

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 telecommunication, we invite applications for the following Executive position in Windhoek:

POSITION:	HEAD: INTERNAL AUDIT AND RISK MANAGEMENT
REPORTING TO:	Board of Directors (administratively to the Chief Executive Officer)
JOB GRADE:	E LOWER

KEY PURPOSE:

The position is part of Telecom Namibia's Executive Committee of Management (EXCO) and is responsible for heading independent internal audit whilst providing objective assurance and consulting services designed to add value and improve Telecom operations. Enables Telecom Namibia to accomplish its objectives by managing a systematic, disciplined approach to evaluate and improve the effectiveness of audit management, control and governance processes. Provides strategic measures of directing integrated risk management processes in Telecom Namibia. The position also reports to the Board of Directors and supports the CEO with supervision regarding adherence to rules, regulations and guidelines.

KEY RESULT AREAS WILL INTER ALIA INCLUDE:

- Provide strategic and discipline expert contributions into the formulation of Telecom Namibia's business strategy.
- Responsible for overall auditing function of Telecom Namibia; checks on an on-going basis and in response to specific requirements, in compliance with international standards, that the internal audit and risk management system operates correctly and appropriately, through an audit plan and in accordance with stipulations of the approved internal audit charter.
- Formulate and implement an internal audit strategy aligned to Telecom Namibia's overall business strategy.
- Develops and reviews risk management policies, framework and standards, directly reflected in Telecom strategic plans.
- Ensure implementation, auditing and continuous improvement of performance management system.
- Designs and maintains risk and audit reporting mechanism and make recommendations for business improvement.
- Performs operation and performance audits.
- Drives risk mitigation processes through effective risk identification, assessment and enterprise risk management.
- Supports the CEO in ensuring that both internal and external rules, regulations, laws and procedures are complied with at all times.
- Responsible for overall HR and Financial management of the Risk and Internal Audit Department.

KEY QUALIFICATIONS AND EXPERIENCE REQUIRED:

The ideal candidate should hold:

- A Bachelor's degree in Auditing, Accounting, or Risk Management, or a related field; AND
- A Chartered Accountant certified (ICAN, ACCA) OR a registered CIA; AND
- A Postgraduate Qualification will be an advantage;
- AND with a minimum of eight (8+) years experience in an Audit and Risk Management environment,
- Of which three+ (3+ years) are in a senior internal audit and internal risk management leadership role.
- Knowledge of cybersecurity and IT risk frameworks and telecom financial compliance is preferred.
- Strong understanding of audit and risk management standards, principles and practices.
- Excellent knowledge of internal control frameworks and risk assessment, and management methodologies.

KEY KNOWLEDGE REQUIRED:

Forensic knowledge, financial analysis tools and techniques and total management control. Fraud awareness and statistical sampling, controls assessment techniques and industry regulatory and standards changes.

KEY CHARACTERISTICS:

An individual with a high level of integrity with a commitment to professional auditing standards, a team player with objectivity and ethics sensitivity. Highly assertive, confident and a catalyst with excellent communication competencies.

APPLICATION PROCESS:

- This recruitment for these vacancies 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.
- Applications submitted to Telecom Namibia directly, or by hand / Post will not be considered.

ADDITIONAL INFORMATION:

- Suitably qualified applicants from designated groups defined in the Affirmative Action Act (1998) are encouraged to apply.
- Only shortlisted candidates will be contacted.

Queries please contact: Antoinette Druker

- Email: antoinette@eliteemployment.com.na
- Telephone: +264 837234150

CLOSING DATE: 31 OCTOBER 2025

