

# EXTERNAL VACANCY



<b>Position</b>	:	Manager: Internal Audit & Risk Compliance
<b>Job Grade</b>	:	Paterson D2
<b>Contract Duration</b>	:	36 months, renewable
<b>Business Unit</b>	:	Office of the Chief Executive Officer
<b>Duty Station</b>	:	Head Office, Windhoek

## Job Purpose

The incumbent will lead the independent evaluation of the company's internal controls, governance, and risk management and will make sure that the Operations align with the legal frameworks, regulatory standards, and internal policies to mitigate business risks and prevent fraud.

## Key Performance Areas

- Plan, execute and report on operational and financial audits.
- Evaluate the adequacy and effectiveness of internal controls.
- Ensure audit working papers are appropriately documented and comply with professional standards.
- Develop and maintain the organizations Risk Management Framework and risk registers.
- Perform risks analysis, stress testing and vulnerability assessments.
- Collaborate with Business Units Heads to develop risks mitigation and contingency strategies.
- Ensure adherence to external statutory regulations, industry standards, and internal corporate policies.
- Act as the primary liaison with external auditors, regulatory agencies and legal counsels.
- Communicate control deficiencies to EXCO and the RCC Board of Directors, providing strategic remedial recommendations.
- Conduct training sessions to build a strong compliance and governance culture across the company.
- Candidate will have dual reporting line (to the CEO administratively and to the Board operationally).

## Minimum Experience and Qualifications

- A relevant Bachelor's Degree in Finance, Accounting, Risk Management (NQF Level 7)
- At least 6 years' experience in internal audit, risk management, or regulatory compliance.
- Professional designations like Certified Internal Auditor (CIA), certified Public Accountant (CPA)
- Strong analytical abilities, excellent report-writing, risks-assessment frameworks.
- Strong leadership and team management skills.
- Good communication and interpersonal skills
- Proficiency in Microsoft Office Suite Word, Excel and Power point)
- A Valid Driver's License
- A Valid Police Clearance Certificate

Applicants who meet the requirements must submit written applications accompanied by certified copies of qualifications and supporting documents to:

The Executive: Human Capital Management  
Roads Contractor Company Ltd  
15 Marien Ngouabi Street,  
Windhoek

Alternatively, applicants can forward their applications to [Recruitment@rcc.com.na](mailto:Recruitment@rcc.com.na)

Enquiries: Mr. Raphael Masule at telephone (+264-61) 2979071

NB: Applicants from previously disadvantaged groups are encouraged to apply. Only shortlisted candidates will be contacted. Please note that no documents will be returned.

**Closing date: 22 June 2026**