

As a leading ICT player and equal-opportunity employer, Telecom Namibia is committed to innovation and service excellence. We are at the forefront of cutting-edge technologies, driving 5G expansion, cloud transformation, and managed cybersecurity services to enhance connectivity across Namibia. Our competitive remuneration and investment in human capital empower our employees to thrive in a rapidly evolving digital economy.

If you are a forward-thinking professional eager to shape the future of telecommunications, we invite applications for the following Executive position based in Windhoek:

POSITION: CHIEF EXECUTIVE OFFICER (CEO) (5-YEAR CONTRACT)
REPORTING TO: TN BOARD OF DIRECTORS

KEY PURPOSE:

The Chief Executive Officer (CEO) is responsible for providing strategic leadership and executive direction to Telecom Namibia by developing and executing the Company's long-term vision, strategy and business objectives in accordance with the mandate of the Board of Directors. The CEO is accountable for the overall operational, financial, commercial and organizational performance of the Company, ensuring sustainable growth, sound corporate governance, regulatory compliance, operational excellence, digital transformation and long-term shareholder value. The CEO leads the organization in positioning Telecom Namibia as Namibia's leading integrated digital communications and technology service provider while fostering innovation, customer excellence, stakeholder confidence and organizational sustainability.

KEY RESPONSIBILITIES:

- Develop and execute the Company's long-term corporate strategy and integrated strategic business plans.
- Ensure the effective implementation of Board-approved strategies, policies, budgets and capital investment programmes.
- Provide executive leadership and strategic direction to the Executive Management Team.
- Drive sustainable financial and operational performance, organizational growth and shareholder value creation.
- Lead enterprise-wide digital transformation, innovation and business modernization initiatives.
- Ensure sound corporate governance, enterprise risk management, regulatory compliance and ethical leadership.
- Build and maintain strategic relationships with Government, regulators, shareholders, customers, investors, organized labor and industry partners.
- Promote a high-performance organizational culture founded on accountability, innovation, customer excellence and operational efficiency.
- Represent Telecom Namibia nationally, regionally and internationally in advancing the Company's strategic interests.
- Lead Telecom Namibia's people into the future through creation of a good and effective employee relations climate.
- Develop business capacity and telecommunication / ICT & Digital infrastructure aligned to corporate strategy, operational requirements and cost/benefit considerations.
- Identifies Major Strategic Projects that will add significant value to TN.
- Drive a high-performance culture and deliver the Board and Shareholders Approved Strategic Objectives.
- Drive efficiencies across all aspects of the company and enhance organisational effectiveness by maximizing returns on capital and controlling capital and operating expenditures.

KEY EDUCATIONAL QUALIFICATIONS & EXPERIENCE:

The ideal candidate should hold a recognized Bachelor's Honours Degree or equivalent qualification in Business Administration, Engineering, Information and Communications Technology (ICT), Finance, Economics, Commerce, Law or another relevant discipline, complemented by a postgraduate qualification i.e. Masters Business Administration (MBA) or an equivalent management qualification.

The successful candidate must have a minimum of fifteen (15) years' proven corporate experience, of which at least five (5) years should have been served in an executive management position. Experience within the telecommunications, ICT, digital infrastructure or technology sector will be a distinct advantage.

The ideal candidate must demonstrate exceptional strategic leadership capability, commercial acumen, sound corporate governance expertise and a proven ability to lead organizational transformation, innovation and sustainable growth. The successful candidate should possess highly developed stakeholder management, negotiation, communication and leadership skills, with the ability to engage effectively at Board, Government, regulatory, investor and industry level.

FOLLOW US!



www.telecom.na

ELiTE
EMPLOYMENT



KEY CHARACTERISTICS:

A Visionary, Strategic Thinker with excellent and strong leadership and network capabilities. Excellent Emotional Intelligence, a Team-player, a democratic leader with digital-technical and financial insight with a focus on the bigger picture; A high level of integrity, honesty and emotional maturity. A lateral thinker with a strong sense of profit orientation and strong rational thinking capabilities. Highly Confident and Assertive with excellent decision-making capabilities. People Oriented with excellent presentation skills and with the capability to cope and handle stress.

APPLICATION PROCESS:

- The recruitment for this vacancy will be managed exclusively by Elite Employment.
Kindly apply by visiting www.eliteemployment.com.na and upload your detailed CV to the specific job posting.
- All applications must be received via this website address only.
- For enquiries please contact: Antoinette Druker. Email: antoinette@eliteemployment.com.na Telephone: +264 837234150
- Applications submitted to Telecom directly, or by hand / Post will not be considered.
- Only shortlisted candidates will be contacted.
- Suitably qualified applicants from designated groups defined in the Affirmative Action Act (1998) are encouraged to apply.

CLOSING DATE: 07 AUGUST 2026

FOLLOW US !



www.telecom.na

ELiTE
EMPLOYMENT

 **telecom**
namibia