PAYMENTS ASSOCIATION OF NAMIBIA

VACANCY: CHIEF EXECUTIVE OFFICER (CEO)

Role Purpose

In line with the PAN Constitution, the Chief Executive Officer (CEO) of the Payments Association of Namibia (PAN) is accountable for driving the strategic direction, leadership, and effective management of the Association. This includes executing PAN's mandate as per the Payment System Management Act, 2023 (Act 14 of 2023) in consultation with the PAN Management Board (PMB) through sustained engagement and consultation with all NPS stakeholders. Ensuring that the National Payment System supports innovation, efficiency, interoperability, safety, and transparency in line with the PAN Constitution and the Act. The CEO is responsible for submitting the statutory biannual report to the Bank of Namibia (the Bank) on NPS matters, PAN operations; administering technical rules with the Bank's approval; enabling effective regulatory oversight; implementing the PAN's strategic plan; and establishing Bank-approved Forum rules and procedures to ensure fit and proper representation.

The CEO serves as the primary interface between PAN, the Bank of Namibia (BON), member banks and non-bank participants, financial market infrastructures/operators, regulators, regional partners, and international bodies.

Key Accountabilities

Strategic Leadership and industry governance

- Co-develop and implement multiyear strategic plans that will support the improvement, sustainability, efficiency and integrity of the Namibia National Payment Payments ecosystem.
- Analyse the external environment, building strategic development plans to ensure the improvement of the operating and regulatory payment systems for Namibia.
- Oversee financial analysis of PAN performance, including monthly and quarterly management reports to PAN Management Board.
- Foster strong relationships with the regulatory authorities, including Bank of Namibia, stakeholders within the NPS, regional and international level.

Stakeholder Engagement & Ecosystem Management

- Serve as the central contact point with the Bank of Namibia, ensuring industry collaboration in compliance with the Act, directives and oversight expectations.
- To ensure strong adherence to Risk and Compliance Management framework in line with the Payments System Management Act.
- Serve as PAN's representative and mediator across national, regional (SADC), and global payment system forums, overseeing communication among participants.

Operational Excellence & Payment System Resilience

- Oversee PANs operational and technical oversight of payment streams, clearing systems, and settlement assurance processes.
- Drive industry initiatives in dispute management, consumer protection, interoperability, merchant, QR code and all other digital payment channel enablement.

Minimum Qualifications

Postgraduate Degree in Business, Finance, Technology or relevant degree NQF Level 8 or higher.

Minimum Experience

·5+ years senior management experience, preferably in finance, technology, project management or payment systems environment.

Demonstrable experience in: -

- Managing multi-stakeholder industry environments
- Overseeing large-scale transformation programmes
- Policy development and regulatory engagement
- Operational governance or risk frameworks

Key Competencies

- Ability to lead and motivate professional teams and to inspire a shared vision for the company's future.
- Ability to develop and implement a long-term strategic plan that aligns with the company's mandate.
- A good understanding of risk management and an ability to identify, manage and mitigate risks that could impact the company's performance, including reputational risks.
- National Payment System (NPS) laws and regulations
- Payment instruments, standards and payment operations.
- Payment system risk, control and manage risks.
- Advanced compliance and monitoring skills
- Advanced ICT Literacy

Application Procedure

Interested candidates who meet these requirements should submit their applications via email to vacancies@twahangana.com

- An up to date and comprehensive CV and cover letter.
- Certified copies of academic qualifications attained.
- Foreign qualifications must be evaluated by the Namibian Qualifications Authority and proof of the evaluation must be attached.
- Certified copies of identity documents.
- A Certificate of Conduct from the Namibian police, not older than six (6) months, must be submitted.
- Vetting will be conducted on all shortlisted candidates.

Preference shall be given to suitably qualified applicants from the designated groups as defined in the Affirmative Action Act, 29 of 1998. Only short-listed candidates will be contacted, and only electronic applications will be accepted. Applicants who fail to attach the necessary documents will be disqualified. Short-listed candidates will be subjected to psychometric assessments.

CLOSING DATE: FRIDAY, 27th February 2026, TIME: 16:30

Enquiries: Fudheni Ipangelwa, Tel. +264 815545866, Email: hr@twahangana.com

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