their clients is sustained. Our client is looking for an innovative and dynamic individual who is able to lead, inspire, and consolidate the team.

SENIOR MANAGER: FINANCE AND SUPPORT

The Position

The Senior Finance Manager reports directly to the Managing Director; hence your role remains pivotal in the finance department and organisation at large. You will assume the responsibility of ensuring collaboration with internal and external stakeholders of the department. As the Senior Manager: Finance and Support, you should possess a charismatic leadership style and engage the confidence of team members through effective collaboration. It will be of paramount importance for you to provide strong strategic support to the business by consolidating and implementing departmental strategies. The role will embrace the team dynamics while focusing on the financial activities such as: risk management, budgeting, cost reporting and overall financial management which are essential in the success of this position. You will have full responsibility on strategy by implementing the defined, integrated response to the internal and external environment. You should be a strategic and supportive leader with a good business sense, able to take and substantiate sound business decisions in order to consolidate and facilitate sustainability. You will need to be sensitive to operational mandates, however confident enough to influence change. The stringent deadlines and existing challenges demand of you to provide your undivided attention to the task at hand and be willing to go above and beyond the call of duty during the initial stages of your tenure.

Key areas of focus:

- **Stakeholder engagement:** Knowing the type and array of communication to be shared with relevant stakeholders. Create a constant presence, engage, assess, respond to evolving needs, intercept situations and offer solutions and support.
- **Statutory and regulatory reporting:** Prepare IFRS compliant annual financial statements and oversee all regulatory reporting and communication with respect to financial reporting.
- **Budgetary Control:** Lead and manage budgets and costs for all departments through various internal administration and control processes. Identify appropriate cost saving measures, with due regard for the company's image, targets and relevant requirements and decide on all routine financial action steps required to ensure total compliance with company's financial regulations.
- **Financial Management:** Effectively direct the formulation and reporting of the company's financial statements and provide financial information which is in accordance with local and international laws and regulations. Ensure sound financial management practices within the company by establishing an accounting system that is transparent, efficient and effective in administering finances and resources.
- **Financial accounting and reporting:** Develop and maintain timely and accurate financial statements and reports that are in accordance with Generally Accepted Accounting Principles (GAAP) and in compliance with internal financial and accounting policies and procedures.
- **Risk Management:** Ensure that operational structures, measures and frameworks for risk control, management and governance within the area of responsibility are implemented.
- **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.
- **Strategy:** Ensure that the business plan is implemented in a manner that supports operational, quality and market imperatives. Communicate business plan in alignment with strategic context and strategic implementation plans to ensure operational best practices and continuous improvement.
- **Leadership:** You should possess an inspiring leadership style and be able to win the confidence of others. You are able to stand your ground and substantiate your decisions.

The Person

Minimum requirements:

- A Master's Degree in Accounting or related field. Preferably a CA qualification.
- At least 5 years' experience in a Senior Management role.
- Proven ability to analyse financial data and prepare financial reports, statements and projections.
- Application and understanding of financial statements.
- Very good financial conceptual ability.
- Knowledge of forecasting and budgeting methodology.
- Knowledge of ACCPAC accounting system will be an added advantage.
- ideas within these parameters.
- Knowledge of the Tax Act, Namaf, Namfisa Act and the Medical Aid Act.

Competency requirements:

- A willingness to fully understand the business operations and take strategic financial decisions.
- Able to operate within the finance policy frameworks: accounting requirements within specific parameters and innovate new
- Highly organised and detail oriented, with a proven ability to manage operational requirements.
- Able to take informed decisions about the organisation's mission and goals, and properly allocate resources to achieve those directives.
- Tangible results driven and excellence oriented and able to deliver quality outcomes in a timely fashion.
- Work with a dynamic team of individuals from different backgrounds, displaying cultural sensitivity and values diversity.
- Self-confident when making decisions and interacting with stakeholders and a strong sense of self-motivation.
- Skilled with the ability to break down complex problems into single and manageable components.
- Possess a natural inclination for self-improvement and an ability to learn as well as coach others.
- Skilled in communications with the ability to provide effective written and verbal feedback.
- Ethical and uphold impeccable standards of integrity and good governance.
- Interpersonal and emotional objectivity to be able to manage acceptable solutions and outcomes of conflicts.
- Influential, engaging and hands-on leadership style.

Interested?

Our client offers an attractive package commensurate with qualifications and experience. The closing date is **25 January 2019** and suitably qualified Namibian individuals are encouraged to apply. We request that you e-mail your CV to: admin8@potentia.com.na for the attention of **Mr Bradley van Neel**. 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.**