

# NAMIBIA POST AND TELECOMMUNICATIONS HOLDINGS LTD

P.O. BOX 3913, WINDHOEK • TEL. (264 61) 201 2646 • FAX (264 61) 248 248

## EXPRESSION OF INTEREST

### CALL FOR APPLICATIONS TO BE APPOINTED AS MEMBERS OF THE NPTH SUBSIDIARY BOARDS

**Namibia Posts and Telecommunications Holdings Ltd** (hereafter referred to as “NPTH”) is wholly owned by the Government of the Republic Namibia and has a 100% shareholding in each of its subsidiaries Telecom Namibia Ltd, Namibia Post Ltd, and 60% in Mobile Telecommunications Ltd (MTC), post listing.

NPTH is inviting expressions of interest for appointment of natural persons as members to **NAMPOST** and **TELECOM** Boards.

#### 1. QUALIFICATIONS AND EXPERIENCES

Experience – Minimum of 10 years relevant and sector specific experience (as listed below), at least 5 years senior leadership experience or who previously served as directors on boards, either in the public/or private sectors.

Overall, prospective board members should possess a combination of industry-specific knowledge, leadership experience, strategic vision, financial acumen, and governance expertise to help guide the company's direction and ensure its long-term success.

#### 2. AREAS OF EXPERTISE

**Industry Experience:** A deep understanding of the telecommunications industry, including knowledge of the latest technologies, trends, regulations, and competitive landscape.

**Executive Leadership:** Experience in executive or senior management positions within telecommunications companies or related industries.

**Financial Acumen:** Strong financial expertise in financial management, accounting, financial reporting, and analysis. Ability to understand and analyze financial statements, assess financial risks, and contribute to financial decision-making.

**Strategic Planning:** Contribute to the development and implementation of strategic plans and initiatives, including market expansion, product development, and business growth strategies.

**Regulatory and Compliance:** Familiarity with telecommunications regulations, compliance requirements, frameworks, and industry standards at both the national and international levels. This includes understanding regulatory frameworks related to spectrum allocation, privacy, data protection, and network neutrality.

**Technology and Innovation:** Knowledge of emerging technologies, innovation trends, and digital transformation in the telecommunications sector. Board members should be able to evaluate new technologies, assess their potential impact on the company, and provide guidance on innovation strategies.

**Governance and Ethics:** Understanding of corporate governance principles, board responsibilities, ethical standards, and act in the best interests of the company and its stakeholders while upholding high standards of integrity and transparency.

**Risk Management:** Ability to identify, assess, and actively participate in risk oversight and management processes relating to the company, including operational, financial, legal, and reputational risks.

**Communication and Collaboration:** Strong communication skills and the ability to work collaboratively with other board members, executives, shareholders, regulators, and external stakeholders.

**Diversity and Inclusion:** Recognition of the importance of diversity and inclusion in board composition and decision-making, including consideration of factors such as gender, ethnicity, expertise, and background.

#### 3. TELECOM NAMIBIA BOARD

##### MINIMUM QUALIFICATIONS REQUIRED

##### • Telecommunications:

– Master's degree and relevant certifications in Digital Transformation / Digitalisation/Electronics/Technology/Telecommunications / Software / ICT/AI/ Robotics/Cyber Security /Data Science / Computer Science / IT Governance engineering with proven thomestic and/or international work experience and industry practice.

• **Business Management/Commerce** – A master's degree in business management/MBA with specialization in Marketing/ Strategy or Leadership with proven domestic and/or international work experience and industry practice in areas of commerce, banking, e-money, e-insurance, development finance, stock listings, joint ventures and strategic partnerships and financial transactions in PPP, mergers, and acquisitions.

• **Finance and Accounting** – A Master's Degree or Higher or, registered Chartered Accountant (CA) with proven domestic and/or international work experience and industry practice in areas of banking, management and financial accounting, e-money, e-insurance, development finance, stock listings, joint ventures and strategic partnerships and financial transactions in PPP, mergers, and acquisitions.

• **Legal, Compliance and Corporate Governance** - Master's degree in Law/Governance/Compliance, and/or admission as Legal Practitioner, with proven domestic and/or international work experience and industry practice in commercial, corporate/ICT Law and Governance areas.

#### 4. NAMPOST BOARD

• **ICT** – Master's degree or Higher or equivalent in ICT with at least 10 years industry experience in financial/banking environments. Exposure to IT governance in a commercial environment will be an added advantage.

• **Portfolio/Treasury Management** - Master's Degree or Higher or Equivalent in Financial Economics or Bank Financial Management with at least 10 years' experience at executive management level in an Investment or Treasury environment. Additional qualification as a Chartered Financial Analyst will be a strong advantage.

• **Business Management/Commerce** – Master's Degree or Higher or equivalent in Business Management or Business Administration (MBA). Exposure to a commercial environment at an executive level will be an added advantage.

• **STRATEGIC SKILLS** – Possess strong strategic thinking skills, problem solving skills, leadership skills and an understanding of the latest governance techniques critical for board membership.

• **INTERPERSONAL SKILLS** – Possess exceptional interpersonal skills to interact with other board members, enterprises and other stakeholders in a professional manner and be able to uphold confidentiality. Emotional intelligence is of cardinal importance.

#### 5. CRITERIA TO APPLY

**All minimum requirements listed in section 2 “Qualifications and Experiences” of this advert apply, in addition to the following:**

- Namibian citizen.
- Must not have a criminal record.
- Applicant must not be disqualified in terms of the Establishing Act, PEGA or the Constitute Document or the Articles of Association and Statutes of Association of the Public Enterprises.
- Applicant must not be disqualified in terms of the Companies Act, 2004 (Act No.28 of 2004) from being appointed as a director of a company.
- Applicant must currently not be a member of 2 Boards of Public Enterprises.

#### 6. REMUNERATION AND COMPOSITION OF THE SUBSIDIARY BOARDS

The successful candidates will receive sitting allowances and retainer fees as guided by the approved remuneration guidelines applicable to Public Enterprises.

The Composition will be as per the Articles of Association of the respective subsidiary.

#### 7. APPLICATION PROCEDURES

For applications to be valid, a submission must comprise of the following:

- A cover letter, providing a brief motivation.
- An up-to-date detailed curriculum vitae.
- Certified copies of the highest attained relevant academic qualifications and other relevant documentation.
- The application must be signed by the candidate.

#### 8. ENQUIRIES:

Ms. Eunice Sakaria, Company Secretary, on [sakariae@telecom.na](mailto:sakariae@telecom.na) on 061-201 2903.

#### 9. CLOSING DATE

Applications must be submitted not later than 12H00 on **15 March 2024**.

Documents must be submitted in a sealed envelope, clearly marked “**Directorship NPTH Subsidiaries**”; indicating which Subsidiary Board you are applying for; addressed to the **NPTH Chairperson, Namibia Post & Telecom Holdings, International & ICT Telecom Building, 1st Floor, Independence Avenue, Windhoek. Submission of Ten (10) hard copies is required; electronic copies will not be accepted.**