

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

There is a need for an innovative and results-driven Head of SME Finance to develop, direct, and manage an effective department. The successful candidate will bolster the SME Funding process by streamlining efficiencies in order to boost the customer experience. The successful candidate will be a member of the executive team (EXCO), reporting directly to the Chief Executive Officer (CEO). Full responsibility for strategic planning, relationship building, policy development and formulation, SME business generation and growth, coaching and mentoring, and driving departmental effectiveness will rest on the incumbent. Overall, the successful candidate will demonstrate an entrepreneurial spirit and vision in directing business operations, which in turn will lead to a substantial growth of the SME loan book. Furthermore, the successful candidate will focus on building and maintaining successful relationships with various stakeholders, transforming projects into bankable ventures, increasing staff productivity, improving SME Funding service delivery, ensuring sustainability, preserving and advancing the organisation's image, and meeting business objectives.

Key areas of focus:

- **Strategic and Operational Planning, Alignment, and Execution:** Collaborate with strategic partners to optimize SME portfolio management. Establish policies and procedures that will govern total process management and ensure professionalism, uniformity and consistency of the SME Finance functions.
- **Relationship building, communication and coordination of inter-departmental dependencies:** Represent the bank's interests in various forums externally and build networks for the purpose of achieving SME financial targets. Proactively mitigate risks and earn the trust of clients.
- **Policy development and formulation:** Develop appropriate SME finance policies and procedures, supported by EXCO, for approval by the Board.
- **Operational Management:** Achieve a high degree of operational efficiency by applying best practices and sound management principles. Remain accountable for the performance of SME Finance division.
- **Coaching and Mentoring:** Oversee the establishment and entrenchment of a proactive SME capacity building culture. Institute methodical processes to ensure project feasibility. Protect the organisation's loan exposure.
- **Oversee the management of the SMEs:** Oversee, in collaboration with the relevant departments, the effective and efficient management of SME portfolios, aligned to the national development agenda and directives.
- **Human Resource Leadership and Direction:** Ensure that the SME Finance departmental structure is aligned to the company's strategy. Ensure that ownership and buy-in is created within each team member so as to achieve the set departmental objectives.

The Person

Minimum requirements:

- A relevant degree in finance, investments or development finance from a recognised tertiary institution. A post graduate qualification would be an added advantage.
- At least 10 years investment, banking or development finance 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

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.