



General Manager: Finance – Re-Advertisement

(5 year contract appointment)

PURPOSE OF THE POSITION:

The position reports to the Managing Director and Chief Operating Officer and forms an integral link in the Executive Management team of the airline. Ultimately, the incumbent will be responsible and accountable for strategic planning, leadership and management of the Finance department. The position is located at our Head Office in Windhoek. The GM: Finance will direct, administer and coordinate the internal financial activities of the organization in accordance with policies, goals and objectives established by the Managing Director, COO and the Board of Directors.

RESPONSIBILITIES:

- Directs financial strategy, planning and forecasting.
- Ensures that timely, accurate, reconciled financial records are kept on a monthly/quarterly basis and the annual financial statements are produced to meet statutory requirements (GAAP, IFRS, VAT and PAYE) and management reporting standards.
- Ensures that annual budget is prepared and approved timeously.
- Oversee measurement of planned versus actual performance, quarterly budget modifications, year-end forecasting and manages costs to achieve financial goals.
- Ensures timely preparation of periodic management reports (accounts/statistics) and prepares commentaries for management to highlight financial position, performance trends and deviations.
- Appraise financial position and issue regular and timely financial and operational reports to the Board and Executive Management team to support strategic short and long-term decision making.
- Lead development of and adherence to financial policies and procedures to ensure best practices and maintain appropriate internal controls.
- Financial risk management with specific reference to fuel price volatility, currency fluctuations, interest rate and liquidity.
- Oversee and manage credit risk exposure, and ensure controls for revenue integrity.
- Oversee all financial planning, accounting control systems, cash management and taxation matters.
- Identify investment opportunities and grow surplus funds by investing in appropriate investment vehicles that relatively outperforms the industry indices, thereby maximizing return on investments.
- Lead audit preparations and manage ongoing relationship with auditors to ensure compliance with all

Interested?

The closing date is Friday 28th of August 2015. Suitably qualified individuals are encouraged to apply.

Please forward your letter of application with a detailed CV and certified copies of all qualifications, for the attention of:

General Manager: Human Capital Management & Corporate Services to employ@airnamibia.aero

PO Box 731, Windhoek / 27 – 29 Dr. W Külz street, Air Namibia Building, Windhoek/ **e-mail:** employ@airnamibia.aero

Only candidates with the highest level of standards and Integrity will be considered for employment. No CV's will be returned. All candidates will be expected to undergo Psychometric testing.

As per Affirmative Action (Employment) Act 29 of 1998: Namibian Citizens from previously disadvantaged groups are encouraged to



regulatory requirements.

- Instill and enforce adherence towards good governance practices and compliance.
- Develop, mentor, train and motivate staff to enhance productivity and efficiency.
- Provide leadership in formulating policies and growth strategies.
- Evaluate performance and control activities of the Company.
- Lead and manage business process re-engineering projects within the finance department.

THE PERSON:

The ideal candidate for this position should have the following attributes:

- Proactive leadership, excellent communication skills and analytical thinking
- Demonstrated capacity to model the highest ethical standards. In this regard, successful candidate must be subjected to an employee vetting process.
- Strong academic background from reputable tertiary institution and Chartered Accountants firm principles.
- Excellent knowledge of best practices, financial instruments, auditing standards and accounting principles.
- Outstanding abilities to develop and implement audit plans and schedules, manage and mentor staff, manage complex initiatives, oversee budgets, planning, financial management and administrative services.
- An efficient, practical problem-solver.

EDUCATIONS, EXPERIENCE & SKILLS:

- Registered Chartered Accountant (CA), with at least 7 years post qualification experience
- Possess professional designation (CA, CIMA) from a recognized accounting institution.
- Master's Degree in Accounting and/or Finance would be an added advantage.
- At least 10 years or closely related well-rounded finance and accounting experience of which 5 years must be at executive management level.
- Sound knowledge of integrated financial and operational IT applications.
- Proven track record of managing people to achieve desired outcomes.
- Conversant in English. Any of the other local languages would be an added advantage.

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CANDIDATE PROFILE:

- Strong ethics,integrity and respect
- Accountability
- Attention to detail
- Self starter,self-motivated and focused on results
- Ability to work on multiple tasks,prioritize responsibilities and meet deadlines
- Innovative and adaptable thinker,accustomed to overcoming challenges in new environments with limited support.
- Equipped with the initiative and curiosity required to solve problems
- People and team oriented.

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