



# MEATCO

Namibia

## VACANCY

**Executive: Human Capital**

*(5-Year Fixed Term Contract)*

**Job Grade: E3**

**Location: Windhoek**

### Role Purpose

The Executive: Human Capital provides strategic leadership across the full spectrum of people management. This role is central to ensuring that Meatco attracts, develops, and retains the talent required to deliver on its corporate strategy. Reporting directly to the CEO and contributing at EXCO and Board levels, the incumbent will shape Human Capital strategy, governance, and execution to support organizational growth, high performance, and workforce sustainability.

### Qualifications & Experience

- Bachelor's Degree in Human Resource Management, Industrial/Organisational Psychology, or a Management-related field. A Master's Degree will be an added advantage.
- Minimum 10 years' progressive leadership experience in Human Capital, with at least 5 years at executive/senior management level.
- Proven track record in FMCG, manufacturing, or large-scale agribusiness environments.
- Strong generalist HR experience across the full discipline, including governance, talent strategy, performance, and reward management.
- Demonstrated ability to influence EXCO and Board-level decisions with data-driven workforce insights.
- Namibian citizen or holder of a valid Permanent Residence Permit.

### Key Deliverables

- ◆ Strategic Leadership
  - Define and execute a Human Capital strategy aligned with corporate objectives, ensuring EXCO and Board have forward-looking insights into workforce priorities.
- ◆ Governance & Compliance
  - Lead the review and modernization of HR policies, governance frameworks, and compliance with labour legislation and corporate governance standards.
- ◆ Talent Management
  - Oversee workforce planning, recruitment, succession, and retention of top talent, ensuring a robust leadership pipeline.
- ◆ Performance & Capability
  - Design and manage a performance management system that drives accountability, continuous development, and alignment with strategic goals.
- ◆ Learning & Development
  - Implement enterprise-wide leadership and skills development initiatives that future-proof the workforce.
- ◆ Compensation & Rewards
  - Develop remuneration frameworks, conduct benchmarking, and design reward systems that balance cost-effectiveness with competitiveness.
- ◆ Culture & Engagement
  - Promote an organizational culture of excellence, inclusivity, and employee wellness, strengthening engagement and productivity.
- ◆ Executive Reporting
  - Provide EXCO, the Human Capital Committee, and the Board with strategic insights, analytics, and recommendations for long-term workforce sustainability.

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

Send a motivational letter, a comprehensive CV and certified copies of relevant qualifications to :

**[erecruitment@meatco.com.na](mailto:erecruitment@meatco.com.na)**

**CLOSING DATE**

**10 October 2025**