



## Our Mission

To actively monitor compliance to legislation and collect quality scientific data within the Namibian and international waters towards the sustainable utilization of Marine Resources in a participatory manner.

## Senior Management Recruitment

The FOA is an equal opportunity employer and is seeking applications from an exceptional person that is dynamic and self-motivated to join the FOA as Operations Manager reporting directly to the Chief Executive Officer. This position is tenable for 5 years and is renewable based on satisfactory performance.

### Operations Manager (Walvis Bay) (Paterson D5)

**Primary functions:** The incumbent will be responsible for the coordination and control of Walvis Bay and Lüderitz Operations Departments.

#### Key Performance Areas:

- Provide broad support to the CEO and Management, particularly with the functions pertaining to planning, training, motivation, discipline, supervision and day to day management of the department.
- Formulate and implement the Fisheries Observer Agency policies and programmes within the operations department.
- Execute and carry out operational decisions in accordance with the FOA internal policies and the directives of the board.
- Provide professional guidance and leadership to the operations department.
- Execute operations within the financial and administrative framework of the FOA.
- Defining and executing training needs of the FOA in cooperation with the competencies stipulated by MFMR.
- Draw up departmental budget and control expenditure against the budget.
- Provide updates on changes in regulations, Acts and other legal instruments governing marine resources
- Represent the FOA at various forum relating to the management of fisheries and marine resources

**Qualifications:** The ideal candidate should as a minimum hold a bachelor's degree in operations management or equivalent, Master's degree will serve as an added advantage; relevant working experience of the fisheries sector; 10 years working experience of which 4- 6 years operational managerial experience. The incumbent is expected to show an understanding of maritime law. The incumbent should demonstrate maturity & innovativeness and be capable of working independently. He/ she should be computer literate and have good interpersonal communication skills. A valid driver's license is required. Candidates with **foreign qualifications must** attach proof of evaluation of such **qualifications** from the **Namibian Qualifications Authority (NQA)**. A valid police clearance certificate **not older than 2 months** should also be presented on application and is a compulsory requirement.

The ideal candidate should have the credibility to gain the trust and respect of all stakeholders (stakeholders, employees, and shareholders) and should have well developed competencies in general management, people management and regulatory environment exposure. High levels of stress tolerance are a must for this position.

**Salary package:** 669,072.83 - 832,302.98 Total cost to company (negotiable)

Your application should be accompanied by a cover letter, detailed CV that includes recent contactable references, and recently certified copies of relevant qualifications. Applications can be couriered or hand delivered. **Couriered or hand delivered address: Fisheries Observer Agency, P.O Box 2903 Walvis Bay, 1274W 1st Street East. No faxed or emailed applications shall be considered.**

**Persons from previously disadvantaged groups are encouraged to apply.**

For more information, please visit our website <http://www.foa.com.na> and enquiries should be addressed to the HR Officer, Tel (064) 219 500.

Applicants who do not receive any response within three weeks after the closing date must accept that their applications were not considered favourably.

**OPENING DATE: 23 May 2025**  
**CLOSING DATE: 06 June 2025**

**No late applications will be accepted.**

Only shortlisted candidates will be contacted for interviews and shall be subjected to vetting and psychometric assessments. FOA is an equal employer, and persons with disabilities are encouraged to apply.