

The Company

Our client is listed on the Namibian Stock Exchange and has a diverse portfolio in Namibia, South Africa and Croatia worth circa N\$3 billion. They are a blue-chip Namibian entity, passionate about securing prosperity for the country and own 28 properties in premium-quality retail, industrial, office and residential real estate. They seek to grow their portfolio to secure long-term income growth in respect of new direct real estate investment opportunities, portfolio diversification and yield enhancement. They aspire to be a responsible corporate citizen, believing in good governance and leadership and seeking to remain at the forefront of the Namibian listed property sector, nurturing their Namibian heritage and utilising innovative and progressive solutions to create sustainable economic, social and environmental benefits for all their stakeholders.

Our client now seeks to appoint a risk-tolerant, assertive and strategically astute professional in the position of Chief Financial Officer. They need a strong strategic profile; a leader who can adhere to strict timelines, able to intuitively make key decisions and someone who can act in an advisory capacity to the executive team.

The Position

There is a need for a dynamic, innovative and solutions-driven Chief Financial Officer to direct and lead an effective Finance Division. You will report directly to the CEO and form part of the executive management team together with the CEO and the Asset Manager and to act as a deputy in the absence of the CEO. Success in the role hinges on adhering to timelines, ensuring compliance and efficiencies on lead times, managing debt financing, stakeholder engagement and partnerships with sponsors, rapport building and winning the confidence of the audit committee. The next five years will be exciting and demanding as the business model will require some adjustment to the market segment, hence you need the ability to convince the Board of the requirement of progressive and evolving business models. Overall, the successful candidate will be responsible for overseeing and managing the financial affairs of the company and assist the CEO to maximise and grow income distributions to achieve a capital appreciation of the company's linked units. Furthermore, you will be responsible for month-end reporting, cashflow management and forecasting, loans, negotiation, governance, risk management, VAT, internal and external audits, reporting, and companywide payroll. A key capability includes strong transformational leadership to build cohesion and collaboration amongst the business departments and to drive the strategic imperatives of the business consistently. The scope of the role is expansive with wide areas of accountability and is inherently stressful but can be altered by improving efficiencies and finding solutions driven outcomes. The incumbent must be able to work in a fast-paced environment and meet stringent deadlines.

Key areas of focus:

- **Assist the CEO in formulating and implementing an investment strategy:** Formulate and obtain Investment Committee and Board approval for an investment strategy (both local and cross-border), which will provide unitholders with secure and growing income distributions as well as the growth of the asset base.
- **Create budgets acceptable to the Board and monitor financial performance and accounting procedures/variances, accompanied by internal reporting to the Board and Board Committees:** Work with the Portfolio Managers and financial team to produce a robust 2-year budget which illustrates growth and against which accurate growth forecasts can be made.
- **Ensure processes and procedures which guarantee the achievement of maximum operating efficiency and safeguard the loss of assets, and provide a warranty of sound corporate governance and regulatory compliance:** Develop, identify and implement processes and procedures for both operational and financial transactions and ensure that all processes and procedures are fully documented and updated regularly.
- **Structure property transactions, financial modelling, feasibilities, including cross border transactions that comply with regulatory criteria:** Assist with due diligence, viability and ensure that financial modelling analysis is undertaken for property transactions. Identify, add value to and dispose of underperforming or inappropriate properties at the best realisable value. Investigate cross-border investment opportunities, evolve the structure for holding said ownership, and ensure compliance with all regulations.
- **Negotiate debt funding, capital raising and the methodology of payment for new acquisitions with the CEO, together with treasury/cash management, to maximise investment returns and to ensure the availability of funds as required:** Negotiate adequate debt funding facilities from preferred/identified bankers at market-related terms. Assess and minimise interest rate risk by prudent interest rate fixing management as per Board mandates. Identify sources of capital from existing and potential unitholders and recommend capital raising opportunities to ensure the growth of the market capitalisation to the Board. Monitor cash flows and ensure adequate funding to meet day-to-day expenses and capital expenditure and minimise net interest cost.
- **Engage with unitholders, analysts, capital markets, and all other relevant stakeholders:** Communicate with unitholders to retain their investment, satisfy their distribution needs and provide the opportunity for additional investment; communicate with analysts to ensure favourable investment ratings, realistic growth expectations and to improve the tradability of units. Communicate with capital markets to source opportunities for capital raising to fund new acquisitions and the growth of market capitalisation.
- **Foster team cohesion and talent management; specifically, to ensure that the Finance Division is resourced with high performing talent and relevant skill sets to enhance the overall working culture, ethic and morale:** Oversee the performance management and motivation of the team. Transfer finance skills to the accounting staff and ensure engagement of all staff members in the organisation. Drive positive change.

The Person

Minimum requirements:

- A Chartered Accountant with at least 5 years of commercial and managerial experience.
- Experience working in a listed entity environment would be an added advantage, as will good debt and cashflow management expertise.
- Knowledge of the ITAS and employee tax benefits systems.
- Proven ability to drive business strategy.
- Have an impeccable understanding of policies, procedures and operating business models.
- Be knowledgeable and have experience in risk management and controls as well as payroll.
- Knowledge of the MDA property management system would be an added advantage.
- Have a thorough understanding of IFRS accounting standards and SLA's, budgets and tax initiatives.
- Knowledge of the property sector would be advantageous.
- Experienced in clear concise business and financial report writing.

Competency requirements:

- Exceptional communication and engagement skills, both verbal and written to foster partner/team relations across borders.
- Impeccable ethical and integrity standards.
- Demonstrate exceptional ability to lead a team and display authentic and moral accountability.
- Reflect sound emotional intelligence and be socially astute to integrate relationships and challenge the status quo.
- Acute business acumen with the ability to build and maintain resourceful networks.
- A strong solutions-oriented mindset for continuous business improvement.
- Provide efficient monitoring and guidance to the finance department.

Interested?

- Closing date: **14 August 2020**
- Email 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.

