

The Namibia Financial Institutions Supervisory Authority (NAMFISA) is an independent institution established by virtue of Act No.3 of 2001 to regulate and supervise the non-banking financial sector in Namibia.

NAMFISA is an equal opportunity employer and invites competent & suitably qualified candidates to apply for the following position:

## MANAGER: ANALYSIS AND PRIORITIZATION

**THE POSITION REPORTS TO: THE GENERAL MANAGER: RESEARCH, POLICY & STATISTICS**

### JOB PURPOSE

This advertisement seeks to fill the newly created position of Manager of the Analysis and Prioritization department. The incumbent will manage the department (consisting of four specialists). With the assistance of the General Manager, the Manager will be responsible for designing, implementing and maintaining the risk-based supervisory regime within NAMFISA and across all industries; he/she will also be the main contact person for all statistical information.

### KEY ACCOUNTABILITIES

- Participate in the formulation, design and implementation of a consistent risk-rating methodology across the non-banking financial sector;
- Participate in the formulation, design and implementation of a risk-weighting methodology across the non-banking financial sector;
- Consistently improve and adjust the risk-rating and risk-weighting methodology for best practice and according to industry specifics;
- Manage the production of the periodic internal prioritization reports and ensure that these are complete and delivered on time, and review the results;
- Manage the design, production and improvement of periodic statistical reports for industry and other stakeholders;
- Manage the department's budget and other administration;
- Lead in formulating departmental procedures with a view to improving the efficiency and effectiveness;
- Initiate and develop an engagement plan (conferences, consultations, etc) for the industry;
- Maintain a professional relationship with industry as well as any other stakeholders;
- Participate in research on best practice and for policy design, as well as macro-prudential surveillance;
- Participate in formulating legislative amendments, including participation in drafting prudential standards and regulations under the proposed Financial Institutions and Markets Bill;
- Managing and mentoring junior staff; and
- Any other task delegated by the General Manager.

It is expected that these tasks be performed to the highest standards of integrity, quality, accuracy, timeliness and objectivity.

### QUALIFICATIONS REQUIRED:

- Bachelor's degree a quantitative subject (Actuarial Science, Mathematics, Statistics, Physics, Economics, Finance);
- Attainment of/or significant progress towards an appropriate professional qualification (Fellowship of Institute of Actuaries, Professional Risk Manager, Chartered Financial Analyst) AND a commitment to complete the exams;
- A post graduate degree (MBA, Finance, Economics, Economic Policy) would be an advantage;
- At least six years work experience within the non-banking financial services industry;
- Significant exposure to at least two or more of the following industries: Pension Funds, Long and Short-Term Insurance, Investment Management, Unit Trusts, Medical Aid Funds or Micro-lending and other forms of consumer credit;
- At least three years supervisory experience;
- Likely to have held a risk management position within a financial institution or as an advisor with a focus on at least three of the following: Market, Credit, Underwriting, Liquidity, Operational, ALM, Governance, Group, Solvency, Products and Anti-Money Laundering Risk;
- An interest in or desire to deepen knowledge in Balance Sheet Risk Management, VaR and economic capital concepts, including risk aggregation and allocation concepts, risk organization and governance;
- Significant experience with compliance, both legal and financial; and
- Enthusiastic about policy design and its potential contribution to the development of the Namibian financial sector and economy as a whole.

### KNOWLEDGE AND SKILLS:

- Excellent communication skills in English, both oral and written;
- Excellent quantitative skills;
- Excellent knowledge of Microsoft suite of products, including excel (design of macro's and visual basic programming is an added advantage);
- Excellent interpersonal skills, ability to work in a team as well as individually, culturally sensitive, mature;
- A fast learner with the ability and interest to interpret legislation as well as financial information pertaining to the entire non-banking financial sector;
- Makes decisions based on empirical evidence, a good negotiator that is not easily swayed, diplomatic;
- A solid understanding of the role of regulation and supervision in financial services and the objectives of NAMFISA; and
- Highly objective and ethical.

### REMUNERATION

NAMFISA offers a market-related total cost to company package based on work experience and qualifications. The package includes compulsory provident/pension and medical benefits.

If you consider yourself an energetic, dynamic and results driven team player, you are invited to forward your application to:

Human Resources Manager,  
Vacancies, P O Box 21250, WINDHOEK  
or hand delivered to: 8th Floor Sanlam Centre, Independence Avenue, E-mail address: [hr@namfisa.com.na](mailto:hr@namfisa.com.na)

**DUE DATE: 30 NOVEMBER 2010**

**PLEASE NOTE THAT CERTIFIED COPIES OF QUALIFICATIONS AND IDENTIFICATION DOCUMENTS SHOULD BE ATTACHED TO APPLICATION FOR CONSIDERATION. ONLY SHORT-LISTED CANDIDATES WILL BE CONTACTED AND NO DOCUMENTS WILL BE RETURNED. NO FAXED APPLICATIONS WILL BE ACCEPTED.**

**NAMFISA reserves the right not to make an appointment in any position.**

**APPLICANTS WILL BE REQUESTED TO PRESENT THEIR VALUE PROPOSITION TO THE PANEL**