

VACANCY ANNOUNCEMENT

CHIEF EXECUTIVE OFFICER



ROADS CONTRACTOR COMPANY (RCC)

A PUBLIC ENTERPRISE ESTABLISHED IN TERMS OF THE ROADS
CONTRACTOR COMPANY ACT, 1999

DUTY STATION

CONTRACT DURATION

GRADE

WINDHOEK

5 YEARS

F1

PURPOSE OF THE POSITION

The Roads Contractor Company (RCC) invites applications from suitably qualified, strategically minded and results-driven professionals for appointment to the position of Chief Executive Officer (CEO). Reporting to the Board of Directors, the CEO is the Accounting Officer of the Company and provides visionary strategic leadership, executive management and overall direction of RCC in accordance with its statutory mandate under the Roads Contractor Company Act, 1999, Shareholder and Board approved strategies, and applicable legislative and corporate governance frameworks. The CEO is accountable for the Company's long-term strategic positioning, financial sustainability, operational excellence, corporate governance, risk management and stakeholder relations, while championing a high-performance, service-driven culture that positions RCC as the contractor of choice within Namibia's road construction and civil engineering sector.

KEY ACCOUNTABILITIES

- Strategically direct, oversee and account for the effective and efficient management of RCC, ensuring alignment with the Company's mandate, vision and strategic objectives;
- Lead the development, implementation, monitoring and reporting of long-, medium- and short-term corporate and business strategies, in line with Board direction and national development priorities;
- Serve as Accounting Officer of the Company, ensuring sound financial management, revenue growth, cost efficiency and long-term commercial sustainability;
- Safeguard the Company's business integrity and serve as its principal ambassador at relevant national, regional and international forums;
- Oversee the implementation of effective corporate governance, risk management, compliance and internal control frameworks across the Company
- Direct and influence RCC's competitive positioning within the road construction and civil engineering sector, including bidding strategy, project delivery and quality assurance;
- Lead, mentor and manage the executive team and broader workforce to achieve organizational objectives and build a sustainable leadership pipeline;
- Manage and strengthen strategic relationships with Government, shareholders, regulators, clients and other key stakeholders;
- Oversee the development and implementation of an effective stakeholder engagement and communication strategy;
- Promote transformation, capacity building and succession planning to ensure business continuity in core functions; and
- Champion ethical leadership, accountability, performance excellence and a service-driven organizational culture.

KEY COMPETENCIES

- Ability to provide visionary leadership and to inspire a shared strategic vision for the Company's future;
- Sound understanding of the road construction and civil engineering sector, and the complexities of operating within a state-owned enterprise;
- Strong appreciation of business, financial and project management principles;
- Ability to negotiate, structure and manage large-scale national infrastructure contracts;
- Ability to think and communicate strategically, and to translate strategy into measurable operational outcomes;
- Ability to establish and maintain effective relationships with the Board, employees, Government and strategic partners;
- Sound insight into business metrics to ensure commercial sustainability;
- A good understanding of risk management, with the ability to identify, manage and mitigate risks that could impact the Company's performance and reputation;
- High ethical standards, integrity and accountability; and
- Results-driven, with the ability to balance commercial objectives with the Company's broader public mandate.

EDUCATION AND YEARS OF EXPERIENCE

- A Master's Degree in Business Administration, Civil Engineering, Finance, Leadership Economics, Law or a related field at NQF Level 9;
- A professional Civil Engineering qualification, together with registration with the Engineering Council of Namibia, or Construction Project Management experience will be an added advantage;
- At least ten (10) years of Executive Management Level Experience; and
- Proven experience within the construction sector, or a similarly regulated, state-owned or complex commercial environment, will be an added advantage.

APPLICATION PROCEDURE

For an application to be valid, Namibian citizens who meet the above requirements must submit an application comprising the following on or before the closing date:

- A cover letter providing a detailed motivation for the position, signed by the applicant;
- A comprehensive, updated curriculum vitae, including at least two contactable professional references;
- Certified copies of the highest academic qualifications attained;
- Foreign qualifications must be evaluated by the Namibia Qualifications Authority (NQA), with proof of evaluation attached;
- A Certificate of Conduct from the Namibian Police, not older than six (6) months; and
- Certified copies of identity documents and all other supporting documentation.

Only shortlisted candidates will be contacted and no documents will be returned. Applications, together with the required documents, should be submitted to:

Email: RccCeo.Recruitment@rcc.com.na

No hand-delivered applications will be accepted.

Application Period: 07 August 2026 – 31st August 2026

ENQUIRIES

Ms. Laina Mbandi

Email: Laina.Mbandi@rcc.com.na
