



## VACANCY

### Independent Chairperson PAN Management Council

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#### About the Role

The **Payments Association of Namibia (PAN)** invites suitably qualified, experienced, and independent professionals to apply for the position of **Independent Chairperson of the PAN Management Council (PMC)**.

The Independent Chairperson provides strategic leadership and governance oversight to PAN, ensuring the effective functioning of the Management Council and alignment with PAN's mandate within the **National Payment System (NPS)**. The role requires a high level of independence, integrity, and sound judgment, and plays a key role in promoting confidence, transparency, and good corporate governance across the payments ecosystem.

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#### Key Responsibilities

- Provide independent leadership to the PAN Management Council in line with PAN's Constitution and governance framework.
  - Guide the strategic direction, governance, and oversight of the Association.
  - Chair Council meetings, set agendas, and ensure effective decision-making and participation.
  - Oversee the performance and accountability of the PAN Executive Office at a governance level.
  - Support and supervise the Chief Executive Officer, including performance reviews.
  - Ensure compliance with governance, financial, and human resources policies.
  - Represent PAN as its figurehead and, where appropriate, act as spokesperson at industry and stakeholder engagements.
  - Promote ethical conduct, accountability, and adherence to good governance principles.
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#### Minimum Requirements

##### Minimum Educational Qualifications

- An undergraduate qualification at NQF Level 8 in Finance, Economics, Accounting, Law, Business Administration, Risk Management, Information Systems, or a related discipline.

- A postgraduate qualification, preferably a Master's degree in Business Administration (MBA) at NQF Level 9 or higher, and/or formal training in Corporate Governance.

## Experience

- **10–15 years' senior leadership experience** within financial services, payments, banking, regulatory, or related environments.
- Minimum of **5 years' experience at board or council level**, preferably in a chairperson or independent non-executive capacity.
- Proven experience in corporate governance, strategic oversight, executive supervision, and financial governance.
- Sound understanding of the **National Payment System** and regulated environments.

## Independence

- Must meet independence criteria consistent with good governance practice.
- May not hold executive, board, advisory, audit, or significant commercial relationships with PAN or its members.

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## Appointment and Remuneration

- The Chairperson shall be **appointed for a term of three (3) years** and may be **renewed once**, subject to satisfactory performance and the requisite approvals. However, the **total cumulative tenure shall not exceed six (6) years**.
- **Market-related remuneration**, agreed prior to commencement and reviewed annually.

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## Application Procedure

Submit applications via [www.jobopportunities.net](http://www.jobopportunities.net), including:

- Cover letter
- Detailed CV
- Certified copies of relevant qualifications

**Closing Date:** 23 January 2026