

The Organisation



Our client is a well-established and reputable conservation finance entity, dedicated to providing sustainable funding solutions that support conservation and community development across Namibia. With a strong focus on governance, compliance, and strategic management, the organisation upholds the highest standards in ensuring the effective administration and long-term growth of its conservation fund. As a national leader in its field, it remains committed to delivering impactful service, maintaining regulatory adherence, and building long-term partnerships with a diverse network of stakeholders.

The Region

Khomas Region | Windhoek

The Role

The Chief Executive Officer will serve as the strategic leader and driving force behind the organisation's mission, guiding the organisation through its next phase of growth and development. Reporting directly to the Board, the CEO will be responsible for crafting and implementing a multi-year strategic framework that connects conservation finance with community-based natural resource management.

At this pivotal juncture, the organisation is transitioning from managing a €19 million KfW grant, now in its final year, into assuming responsibility for a significantly larger, long-term funding mechanism of over US\$50 million. This marks a shift from project-based delivery to institutionally anchored responsibility for community conservation financing at scale. In this context the role demands a leader who combines strategic and operational acumen with emotionally intelligent, diplomatic, and unifying leadership. The successful candidate must demonstrate the maturity and composure necessary to engage credibly with high-level stakeholders, and key figures at the ministerial level. This individual must carry a proven track record of stewarding resources ethically and building stakeholder confidence. S/he will create long-term strategic partnerships grounded in sincerity, credibility, and purpose. Above all, the CEO must reflect a deep, authentic passion for conservation and societal betterment-ensuring alignment with the values and vision that define CCFN.

Key areas of focus:

Strategic Direction and Enterprise:

- Lead the development of a multi-year strategic framework and annual work plans.
- Design and implement a dynamic communication strategy aligned with national development policies.

Human Capital Management:

- Identify staffing and collaboration needs.
- Promote professional development and implement frameworks to optimise human resources.
- Manage a team in line with strategy, HR policies, national laws, and donor requirements.

Operations Management:

- Provide strategic oversight to ensure effective execution of organisational plans.
- Promote a culture of performance-based management.
- Optimise the use of resources and support the Board in monitoring performance and sustainability.

Partnerships & Stakeholder Engagement:

- Build and maintain high-impact, values-driven relationships with donors, NGOs, government, and private sector actors.
- Provide inclusive structures for engagement and promote long-term partnerships through transparent, emotionally intelligent, and unifying communication.
- Confidently represent the organisation's mission at board and ministry levels, ensuring strategic alignment and advocacy through purposeful, values-based engagement with key stakeholders.

Corporate Governance:

- Create a culture of transparency and accountability, based on generally accepted good corporate governance principles.
- Ensure record-keeping and compliance with donor and legal obligations.

Environmental Stewardship:

- Promote inclusive conservation and environmental sustainability.
- Support community-led initiatives for natural resource management.

Financial Discipline:

- Develop and implement a needs-based fundraising strategy.
- Ensure sound financial controls, cost discipline, reporting accuracy, and compliance with standards.

Institutional Development:

- Strengthen internal systems, structures, and controls.
- Promote adaptive management informed by global best practices.

Business Development and Networking:

- Identify growth opportunities.
- Expand organisational presence through strategic partnerships and sector engagement.
- Oversee the development of funding proposals and establishment of effective working relationships with funding partners.

What We Are Looking For

Compulsory requirements:

- A Bachelor's degree in Business Management, Finance, Law, Economics, or Natural Resource Management.
- A Master's degree will serve as an added advantage.
- At least 10 years of relevant professional experience, including a minimum of 5 years in a senior management position in Namibia or internationally.
- Demonstrable track record in business, economic development, and/or natural resource management.
- Solid understanding of corporate governance.
- Proven experience in driving innovation and developing a strategic vision, with a strong track record of implementing organisational strategies and action plans at a senior level.
- Project management experience with the ability to mobilise, organise, negotiate, communicate, analyse, and summarise.
- Knowledge of foundations, development or conservation organisations, or Conservation Trust Funds is a strong advantage.
- Excellent communication skills (oral and written), experience in marketing, fundraising, and stakeholder engagement will serve as an added advantage.
- Proficiency with IT tools and systems relevant to financial management.
- Valid driver's licence.

Competency requirements:

- Demonstrates strong business acumen
- Demonstrates composed, ethical governance-oriented leadership
- Applies sound conceptual understanding to strategic and operational matters
- Inspires confidence through integrity and emotional intelligence
- Builds effective partnerships and manages stakeholders with confidence
- Applies a solution-focused mindset and adapts well to change
- Exhibits emotional maturity in professional interactions
- Builds stakeholder trust through humility, diplomacy, and relational depth
- Communicates with diplomacy across all levels
- Adapts leadership style to suit different situations (situational leadership)
- Exercises interpersonal objectivity in decision-making
- Passionately aligns with mission of conservation and social betterment

Interested in Pursuing this Opportunity?

Closing date: **02 July 2025, at 19:00.**

Follow the application instructions on the Potentia website www.potentia.com.na and upload a copy of your CV and supporting documents. All foreign qualifications must be evaluated by the Namibia Qualification Authority (NQA).

Suitably qualified applicants from designated group as defined in the Affirmative Action (Employment) Act, Act of 29 of 1998 are encouraged to apply. Only electronic applications and CVs submitted via the Potentia website will be accepted. Please consider your application unsuccessful if you are not contacted within 2 weeks of the closing date. Our client also reserves the right not to make any employment offer or appointment.