

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 FINANCE OFFICER (CFO) (5 YEAR CONTRACT)
REPORTING TO: CHIEF EXECUTIVE OFFICER

KEY PURPOSE:

The Chief Finance Officer (CFO) is responsible for providing strategic financial leadership to Telecom Namibia by directing the Company's financial strategy, financial planning, treasury, investment, financial reporting, procurement, enterprise risk management and governance functions. The CFO ensures financial sustainability, prudent capital allocation, regulatory compliance and effective financial stewardship while supporting business growth, digital transformation and long-term shareholder value creation.

KEY RESPONSIBILITIES:

- Develop and implement the Company's financial strategy in support of corporate objectives and the Integrated Strategic Business Plan (ISBP).
- Provide strategic financial advice and business performance insights to the Chief Executive Officer and Board of Directors.
- Lead and Update Financial Policy Frameworks, implementation of structures, processes and systems.
- Lead financial planning, forecasting, budgeting, reporting and performance management.
- Direct treasury, cash flow, cash flow forecasting, capital financial functions, funding and liquidity management and currency risk mitigation.
- Ensure compliance with International Financial Reporting Standards (IFRS), applicable accounting standards, taxation legislation and statutory reporting requirements.
- Lead enterprise financial risk management, internal financial controls and financial governance.
- Oversee capital expenditure planning, investment evaluation and financial modelling.
- Lead the Finance Division, develop high-performing teams and promote a culture of accountability, integrity and continuous improvement.
- Managing the company's capital structure, investment planning and fundraising activities.
- Effectively manage the credit management and debt collection functions within Telecom Namibia.
- Develop, manage and continually improve Telecom Namibia strategic supply chain process in order to ensure in-time and cost effective delivery of goods and services in accordance with the Public Procurement Act.
- Establish and continually develop anti-fraud systems and measures including management of the revenue assurance function in order to mitigate financial risks.
- Drive talent management, employee engagement, leadership development, succession planning and foster a high performane culture.

KEY EDUCATIONAL QUALIFICATIONS & EXPERIENCE:

The ideal candidate should be a Chartered Accountant (CA (Nam) CA (SA) or an equivalent internationally recognised Chartered Accountant designation recognised in Namibia) with a Bachelors Honours Degree in Finance or Accounting with at least (ten) 10 years' proven experience in financial management experience within a corporate environment of which five (5) years should have been in a senior management position.

The successful candidate must demonstrate extensive knowledge and practical application of International Financial Reporting Standards (IFRS), International Accounting Standards (IAS), Namibian accounting legislation, the Namibian tax framework (including direct and indirect taxation), and the Public Procurement Act together with related regulatory frameworks.

The position requires a strategic finance leader with demonstrated expertise in strategic financial management, financial planning and analysis, treasury and cash flow management, capital expenditure planning and control, budgeting and forecasting, enterprise risk management, corporate governance, internal financial controls, investment analysis and stakeholder reporting.

A Master of Business Administration (MBA), Master's degree in Finance, or another relevant postgraduate qualification will be an added advantage.

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KEY KNOWLEDGE REQUIRED:

Strong managerial background in finance in the telecommunication industry, Strong experience in accounting, internal accounting, treasury and cash management, Excellent expertise concerning asset management, a well-grounded comprehension of revenue assurance in the telecommunications industry, anti-fraud as well as risk management, Strong procurement knowledge, deep insights in billing in the telecommunications industry. Very good managerial skills and drive to lead and manage the team, acumen towards creating strategic initiatives related to profitability measures (e.g. saving programs), Excellent negotiation skills and Microsoft Office, Excel, Outlook and PowerPoint.

KEY CHARACTERISTICS:

A Strategist and a Visionary with a strong leadership capabilities. A Lateral thinker with a strong sense of profit orientation and strong rational thinking capabilities. Highly Assertive with excellent decision making capabilities. A Team player with the capability to implement succession planning and building departmental capacity. Capabilities to improve cross functional relationships.

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

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