



Director: Enforcement, Exemptions & Cartels

The Namibian Competition Commission is established in terms of the Competition Act (Act No. 2 of 2003). The Commission is therefore looking for a dynamic, hardworking, proactive, and forward-thinking individuals to assist the Commission to achieve its strategic objectives as defined in its Strategic Plan. Persons, regardless of colour, gender, religion or disability status and who meet the below mentioned requirements and attributes are invited to apply for the following position:

Purpose

Reporting to the Chief Executive Officer, this is a senior management position, the purpose of which is to participate in and recommend key decisions pertaining to strategic initiatives and operational execution of the Division's functions and its relation to the broader strategic objectives of the Commission; to develop, implement and manage the division's main function of investigating and prosecuting restrictive business practises as set out in Chapter 3 of the Competition Act. To be responsible for overall support functions as well as to plan, organize, lead and control the operations of the Division.

Key Performance Areas

The key performance areas of this position are, inter alia to-

- Lead and participate in strategic and operational governance processes as a member of the senior management team.
- Assist the CEO in fulfilling the Division's strategic objective on operationalising compliance at the Commission.
- Assist in developing the business plans and operational strategies of the Division, the Office of the CEO and the Board of Commissioners.
- Define performance measures to monitor and evaluate the success of Divisional strategies.
- Develop, manage and maintain Divisional guidelines, policies and procedures.
- Oversee compliance with systems and processes for efficient functioning of the Division.
- Manage staff performance, guidance, coaching and mentorship of staff.

- Full line management accountability for directly reporting staff, i.e., development, performance management and discipline.
- Participate in management meetings to ensure aligned functioning with other divisions to achieve the goals of the Commission.
- Liaise with Director: Mergers and Acquisitions regarding complaints and competition on mergers and acquisitions relevant to restrictive business practices.
- Compile annual budgets for the Division according to the timelines.
- Manage and authorise expenses according to budget and/or procedures and complete monthly variance reporting.
- Assess the requirement of other law enforcement agencies' involvement in enforcement and compliance as regards to Restrictive Business Practices and advise the CEO accordingly.
- Develop guidelines on case investigations and oversee and supervise the completion of all reports in terms of cases lodged according to the prescribed manner.
- Ensure that all forms for processes and procedures relevant to the Division are available and approved.
- Set divisional standards for work execution and evaluate these in order to ensure the achievements of the goals of the division in line with Commission standards.
- Liaise with other institutions and legislative bodies to ensure aligned approaches in terms of Restrictive Business Practices on competition issues.

Education & Skills Requirements

- A Master's degree in Law or relevant qualification.
- Admission as legal practitioner of the High Court of Namibia.
- At least ten (10) years' work experience in an investigation or legal environment, of which a least five (5) years must have been at a senior management level.
- Prior knowledge and exposure to Competition Law and Policy will be an added advantage. Preferably experience on enforcement and case investigations within the commercial and financial environment.

Other skills & Competencies

- Ability to develop departmental plans in support of the business plan of the Commission.
- Business Aptitude and Analytic thinking.
- Industry and economic insight.
- Honesty, Integrity, Reliability, Impartiality and Confidence.
- Ability to deal with confidential and sensitive information appropriately.
- Ability to lead, motivate and develop others.
- Report writing skills, Presentation Skills and Computer Literacy.

Closing date: 30 March 2021

The Commission offers market related remuneration packages commensurate with experience and qualifications. *Persons from designated groups are encouraged to apply.*

Interested candidates should forward their resumes, which should include three contactable references in strictest confidence to:

Manager: Human Resources

Namibian Competition Commission

M Floor, 269 Independence Avenue

PO Box 2104, Windhoek

Tel: (061) 224622

E-mail applications can be sent to: cherly.ashikuni@nacc.com.na

No faxed applications will be accepted.

The advert has minimum requirements listed. Management reserves the right to use additional/relevant information as criteria for short listing. Applications who do not receive any response within three weeks after the closing date should accept that their applications were not considered favourably. The Commission regrets it cannot return documents.