

# VACANCY



## EXECUTIVE DIRECTOR Republikein

**Republikein**, an equal opportunity employer has the following vacancy for a dynamic and energetic person with Namibian citizenship.

### ***Job Purpose***

- To lead and manage a team of journalists by implementing the policy and strategy as determined by the Executive Committee:
- To daily publish the most relevant factual and informative multimedia information in the country to ensure competitive advantage
- Manage online media posts, pictures and visual material
- Manage social media to stay on top of news and remain competitive and relevant
- Manage multimedia channels timeously to stay competitive and relevant

## Minimum Qualifications, Education & Experience

- Diploma or degree in economics, journalism or media studies.
- 10 years' experience in an editorial environment, with at least 5 in a senior position
- Previous experience in multimedia journalism 24/7/365
- A well-established contact base/network
- Thorough working knowledge of newspaper, online, social and visual and media production and the media environment
- Well-developed writing and video and editing ability in required languages
- Proficiency in relevant computer applications and packages
- Thorough understanding of the target market of the publication
- Valid driver's license

## Skills & Competencies

- Ability to work under pressure and meet strict deadlines
- Creative and innovative
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- Excellent written, visual and verbal communication skills in required languages
- Strong interpersonal skills
- Excellent attention to detail
- Excellent journalistic skills
- A keen news sense
- Problem-solving ability
- Planning and organizing skills
- Sound judgment
- Strong interpersonal skills
- Drive for excellence by embracing change

## **Key Performance Areas**

- Implement the Republic's strategic objectives
- Develop and implement editorial policy
- Lead and manage editorial planning, to ensure quality of online, social media, video, broadcast and print contributions, the meeting of deadlines and the professional development of assigned reporters

- Ensure readership and viewership targets are met
- Monitor, evaluate and implement trends in global media
- Identify, evaluate and edit news and posts and programs
- Identify and develop news articles, visual and in print and news themes
- Lead, motivate, mentor and inspire a team
- Control the editorial budget
- Represent and act as an ambassador of the brand
- Coordinate training of journalists in multimedia journalism
- Identify and pursue growth areas beyond traditional understanding of media

## **Duties & Responsibilities**

- Develop a vision to take the publication forward and implement the Republikein's annual strategic objectives to the advantage of the Republikein
- Develop and implement editorial policy to provide guidelines and direction to staff to create a conducive environment in which journalists can function optimally in multimedia journalism 24/7/365
- Leading and managing all aspects of editorial planning as well as working with researchers to ensure a dynamic strategic knowledge of the reader and the market thus meeting readership and viewer targets
- Ensure readership and viewership targets are met (notwithstanding external market factors) by leading and managing all aspects of editorial planning; work with researchers to ensure a dynamic strategic knowledge of the reader and viewer and the market

- Clearly understand the reader by continually evaluating feedback and comment, while also monitoring, evaluating and implementing trends in global media to position the paper for the future.
- Identify, evaluate and edit news specifically for the target market/type of multimedia; take responsibility for editorial comment and content of Republikein to ensure longevity of Republikein.
- Coordinate news gathering with the assistance of the News Editor on a daily basis to achieve deadlines and improve content continuously by the hour as well as daily seven days a week.
- Identify and develop news articles and news themes to ensure relevance of the paper.
- Lead, motivate, mentor and inspire a team, and mobilise them to ensure the editorial vision is achieved
- Liaise with management, advertising and marketing divisions to ensure the best possible product is produced on a daily/weekly basis.
- Safeguard and control the editorial budget and costs to stay within the expense budget and prevent wastage.
- Represent and act as an ambassador of the brand to reaffirm the brand and promote it.
- Work with the marketing team on reader and industry events to build brand loyalty and innovative reader contact points
- Coordinate training and guidance of journalists in the style required by the paper to maintain high journalistic standards on multimedia platforms
- Adhere to and uphold the Namibian Media Code of Conduct to ensure ethical behaviour at all times.

- Ensuring the Republikein is relevant, on time, accurate 24/7 365.
- Working with and collaborating with all brand of ESP to ensure effective utilisation of resources.
- Engage with customers and add value by finding solutions for their needs beyond traditional media services

**Interested candidates who qualify for the above position can forward their CV with certified copies of qualifications and relevant documentation to:**

The Human Resources Department  
E-mail: [vacancies@nmh.com.na](mailto:vacancies@nmh.com.na). Please write **Republikein "** in the subject line. For further details on job requirements and competencies visit <http://nmh.com.na/vacancies>

**Only shortlisted candidates will be contacted.**

No documents will be returned.

**CLOSING DATE: 10 AUGUST 2025**  
**INTERVIEWS: 19-21 AUGUST 2025**

**Republikein**  
*Jou land. Jou taal. Jou koerant.*