

The Namibia Financial Institutions Supervisory Authority (NAMFISA) exists to supervise financial institutions and financial services, and to advise the Minister of Finance on matters relating to financial institutions and financial services in terms of the NAMFISA Act No. 3 of 2001. NAMFISA is an equal opportunity employer and invites competent & suitably qualified candidates to apply for the following position(s):

POLICY ANALYST PATTERSON JOB GRADE: D2 DIVISION: RESEARCH, POLICY & STATISTICS

THE POSITION REPORTS TO THE POLICY ADVISOR

JOB PURPOSE:

The purpose of the job is to assist the Policy Advisor in the planning, development, formulation and implementation of Namibia's non-banking sector regulatory policy framework.

KEY ACCOUNTABILITIES:

- Collect, collate and analyse data and research information to monitor and assess emerging trends in the financial sector that NAMFISA regulates and supervise.
- Assist with the assessment of laws for weaknesses or gaps.
- Assist and participate in the review and drafting of prudential standards and regulations under the proposed legislation.
- Provide background research on policy issues and regulatory gaps or weaknesses identified by the Policy Advisor.
- Regularly, contribute to the preparation of the statutory publications.
- Compilation of financial soundness indicators for the Insurance Institutions
- Participate in the preparation of position papers on regulatory and supervisory policy issues.
- Conduct research on relevant topics and assist in the preparation of position papers on regulatory and supervisory policy issues
- Contribute to and participate in the design and implementation of an effective macro-prudential surveillance framework across the financial sector, with focus on Insurance Industry
- Personal Development.

QUALIFICATIONS AND EXPERIENCE:

- A Bachelor's degree in a relevant subject (Economics, Law, Finance, Public Policy) AND a minimum of 5 years' experience within the non-banking financial sector.
- Significant exposure to at least one or more of the following industries: Long term or Short-Term Insurance
- Significant exposure to the legislation governing the non-banking financial sector in Namibia;
- Proven record of research in the non-banking financial sector in Namibia and regionally;

KNOWLEDGE OF:

- NAMFISA's mission, objectives, functions, processes and systems
- Knowledge of relevant legislation
- Industry business knowledge and understanding
- Up to date with industry trends and legislative environment
- Understanding and interpretation of laws
- Risk assessment knowledge and understanding
- Economic environment
- Analytical tools and methods

SKILLS:

- Governance, risk management, compliance and information/knowledge management
- Quality assurance
- Continuous improvement
- Stakeholder engagement
- Research
- Macro-prudential analysis
- Micro-prudential and market conduct analysis

REMUNERATION:

NAMFISA offers a market-related total cost to company package based on work experience and qualifications. The package includes retirement and medical aid benefits.

We encourage energetic, dynamic and results-driven team players to forward their applications to:

Vacancies

Human Resources Manager, P. O. Box 21250, Windhoek

OR

NIEIS: home

OR

Hand deliver to:

Upper Ground Floor, 51 – 55 Werner List Street, Gutenberg Plaza

OR

E-mail to: hr@namfisa.com.na

Persons with disabilities may apply via the above channels, or via the National Disability Council of Namibia as follows:

Ms. M. Katjinamunene – magdalena.katjinamunene@mgepesw.gov.na

OR

Ms. M. Ndengu – maria.ndengu@mgepesw.gov.na

Deadline for applications: Friday, 03 October 2025

As per Affirmative Action (Employment) Act, Act 29 of 1998, Namibian Citizens from disadvantaged groups and persons with disabilities will receive preferential treatment and are encouraged to apply.

Please note that certified copies of qualifications and identification documents should be attached to your application. Only short-listed candidates will be contacted, and no documents will be returned.

No faxed applications will be accepted.

NAMFISA reserves the right not to make an appointment in this position.