



VACANCY: CHIEF EXECUTIVE OFFICER

NEO PAINTS FACTORY (PTY) LTD is the leading Namibian paint manufacturer of a diverse range of premium paint products, including water and solvent-based formulations. Located in Windhoek, Namibia, we are currently offering an exciting and rewarding career opportunity: the role of Chief Executive Officer (“CEO”) of the company. We invite talented, passionate, and career-driven individuals, eager to make a meaningful impact, to join our dynamic team at NEO Paints.

JOB DESCRIPTION:

As the CEO of NEO Paints, you will be responsible for providing strategic leadership and direction to drive the company’s culture, growth, profitability, and market presence. You will work closely with the executive team and board of directors to formulate and execute the business strategies, foster innovation, and ensure operational excellence across the entire organisation.

KEY RESPONSIBILITIES:

- Develop and implement comprehensive strategic plans to achieve company objectives and financial targets.
- Provide visionary leadership to inspire and motivate employees, fostering a culture of collaboration, accountability and innovation.
- Oversee all operational activities, including manufacturing, distribution, procurement, sales, marketing and finance, to ensure efficiency, quality, and compliance with regulatory standards.
- Anticipate emerging market trends, opportunities and risks. Through utilising this insight make well-informed decisions aimed at sustaining the company’s competitive edge.
- Foster strong stakeholder relationships with key stakeholders, including customers, suppliers, investors and regulatory bodies.
- Nurture company culture and talent through driving company culture and talent management initiatives. Ensuring staff performance is closely aligned with the strategy of the business. Ensuring succession planning is driven within the organisation.
- Promote research, development, and innovation to enhance the product portfolio and meet evolving customer needs.
- Champion sustainability initiatives to minimise environmental impact and contribute positively to society.

PREFERRED QUALIFICATIONS, COMPETENCIES AND SKILLS REQUIREMENTS:

- Proven track record of successful leadership in a similar role within the manufacturing or related industry.
- Strong business acumen with a deep understanding of market dynamics, financial principles and operational management.
- Excellent strategic planning and execution skills, with the ability to translate vision into action.
- Excellent communication, negotiation and interpersonal skills, with the ability to build and maintain relationships at all levels. The ability to inspire and motivate teams at all levels.
- Experience working with manufacturing-based technology, processes and principles is preferred.
- Demonstrated ability to drive innovation, change, and continuous improvement,
- Bachelor’s degree in Business Administration, Engineering, or a related field, with a minimum of 15 - 20 years’ experience. An MBA will be an added advantage.
- Strong knowledge of MS Office.
- Must be able and willing to travel.
- Must be a Namibian citizen in possession of permanent residence.

HOW TO APPLY:

If you are passionate about driving business success and making an impact, we invite you to submit your resume, certified copies of your qualifications, and cover letter to hmaier@neopaints.com. Please include “CEO Application – NEO Paints” in the subject line. We look forward to hearing from you!. NEO Paints is an equal opportunity employer and values diversity in the workplace. We encourage applications from all qualified individuals regardless of race, ethnicity, gender, age, or disability.

APPLICATION CLOSING DATE: 24 APRIL 2024