VACANCY

CHIEF EXECUTIVE OFFICER: MEATCO
(5-Year Fixed Term Contract)
JOB GRADE: F1
LOCATION: WINDHOEK

Role Purpose

The Chief Executive Officer (CEO) is responsible for providing strategic leadership, direction, and overall management of Meatco. Ensuring the Corporation achieves its mandate of delivering sustainable value to stakeholders, including livestock producers, customers, employees, and the Government of Namibia. The CEO is accountable to the Board of Directors for the execution of the approved corporate strategy, financial sustainability, operational excellence, and compliance with all applicable legislative and governance frameworks, while positioning Meatco as a globally competitive meat processing and marketing Organisation.

The position reports directly to the Board of Directors.

Qualifications & Experience

- Bachelor's Degree in Business Management, Agriculture and / or Finance. A Master of Business Administration will be an added advantage.
- A minimum of ten (10) years' experience at a senior executive level, preferably at CEO or MD level, with demonstrated exposure to agribusiness, meat processing, or fast-moving consumer goods (FMCG) sectors.
- Demonstrated leadership and strategic planning capabilities, ideally with international exposure, within a complex operating environment in the meat processing industry.
- Proven ability to align organisational goals and objectives with available capacity, including financial, human, and operational resources, supported by strong financial acumen and the ability to oversee and manage the budget of a complex organisation.
- Decisive and confident leadership style, with the ability to make difficult decisions while remaining cognisant of and responsive to the unique dynamics of the Namibian business environment.
- Demonstrated experience in change management and business process re-engineering, with a track record of driving organisational transformation (considered a distinct advantage).
- Excellent interpersonal, persuasion, and negotiation skills, with a proven track record of effective engagement with government, regulatory authorities, and key public stakeholders.

Key Deliverables

Strategic Leadership and Execution

- Lead the development and implementation of Meatco's long-term strategy, including the Turnaround Plan (TAP).
- Drive business transformation initiatives to improve profitability, operational efficiency, and market competitiveness.
- Identify and capitalise on new business opportunities, including value added products and export markets.

Commercial and Market Development

- Provide strategic leadership in the development and execution of integrated marketing and sales strategies aimed at expanding Meatco's presence and market share in both domestic and international markets, with a particular focus on value-added products and export growth.
- Drive the identification and penetration of new markets and channels, while optimising existing sales platforms to maximise revenue, profitability, and long-term commercial sustainability.
- Position Meatco as a globally competitive and trusted brand by enhancing its value proposition, ensuring consistent product quality, and aligning branding and marketing initiatives with international standards and customer expectations.

Financial Management and Sustainability

- Provide strategic oversight of the Corporation's financial management, including budgeting, financial reporting, and audit processes, ensuring accuracy, transparency, and compliance with applicable standards.
- Partner with the Board of Directors to secure and optimise funding structures that support the achievement of the Corporation's strategic goals and long-term objectives.
- Drive financial sustainability by implementing initiatives to enhance revenue generation, optimise cost efficiencies, and maximise overall profitability of the Corporation.

Stakeholder Relations and Engagement

- Develop, strengthen, and sustain strategic relationships with livestock producers, industry bodies, and key stakeholders to support the Corporation's mandate, enhance collaboration, and drive long-term value creation.
- Establish and oversee a structured stakeholder engagement framework, continuously assessing the effectiveness and impact of engagement initiatives to ensure alignment with strategic objectives.
- Ensure effective coordination and collaboration between internal divisions and external livestock producers.

Corporate Governance and Compliance

- Ensure full compliance with all applicable Namibian legislation, including the Meat Corporation of Namibia Act, 2001 (Act No. 1 of 2001), the Public Enterprises Governance Act, 2019 (Act No. 1 of 2019), as well as any other relevant statutory and industry-specific regulatory requirements.
- Uphold strong corporate governance practices in line with King IV principles.
- Ensure effective risk management, internal controls, and audit processes are in place.
- Maintain transparent and effective reporting to the Board and its Committees (HRC, ARC).

Selection Process

- The Meatco Board of Directors, or its duly appointed delegate, will lead and oversee the selection process.
- Shortlisted candidates may be required to deliver a formal presentation, providing an opportunity to demonstrate their strategic insight, leadership capability, and suitability for the role of Chief Executive Officer.
- In addition, shortlisted candidates may be subjected to psychometric assessments, as well as a structured competency- and behaviour-based interview process.
- The preferred candidate will be subject to a comprehensive vetting and due diligence process prior to final appointment.
- The successful candidate will be appointed on a Fixed-Term Contract of five (5) years and may be eligible for reappointment at the discretion of the Meatco Board of Directors.

Please note that only short-listed applicants will be contacted. Suitable candidates from designated groups are encouraged to apply.

Kindly direct your application, a cover letter, CV and certified copies of supporting documents to the Chairperson of the HRC Committee :

polivier@meatco.com.na

CLOSING DATE
29 May 2026