

CHIEF EXECUTIVE OFFICER

The Company

Our client is part of a group of companies with a diversified portfolio of interests in agribusiness, financial services, properties and construction. Their business is built on strong partnerships and the premise of passion, excellence in performance, innovation and value creation for all stakeholders. This organisation forms part of the financial services arm of the group. Over the years the organisation has evolved into a partnership of people and companies, servicing a broad range of clients across a number of disciplines around the world with close to N\$2 billion in assets under management and of similar health in private equity. Their expertise encompasses the management of portfolios comprising of interest bearing, equity and derivative instruments. Their primary objective is to consistently achieve superior performance within acceptable levels of risk and their goal is to remain in the upper quartile of the industry for full discretionary mandates and to outperform the benchmarks set by their clients. They seek an individual who embraces sound corporate governance, underpinned by key principles of integrity, transparency, accountability, creativity and a visionary mindset to fill this all-important strategic role.

The Position

You will be reporting directly to the Group CEO. This position requires a mature, agile and dynamic individual who will be responsible for overseeing and directing the asset management and private equity leg of the business. Your goal will be to drive specific strategic imperatives for the sustainability and longevity of the business. You should possess an in-depth understanding of asset management and private equity to attract confidence in the market through technical strength and impeccable industry knowledge. You will be responsible for: business development, networking to attract potential investors, financial management and positive leadership. This is an emerging industry in the local context, hence your success will hinge on your ability to attract and engage potential, to create and to exercise endurance. You will prioritise matters of strategic importance and focus on leadership initiatives to foster a purpose driven working culture, based on mastery and client satisfaction. Your influential leadership style is complimented with a pragmatic approach to respond to the operational demands. You are someone seeking to work autonomously and to be part of a concern that allows you to augment and transform the business as you see fit yet identifying strongly with the mission of the shareholders. A mature, grounded and stable individual who is invested in the process and strongly identifies with the ethos and vision of the business will be the best fit.

Key areas of focus:

- **Business Development & Enterprising:** Strong focus on the growth of the asset management and private equity arms, through modification of existing products and services for strategic competitiveness in achieving exceptional returns. Keep abreast of the business and economic climate and prepare the company to meet challenges presented by new trends and developments in the market. Extensive understanding of the investment market coupled with good networks and relationships within the market across retail and institutional markets.
- **Market penetration:** Identify strategic opportunities to engage stakeholders and participate in relevant social and business network platforms that secure targeted clientele. Assure the effective communication of the company's strategies, objectives and performances to create a positive company profile as well as develop and maintain positive and trusting relationships with key stakeholders and potential investors.
- **Risk Management:** Foster sustainable business relationships by offering investment advice that is based on sound technical knowledge and economic foresight. Investment solutions offered minimizes risk exposure and guarantees the best competitive return on investment.
- **Corporate Governance:** Ensure regulatory compliance in all areas of the business and maintain a professional standard in all communications and services to other stakeholders.
- **Financial Management:** Efficient utilization of financial resources and assures appropriate and timely financial and management decisions. Proper audits, financial management and administrative systems to ensure the efficient utilization of financial resources within the parameters set by the Board.
- **Leadership:** Lead staff in their achievement of business objectives with integrity, fairness and transparency and create an environment which attracts and retains appropriate talent. Create a workplace where staff are motivated, guided and directed to contribute fully.
- **Strategic Leadership:** Work in partnership with the board to ensure ongoing forward thinking that informs the strategic and operational goals that are integrated into business frames, decisions and key day-to-day execution indicators for maximum and relevant impact.

- **Customer Relationship Management:** Engage customers across various channels, whilst at the same time tracking the results of all customer onboarding and retention initiatives. Use data analysis to improve business relationships, specially focusing on customer retention and driving growth and sustainability.

The Person

Minimum requirements:

- A Bachelor's degree in an Accounting or related field.
- A qualified Chartered Accountant (CA) will be advantageous.
- MBA will be advantageous.
- 3-5 years Asset Management/ Private Equity Experience with a deep understanding of the investment market.
- Corporate banking and investment exposure with a strong background in finance.
- Leadership and business acumen.
- Strong analytical and communication skills at all levels.
- Must be a Namibian Citizen.

Competency requirements:

- Intellectual and highly technical with good conceptual ability.
- Able to analyse complex issues, draw correct conclusions and articulate clearly to wide and diverse audiences.
- Able to assimilate multipart information and use appropriate communication strategies to influence various stakeholders.
- Able to take a broad-based view of issues and events and have an understanding of their longer-term impact or wider implications.
- Strong emotional intelligence; able to understand how people work and have a positive non-threatening presence which commands respect from staff members and stakeholders.
- Able to establish and maintain positive working relationships with key stakeholders.
- Demonstrate an intellectual and professional leadership style that earns the respect and trust of others.
- Be resilient; ability to remain calm and deliberate under conditions of stress.
- Manage competing demands to maintain a healthy balance.
- Open-minded with a pioneering mindset.
- Dependable with an acute sense of relationship building.
- A strategic and hands-on leader.
- Have the highest standards of ethics and integrity and be able to manage confidential information as well as sensitive relationships.

Interested?

Our client offers an attractive package commensurate with qualifications and experience. The closing date is **12 July 2019** 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 incumbents will be required to undertake an assessment test. Only electronic CV's will be accepted.**