

WE'RE HIRING:**Senior Policy Researcher**

Are you interested to play a key role in transforming Namibia's financial services landscape?

Namibia Savings and Investment Association (NaSIA) is an industry body representing the majority of the local non-bank financial institutions covering Investment Management Companies, Long-term Insurers, Collective Investment Schemes and Linked Investment Service Providers. NaSIA's members currently manage over N\$350 billion of the country's savings and investment assets.

Purpose of the role:

This role seeks to strengthen NaSIA's internal research capacity to provide support to the Non-Banking Financial Sector (NBFS). Reporting to the Chief Executive Officer, the Senior Policy Researcher will be responsible for conducting research and providing technical input to NaSIA members and regulatory bodies in respect of policy and regulatory matters affecting the financial services sector.

Performance Responsibilities:

- Responsible for conducting research and analysis on current and future policies and regulations governing the Non-Banking Financial Institutions in Namibia.
- Research and analysis of global best practices in relation to the Namibian market; determine their appropriateness to Namibia and where appropriate analyse the adoptability of such policies within the NBFS.
- Review the current legislative and policy framework for NBFS competitiveness.
- Working closely with the policymakers, regulators and member organisations to provide inputs into proposed new policies and regulations for non-banking financial institutions.
- Drafts reports, policy papers and submissions on savings, insurance and investment related matters on behalf of NaSIA members and other stakeholders;
- Identify data sources and collection methods for validation and analysis of key data.
- Provides technical support and advice to NaSIA sub-committees; working groups and other structures on the laws and regulations related to the financial services industry in Namibia.
- Keep abreast of industry developments and liaise with regulators and key stakeholders on pertinent emerging issues.
- Develops content for NaSIA publications and drive stakeholders' communications.

Minimum Qualifications:

- A relevant Honours Degree at NQF level 8 (or equivalent).
- Strong research background
- A master's degree or relevant post-graduate qualification would be a distinct advantage.

Preferred Skills and Experience:

- At least 5 years' experience in economic, policy research, advisory or regulatory compliance environment.
- Computer literate and proficient in MS Office, particularly Excel, Word, PowerPoint and any research tools.
- A thorough knowledge and reasonable understanding of the Namibian Financial Services Industry and Capital Markets.
- A reasonable understanding of the Namibian regulatory environment as it relates to the non-banking financial sector incl. key legislation such as the Namibia Financial Institutions and Markets Act (FIMA), Namibian Tax Law, Competition Law and the Financial Intelligence Act (FIA).
- Ability to efficiently source, process and interpret data to draw relevant insights and translate into understandable reports.
- Excellent communication skills both written and verbal, as well presentation skills.
- Advanced project management and coordination
- Results orientated.
- Ability to work under pressure and meet deadlines.
- Excellent analytical and public speaking skills.
- Able to work independently and as part of a team.
- Experience in data management; quantitative analysis; statistics and NBS regulatory risks, will be an added advantage.

Please email a cover letter and CV to vacancy@nasia.org.na if you meet the above requirements and are interested. Consider your application as unsuccessful if you have not received a response within 14 days of submitting your application.

Closing date: 30 May 2025 at 12:00