

VACANCY



The Namibia Financial Institutions Supervisory Authority ("NAMFISA; the Authority") is an independent institution established by virtue of Act No. 3 of 2001 to regulate and supervise financial institutions in Namibia as mandated by various acts of Parliament. NAMFISA is an equal opportunity employer and invites competent & suitably qualified candidates to apply for the following position:

FINANCIAL ANALYST DIVISION: PENSION FUNDS & FRIENDLY SOCIETIES

THE POSITION REPORTS TO THE SENIOR FINANCIAL ANALYST

JOB PURPOSE:

The purpose of this job is to assist in the implementation of the Acts under NAMFISA's jurisdiction in order to ensure financial institutions are financially sound by monitoring the financial performance of regulated institutions. The job further ensures timely and accurate collection of data from institutions regulated under the relevant Acts to ensure effective functioning of these institutions as well as to evaluate and review adherence of industry to current legislation, regulations, procedures and policies.

KEY ACCOUNTABILITIES:

- Risk assessment
 - a. Inspection - On-site visits
 - b. Inspection Off-site supervision (Analysis of return)
- Data management (statistical update, data capturing, general administration, financial returns, financial information);
- Compliance Enforcement (penalties, fines, assess compliance)
- Stakeholder engagement
- Regulatory and supervisory framework Maintenance
 - a) Research
 - b) Amendments of regulatory instruments (Acts, regulations etc.)
- Categorization of entities in terms of Supervisory Ladder of Intervention on Quarterly basis
- Innovation
- Personal Development

QUALIFICATIONS AND EXPERIENCE:

- Bachelor's degree in Accounting / Economics / Finance;
- Two (2) years' experience in financial analysis.

KNOWLEDGE OF:

- Knowledge and understanding of NAMFISA's mission, objective, functions processes, and systems
- Knowledge of relevant legislation
- Up-to-date with industry trends and legislative environment
- Industry business knowledge and understanding
- Understanding and interpretation of laws
- Risk assessment knowledge and understanding
- Accounting and auditing practices and principles
- Economic environment
- Analytical tools and methods
- Financial reports analysis and interpretation

SKILLS:

- Governance, risk management, compliance, and information/knowledge management
- Quality assurance
- Continuous improvement
- Stakeholder engagement
- Research
- Financial analysis
- Financial market analysis
- Legislative, regulatory and supervisory fluency
- Entity oversight
- Supervision of regulated entities
- Risk identification
- Risk assessment planning and execution
- Risk mitigation
- Report writing
- Data analysis and management
- Compliance enforcement
- Fluency in corporate governance requirements
- Assessments and inspections
- Fluency in international standards
- Fluency in statutory returns
- Digital fluency
- Business writing
- Records management

REMUNERATION:

NAMFISA offers a market-related total cost to company package based on work experience and qualifications. The package includes retirement and medical aid benefit

We encourage energetic, dynamic and results-driven team players to forward their applications to:

Vacancies

Human Resources Manager, P. O. Box 21250, Windhoek

OR

Hand deliver to:

Upper Ground Floor, 51 – 55 Werner List Street, Gutenberg Plaza

OR

E-mail to: hr@namfisa.com.na

OR

NIEIS

ONLY persons with disabilities may apply via the National Disability Council of Namibia as follows:

Ms. M. Katjinamunene – maqdelena.katiinamunene@mgepesw.gov.na

OR

Ms. M. Ndengu – maria.ndengu@mgepesw.gov.na

Deadline for applications: Friday, 26 September 2025

As per Affirmative Action (Employment) Act, Act 29 of 1998, Namibian Citizens from disadvantaged groups and persons with disabilities will receive preferential treatment and are encouraged to apply.

Please note that certified copies of qualifications and identification documents should be attached to your application. 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 this position.