

# VACANCY



## CHIEF EXECUTIVE OFFICER (CEO) 5-YEAR CONTRACT

**Business Unit:** CEO Office  
**Duty Station:** Windhoek  
**Job Grade:** F2  
**Closing Date:** Friday, 22 May 2026.

Visions Consulting was appointed by the National Housing Enterprise (NHE), to independently administer the executive recruitment process in compliance with company policy and governance principles.

**Mandate:** The National Housing Enterprise (NHE), established in terms of the NHE Act, 1993 (Act No. 5 of 1993), is mandated to provide, finance, and promote adequate, safe and affordable housing in Namibia, with a focus on low- and middle-income households, thereby contributing to national socio-economic development.

**Vision:** To be a leading agent in providing adequate, safe and affordable housing in Namibia.

**Mission:** NHE provides and finances affordable, quality and adequate housing thereby contributing to Namibia's socio-economic development and creating a stable, progressive human habitat.

**Values:** Customer-driven; Quality & Affordability; Partnership and Innovation & Excellence.

### Primary Purpose of the Job:

The Chief Executive Officer (CEO), accountable to the Board of Directors, is responsible for the strategic leadership of the NHE, including the provision and financing of adequate, safe and affordable housing in Namibia. The role includes facilitating resource mobilisation, leading organisational transformation, and the establishment, implementation and coordination of the enterprise's long-term objectives, strategies, plans, policies, and programmes to achieve organisational effectiveness and housing sector leadership.

### Key Performance Areas:

- **Strategic Management, Leadership and Planning:** Lead and drive the strategic direction of the enterprise, including the development and execution of corporate strategy, governance, and long-term sustainability.
- **Liaison with the Board of Directors:** Steer engagement with the Board of Directors and its Committees, including the Chairperson, and drive effective governance and strategic alignment.
- **Finance and Supply Chain Management:** Drive financial sustainability through business planning, funding strategies, financial management, and oversight of procurement and supply chain operations.
- **Human Capital and Organisational Development:** Lead organisational capability through talent management, performance management, organisational development, and the embedding of culture and values, including employee relations and organisational wellbeing.
- **Technical Services, Architectural and Property Management:** Direct housing development delivery, including land acquisition, construction, and property management.
- **Business Development and Operations:** Drive business growth and operational performance, including loan book sustainability, service delivery, and market operations.
- **Legal and Company Secretariat:** Oversee legal and regulatory compliance, corporate governance, and the provision of legal advisory services.
- **Corporate Communications and Marketing:** Lead stakeholder relations, corporate positioning, brand management, and act as the primary spokesperson.
- **Information Technology and Business Systems:** Direct ICT governance, systems effectiveness, data management, and information security.
- **Internal Audit:** Oversee audit, risk, and assurance processes, strengthening governance and accountability.

### Minimum Requirements:

- A relevant, recognised Master's Degree in Finance, Business Management, Business Administration, Public Administration, Law (property and commercial), Property Development, Urban Planning and Housing or Strategic Management at NQF Level 9.
- A Master of Business Administration (MBA) will be an added advantage.
- Sound knowledge and understanding of the financial and/or construction sector.
- Strong understanding of corporate governance principles, financial systems, and applicable legislation.

### Experience Required:

- Fifteen (15) years of relevant working experience, of which at least eight (8) years must have been at the executive management level.
- Experience within another public entity, local government, or the financial and/or construction sector will be an added advantage.

### Key Competencies:

- **Strategic Leadership:** Provides clear, forward-looking direction by aligning vision, strategy, and execution to drive sustainable performance and long-term organisational impact.
- **Innovation:** Demonstrates the ability to envision, champion, and institutionalise innovation as a core driver of organisational sustainability and growth.
- **Financial and Business Acumen:** Strong financial and budget management skills, with a sound understanding of financial systems and principles.
- **Corporate Governance and Compliance:** Sound understanding of governance, risk, compliance procedures, and relevant legislation.
- **Leadership and People Management:** Ability to lead, support and develop staff, and foster a supportive environment for professional growth.
- **Stakeholder Engagement and Influence:** Strong negotiation, influencing and problem-solving skills, with the ability to manage stakeholder expectations.
- **Decision-Making and Problem-Solving:** Demonstrates sound judgement and the ability to make and implement decisions effectively.
- **Organisational Awareness and Values Alignment:** Ability to promote organisational values and operate effectively within a diverse cultural and political environment.
- **Resilience and Performance Under Pressure:** Ability to sustain pressure and perform effectively in a demanding environment.

### Application Procedure:

- A cover letter, providing a detailed motivation for the position, signed by the applicant.
- An updated detailed curriculum vitae, including at least two professional references (including the name, position, organisation, email address, and contact number of the reference).
- Certified copies of the highest academic qualifications attained.
- Foreign qualifications must be evaluated by the Namibian Qualification Authority (NQA) and proof of evaluation of qualification should be attached.
- A Certificate of Conduct from the Namibian Police, not older than six (6) months, must be submitted.
- Certified copies of Identity Documents and all other supporting documents.
- Preference will be given to Namibian citizens.
- Vetting will be conducted on all shortlisted candidates.

Scan this code or click the link below to access online applications via the recruitment portal.

<https://foresight.visions.com.na/>



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**Only online applications via Visions Foresight will be accepted. No emailed- or manual applications will be accepted.**

In terms of the Affirmative Action (Employment) Act 29 of 1998, people from designated groups and persons with disabilities who meet the prescribed advertised requirements are encouraged to apply.

Only shortlisted candidates will be contacted.  
Kindly note that submitted documents will not be returned to applicants.

Kindly note: For any technical or application-related support regarding the Foresight online platform, the Visions Helpdesk is available during workdays, **Monday to Friday during office hours (08:00 – 17:00).**

For assistance, please contact us at [recruitment@visions.com.na](mailto:recruitment@visions.com.na)