

The Company

Established in 2010, our client is a pioneer of the cement manufacturing industry in Namibia, owning one of the most modern cement plants in Africa. Constructed over two years by a leading international engineering company, with local companies involved in the provision of infrastructure and the building of civil works, at a total initial investment of N\$ 2.5 billion. Since then, the company has further invested into a composite cement plant, a third packaging line, and a new depot in Ondangwa, bringing the total investment to date above N\$ 3 billion. Our client is a volume-driven organisation and they have an annual production capacity of over 1 million tonnes of high-quality cement for both domestic and special project consumption. An important player in the Namibian economy, they have reduced unemployment and capacitated staff through skills development; ensuring the delivery of cement of world-class quality to Namibia and abroad.

To ensure the continued sustainability and excellence of this cement plant, the company is in search of a self-driven, independent, dynamic, and technically astute individual; someone who will contribute to the position and add to the success of the organisation. The incumbent would have the option of taking residence in either Tsumeb or Otavi with daily transport to and from the plant.

The Position

The Management Accountant will compile, review, analyse and report on all plant and production-related processes including technical analysis, performance data, production data, consumption data, cost and stock data on a daily, weekly, monthly, and annual basis to the Controlling Manager who will offer support in this role. His/her focus would be to investigate all variations such as costing, journals, electricity, fuel and diesel consumption and therefore must be able to analyse, decipher and interpret these results before deciding on any remedial courses of action. The Controlling department reports on production; thus, he/she will liaise with the different Cost Centre Heads to discuss budgets, costs, and variances. The incumbent will serve as a point person at the plant and he/she must be able to effectively manage relationships to foster cohesion and to assure that business focus is maintained. He/she will assist with the development and implementation of control systems for determining costs and the distribution of costs. This is an exciting challenge for a young professional who wants to build a career in the manufacturing sector. He/she must be curious by nature and able to insightfully engage with diverse personalities. He/she must be able to use accurate reporting and business intelligence to make informed decisions. The successful applicant should be exceptionally grounded, analytical, possess emotional intelligence, appreciate diversity, and display interpersonal objectivity and impartiality.

Key areas of focus:

- **Data Capturing:** Maintain, review and analyze production-related data in SAP and booking production, consumption and goods receipts.
- **Variance Reporting:** Develop management reports on inventory, raw material, electricity, fuel, and diesel and resolve ongoing stock variances.
- **Ad hoc Reporting:** Quarterly and bi-annual reporting on items such as machinery usage and changes in processes and all plant-related assets.
- **Data Analysis:** Compile, analyse, and record production and performance data, namely costing, journals, electricity and fuel consumption.
- **Budgeting & Forecasting:** Assist with the budgets and forecasts of production costs on a monthly and bi-monthly basis and collaborate with the different Cost Centre Heads, namely Maintenance and Production Managers, on anticipated costs and variations.
- **Monthly management reporting:** Ensure comprehensive and accurate month-end reporting fully integrating the plant and depot perspectives.
- **Annual audits:** Prepare and participate in annual audits.
- **Support to the Controlling Manager:** Respond to and resolve all plant-related queries from the Controlling Manager and internal stakeholders.
- **Ad hoc:** Assist with other controlling functions, namely the development and monitoring of KPI's; performance and cost analysis, analysis and verification of data, stock, processes, etc.

The Person

Minimum requirements:

- Bachelor's Degree in Accounting or related field is a requirement.
- At least 3 - 5 years tailored experiential exposure in a manufacturing (advantage), mining environment and/or other industries in a Cost Accountant and Management Accounting role.
- CIMA qualification would be a distinct advantage.
- SAP or any other ERP knowledge would be a distinct advantage.
- Advanced Microsoft Excel skills including functions such as VLOOKUP and pivot tables.

Competency requirements:

- Exceptional communication and engagement skills, both verbal and written to foster partner/team relations across business units.
- Strong technical aptitude with good conceptual ability.
- Independent and proactive.
- Able to critically evaluate situations and offer solutions to challenges.
- Team player with good relationship building skills.
- Effective planning ability coupled with strong interpersonal objectivity skills.
- Strong sense of self-motivation, a quick learner and self-starter.
- Execute work with efficacy and possess good stress tolerance.
- Emotionally intelligent, results-driven and compliant.
- Ethical and must exhibit impeccable integrity standards.
- Ability to organise own workload, take initiative, and apply good judgment.
- Proven ability to operate in a commercial environment where deadlines are non-negotiable.

Interested?

Closing date: **23 October 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.