

The Namibia Financial Institutions Supervisory Authority (NAMFISA) exists to supervise financial institutions and financial services, and to advise the Minister of Finance on matters relating to financial institutions and financial services in terms of the NAMFISA Act No. 3 of 2001. NAMFISA is an equal opportunity employer and invites competent & suitably qualified candidates to apply for the following position(s):

FINTECH SPECIALIST (JOB GRADE C4) DIVISION: RESEARCH, POLICY & STATISTICS

THE POSITION REPORTS TO THE MANAGER: FINANCIAL STABILITY

JOB PURPOSE:

The purpose of this job is to provide on-going monitoring, research and assessment of key financial technological trends and innovations to understand their external impact on financial sector business models, product and solution design and customer outcomes, to inform agile and appropriate regulatory and supervisory responses to technological innovations.

KEY ACCOUNTABILITIES:

- **Strategic Leadership in FinTech Regulation**
 - Shape regulatory responses to FinTech disruptions in Artificial Intelligence, blockchain, and embedded finance, among others.
 - Lead engagements with local and international financial institutions, policymakers, and investors.
 - Provide expert policy recommendations regarding FinTech, RegTech and SupTech innovation and solutions.
- **Lead oversight of the Regulatory Sandbox and FinTech Square (Innovation Office)**
 - Guide potential FinTech applicants on the procedures to follow when submitting applications to the Regulatory Sandbox.
 - Review FinTech applications and lead the Regulatory Sandbox team in individual reviews based on the Regulatory Sandbox Framework and Guidance Note.
 - Prepare FinTech applications assessment reports and make recommendations for approval / rejection to the Licensing and Litigation Committee.
 - Draft the Testing Agreement for each applicant, and ensure the Agreement is mutually agreed upon.
 - Present the recommendations to the Licensing
- **Host FinTech Square event and oversee the FinTech Square Innovation Office**
 - Lead the team to organize, plan and host the annual FinTech Square event.
 - Develop the FinTech Square into a leading innovation platform for regional regulatory bodies.
 - Facilitate industry dialogues to ensure robust financial technology governance.
 - Conduct specific research and FinTech ecosystem scoping and scaling exercises regarding FinTech solutions
- **Stakeholder management and international collaboration**
 - Develop partnerships with FinTech companies, innovators, innovation hubs, tertiary education

institutions, regulated entities and local and international regulators.

- Promote relationships with other local, regional and international agencies.
 - Participate in local and foreign initiatives, committees, conferences, meetings, and other engagements.
 - Participate in industry meetings, including preparation and deliverance of presentations if applicable.
 - Conduct workshops with innovators and startups.
- **Research and policy development and innovation**
 - Conduct research on international best practice principles on FinTech (IOPS, IAIS, OECD, etc.).
 - Conduct research on FinTech trends, challenges, solutions and implications.
 - Conduct high-impact research on AI-driven financial risk models and regulatory evolution.
 - Lead policy reviews to modernize financial sector oversight in alignment with global trends.

QUALIFICATIONS AND EXPERIENCE:

- A Bachelor's degree in Computer Science/Financial Technology/Data Science / Statistics / Mathematics / Economics / Finance, AND a minimum of 5 year experience within the Non-banking Financial Sector.
- Exposure to at least one or more of the following industries: Pension Funds, Long & Short-Term Insurance, Medical Aid Funds, Investment management or micro-lending
- At least 5 years' experience in analysis (i.e., financial technology, risk management, actuarial, administration, compliance management, statistical, market conduct analysis, and modelling).
- Extensive expertise in AI-driven regulatory frameworks, as well as local or regional, digital or non-digital Regulatory Sandboxes, financial technologies, machine learning, blockchain and digital identity solutions.
- Experience in designing and implementing regulatory technology (RegTech) and supervisory technology (SupTech) solutions.

KNOWLEDGE OF:

- NAMFISA's mission, vision, objectives, functions, processes, and systems
- Macro-economic environment and understanding of FinTech in the financial sector
- Up to date with FinTech industry trends and legislative environment globally and nationally
- Understanding of RegTech and SupTech
- Understanding of Artificial Intelligence, Machine Learning, Natural Language Processing, Programming Languages (SQL, Python), including the risks associated and ethical implications of implementation
- Risk assessment knowledge and understanding
- Analytical tools and problem-solving methods
- Analytical tools and methods
- Financial reports analysis and interpretation
- Knowledge of the principles of treating customers fairly

SKILLS:

- NAMFISA's mission, vision, objectives, functions, processes, and systems
- Quality assurance
- Continuous improvement
- Project management
- Stakeholder management
- Governance, risk management compliance and information / knowledge management
- Applications
- Programming
- Research
- Micro-prudential and market conduct analysis
- Legislative, regulatory, and supervisory fluency
- Policy development
- Risk assessment and mitigation
- Report and business writing

REMUNERATION:

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

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

Vacancies

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

OR

NIEIS: home

OR

Hand deliver to:

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

OR

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

Persons with disabilities may apply via the above channels, or via the National Disability Council of Namibia as follows:

Ms. M. Katjinamunene – magdalena.katjinamunene@mgepesw.gov.na

OR

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

Deadline for applications: Friday, 31 October 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.