

## The Company

During their 15 year tenure, our client has evolved and attained a leading role in sustainable socio-economic development and transformation projects in Namibia. They promote and finance development initiatives in various sectors of the economy, including transport and logistics, manufacturing, and service delivery consultancies, which support the development and welfare of the citizens of Namibia. Their financial products include: loans, equity partnerships, financial advisory services, management services and export/import finance. They pride themselves in being the pioneers of innovative finance solutions. To achieve their vision of Namibian prosperity, they continuously grow their capacity, enabling them to become an exceptional lending institution and a catalyst for economic growth. As part of this evolutionary process, they now seek to appoint two mature, proactive and strategically astute professionals, who present a strong strategic profile; leaders who can inspire and implement change.

## The Position

The Head of Investments will develop, implement, direct and manage effective operational business strategies. The successful candidate must demonstrate a natural commercial aptitude and provide the necessary leadership to guide specific strategic imperatives. They will be a member of the executive team (EXCO) and report directly to the Chief Executive Officer (CEO). The successful candidate will assume full responsibility in shifting the current company focus of consolidation to one of expansion and growth. One of the key areas of expansion will be in the debt financing department and the successful incumbent will oversee debt financing to different demographics and within the key industries of transport, logistics, manufacturing, tourism, and consultancy services. Overall, the successful candidate must demonstrate entrepreneurial flair and an appetite for risk which will assist in the growth of a healthy loan book. Importantly, the incumbent will be required to build and foster meaningful relationships with clients and diverse stakeholders, responding to all necessary protocol and diplomacies.

### Key areas of focus:

- **Strategic Planning and Cascading:** Participate in the strategic planning process as an EXCO member; suggest and implement strategic initiatives to creatively enter new markets and introduce creative products to clients.
- **Business Generation:** Develop effective business generation strategies. Plan and guide appropriate marketing activities to grow the organisation's key focus areas. Identify and generate new equity investment, debt financing, lead arranging, and syndication opportunities for the organisation.
- **Relationship Management:** Direct and oversee the implementation and effectiveness of the Customer Relationship Management activities within the department. Ensure that all customer management activities within the department reflect the organization's mandate and intentions in all transactions and follow-ups.
- **Debt Financing:** Oversee and motivate the identification, generation, preparation, and structuring of significant financing opportunities for the organisation. Coordinate all due diligence, further investigation and other assessment protocols of any relevant project.
- **Project Management:** Oversee and structure strategic projects that are developmental in nature, setting clear parameters and outcomes. Lead and achieve project deliverables via clear project management principles and expectations.
- **Policy Development:** Develop appropriate investment policies and procedures, supported by relevant Heads of Departments, for approval by the Board. Review all policies and procedures applicable to the investment function on an annual basis.
- **Equities:** Review, refine, evaluate and implement the Equity Investment Framework of the Bank. Oversee the preparation of relevant investment memoranda, project proposals and submissions to specific decision-making entities within the Bank for consideration, and execution of specified transactions.

## The Person

### Minimum requirements:

- A relevant degree in finance and/or investments from a recognised tertiary institution. A post graduate qualification would be an added advantage.
- At least 10 years investment or banking experience, of which 5 must have been in a senior managerial role.

### Competency requirements:

- High ethical and integrity standards.
- Exceptional communication skills, both verbal and written.
- A radical yet consultative leadership style, with the ability to lead a team effectively, whilst still able to remain highly accountable.
- Emotionally intelligent and exceptional leadership ability.
- Strong business acumen with the ability to build and maintain resourceful networks.
- The ability to foster sensitive relationships and maintain strict confidentiality parameters.
- A strong solutions-oriented mindset necessary for the expansion of the scope of work within the parameters of the organisation.
- Strategic thinker with excellent problem-solving and negotiation skills.
- Ability to drive business strategy and possess an authoritative voice.
- Ability to critically evaluate situations and offer solutions to challenges.
- Ability to work independently from the onset with little input and guidance whilst keeping within the job scope and company protocol.
- A proven ability to influence management decisions, in a fast-moving commercial environment to ensure business interests are preserved.

## Interested?

- Closing date: **15 May 2020**
- e-mail your CV to [info@potentia.com.na](mailto:info@potentia.com.na)

Please be advised that all applications will be handled exclusively by Potentia Namibia Recruitment (Pty) Ltd and all selected candidates will be required to undertake an assessment test. Only electronic CVs will be accepted.