

The Company

Incorporated in 2001, our client is a world-renowned reliable energy supplier, whose client service methodology is designed to achieve the following goals: effective governance, security of supply, social upliftment, investment and growth, economic competitiveness and efficiency, and sustainability. Our client operates as a private entity with a staff complement of 300 employees. Their mandate is to supply and distribute affordable and high-quality electricity through best practices, innovation, and technology to 8 regions bordering the redline district. Their goal is to become a leading environmentally friendly supplier and distributor of electricity. Our client is in search of an individual who embraces and embodies sound corporate governance, key principles of integrity, transparency, accountability, and creativity to fill the Chief Financial Officer (CFO) position based in **Ondangwa**.

The Position

The successful candidate will report directly to the Chief Executive Officer (CEO) and will assume primary responsibility in the absence of the CEO. As the CFO, he/she will be responsible for the Finance department, which consists of approximately 100 employees. The successful incumbent will be allocated 3 direct subordinates, who are collectively responsible for cost management, finance management, and budgeting. He/she will be responsible for monitoring financial models, maintaining a sound debt book ratio and good liquidity ratios, prioritising investments, and streamlining resources. He/she will also be required to maintain and build on existing strategies. The primary goals of the CFO will be to ensure and maintain the liquidity of the organisation as well as to maintain satisfactory financial health of the organisation in the current economic downturn. The successful candidate should demonstrate the political maturity necessary to manage sensitive relationships and maintain various stakeholder relationships as well as an entrepreneurial spirit and vision, so as to effectively direct investments. He/she should also demonstrate an awareness of the local jurisdictions, such as; traditional authorities as well as regional and constituency councillors. The successful candidate will be afforded the autonomy and authority to revamp and realign the Finance department as he/she deems fit. A mature, grounded, and stable individual who is invested in the process and who strongly identifies with the ethos and vision of the business will be the best fit.

Key areas of focus:

- **Strategic planning and advice:** Guide the company's strategic and corporate plan. Participate in management and board meetings, as required and as per the requests of the CEO, to aid the establishment and formulation of broad policy matters. Participates in all activities regarding strategic planning and provide input as required. Regularly provide CEO with advice regarding all relevant financial risks/opportunities and best action to be taken.
- **Financial management and reporting:** Review existing costing models and ensure that adequate processes and mechanisms are in place. Develop and maintain management reports for the Senior Management Team and Board of Directors. Develop medium to long term financial plans for the investment portfolio. Ensure that financial record-keeping is maintained according to legal requirements. Review standard procedures for all accounting practices as required and provide guidance where necessary.
- **Budgetary control:** Ensure budgets are met in terms of revenue and expenses. Scrutinise monthly budgetary reports for each cost centre. Evaluate information, report implications for overall enterprise budget, and make recommendations.
- **Controls:** Plan and prioritise all finance division activities based on company objectives. Compile a programme for routine activities. Evaluate all existing policies and procedures in the context of changing circumstances. Identify the needs of the different departments with regards to the accounting structure, develop relevant and necessary systems, and ensure that the accounting structure remains updated.
- **Taxation:** Monitor and ensure the accurate and timely execution of all calculations and payments to avoid penalties. Account for losses due to non-budgeted penalties and/or shortfalls in payments. Calculate income tax for the entire company through tax planning and through completing and lodging all tax related information and assessments for Namibia. Liaise with the Receiver of Revenue regarding all matters under his/her control affecting the organisation.
- **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 a culture reflecting good governance principles and corporate values, purposefulness, and consultative decision-making that fosters transparency and meticulous record keeping for reporting.
- **Payroll administration:** Collaborate with the HR Manager/Officer in verifying and ensuring that payroll is processed correctly (provisional pay-run).
- **Leadership:** Demonstrate an inspiring leadership style, an ability to win the confidence of others, an ability to be assertive, and an ability to substantiate decisions.

The Person

Minimum requirements:

- Certified Chartered Accountant (CA) or equivalent is a must.
- A master's degree would be an added advantage. More specifically, a master's degree in Project Finance would be ideal.
- 10 – 15 years of work experience, at least 5 of which have been at senior managerial level
- Proficient in SAP
- Chartered Institute of Management Accountants (CIMA) qualification would be advantageous.

Competency requirements:

- Intellectual and highly technical with good conceptual ability
- Ability to analyse complex issues and draw accurate conclusions
- Ability to assimilate multipart information and use appropriate communication strategies to influence various stakeholders
- Ability to demonstrate a broad-based view of issues and events and an understanding of their longer-term impact and wider implications
- Strong emotional intelligence
- Ability to establish and maintain positive working relationships with key stakeholders
- An intellectual, professional, strategic, and hands-on leadership style that gains the respect and trust of others
- Resilience
- Ability to remain calm and deliberate under stressful conditions as well as to manage competing demands, so as to maintain a healthy balance.
- Open-minded
- Pioneering mindset
- Dependable
- Acute sense of relationship building.
- Highest standards of ethics and integrity to 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 **20 September 2019** and suitably qualified Namibian individuals are encouraged to apply. We request that you e-mail your CV to cameron@potentia.com.ng for the attention of **Mr Cameron Kali**. If you have not received an acknowledgement of your application within 2 working days, kindly contact us on 061 381 000. Please be advised that **all applications will be handled exclusively by Potentia Namibia and all selected incumbents will be required to undertake an assessment test. Only electronic CVs will be accepted.**