



Applications are invited from suitably qualified candidates for the position of
TREASURER

PATERSON GRADE D4

The Treasurer will report directly to the Chief Financial Officer and will assume responsibility for overseeing the corporate treasury functions of the Bank. This includes duties related to investment planning, liquidity control, capital management, funding strategies, loan pricing, and financial risk management. The primary objective of the position is to provide financial insights and advice to support bank-wide strategic planning initiatives in alignment with the Bank's developmental mandate and objectives.

KEY PERFORMANCE AREAS

STRATEGY PLANNING AND IMPLEMENTATION

- Plan, develop and implement the bank's treasury objectives.
- Develop long-term financial plans that align with the Bank's business strategy; analyse and communicate scenarios and sensitivities to the executive management team.
- Develop and implement funding strategies to ensure the bank is adequately funded at an optimal cost, enabling the fulfillment of its developmental mandate.
- Develop and implement treasury management policies, guidelines, and procedures.
- Monitor and evaluate the bank's treasury activities, ensuring the optimal utilization of funding, liquidity, and capital.

OPERATIONAL MANAGEMENT

- Manage the funding function by forecasting and planning balance sheet strategies, primarily focusing on funding, liquidity, and capital.
- Monitor the bank's cost of funds and factoring it into loan pricing decisions to maintain a balance between sustainability and competitiveness.
- Develop and monitor a six-month cash flow forecast to effectively manage short-term liquidity.
- Raise funds from local and international markets. Issue bonds in local markets for both funding and capital market development in Namibia. Develop relevant investors roadshow information when necessary.
- Monitor the bank's borrowing covenants.
- Develop and implement investment strategies in accordance with the bank's treasury management policy to ensure optimal returns on the bank's liquid assets, managing them against recognized industry benchmarks and maximizing returns.
- Develop an optimal capital structure that maximizes equity returns whilst meeting the requirements of the regulators and markets.
- Monitor and manage the Bank's capital adequacy in line with the Board-approved Capital Management Framework.
- Manage the bank's credit rating process.
- Identify, assess, and manage financial risks, including liquidity risk, interest rate risk, and foreign currency risk, to safeguard the bank's financial stability.
- Determine market sentiments and monitor local and international market performance.
- Provide support for the development of new lending products, ensuring sufficient funding.
- Provide efficient reporting and sharing of information for effective decision making and various activities of the Bank.

FINANCIAL MANAGEMENT

- Collaborate in the formulation of budgets for the business unit alongside Finance Managers and the Chief Financial Officer. Monitor and control expenditure monthly. Provide additional analysis on margin variances.

PEOPLE MANAGEMENT

- Review business unit functions and requirements in relation to the staff complement, structure and workload and assist with the recruitment and selection of staff.
- Implement a performance management process to evaluate employees' performance and taking corrective action where necessary.
- Implement and continuously manage employee development. Effectively manage staff to ensure a high level of productivity, professionalism and work ethics.

EDUCATION, EXPERIENCE AND SKILLS

- A postgraduate qualification or equivalent (NQF level 8); preferably Chartered Accountant (financial concentration) or MBA (financial concentration) with strong Treasury expertise.
- Minimum of 10 years' experience in banking and/or development finance institution, with a specific focus of 5 years in treasury management.
- The Treasurer role at DBN is not merely a custodian of financial resources (funding, liquidity and capital) but a key driver of proactive, forward-looking financial strategies.
- Effective communication and consultative skills.
- A clear vision, strategic and innovative thinking skills.
- Interpersonal skills, including collaboration and teamwork.
- The ability to adapt.
- Excellent analytical and decision-making skills.
- Sound business acumen.
- A proactive and innovative approach to work and problem solving.
- Sound emotional intelligence and customer orientation.

The closing date for applications is Friday, 9 February 2024.

The DBN offers market related remuneration packages commensurate with experience and qualifications. Applications will be treated in strictest confidence. Interested candidates should forward their resumes, which should include three contactable references and certified supporting documents to:

The Head: Human Capital and Operations Support, Development Bank of Namibia, 12 Daniel Munamava Street, P. O. Box 235, Windhoek.
E-mail: recruitment@dbn.com.na

Applicants who do not receive any response within three weeks after the closing date must accept that their applications were not considered favourably.



**Development
 Bank of Namibia**

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