

Vacancy



NEO PAINTS FACTORY (PTY) LTD, the leading Namibian paint manufacturer, has an exciting employment opportunity available in Windhoek, Namibia. We invite enthusiastic, suitably qualified people who wish to build a career for themselves at NEO Paints to apply for the following position.

COST AND MANAGEMENT ACCOUNTANT (RE-ADVERTISEMENT)

PURPOSE OF THE JOB:

The cost accountant is responsible for the ongoing analysis of process constraints, target costing, margin analysis and allocating costs to underlying processes. Key responsibilities will include assisting senior managers with financial decision making, preparing financial reports, and developing and implementing strategies to reduce operational and production costs.

KEY PERFORMANCE AREAS

- Developing cost standards for materials and labour.
- Analysing manufacturing operations, equipment availability and utilization.
- Performing month-end cost accounting closure.
- Analysing inventory valuations.
- Understand the unique cost drivers in paint manufacturing, such as raw material costs (pigments, resins, solvents), blending costs and packaging costs
- Analyse the cost of different paint formulations and finishes
- Assist in the development of cost-effective manufacturing processes and strategies
- Establishing the standard costs of services or products
- Updating the standard costs of products and services based on the associated expenses
- Calculate production costs
- Managing the cost of goods sold (COGS)
- Preparing and analysing gross margin reports by product, customer, and warehouse
- Reviewing cost allocation assumptions and rates
- Preparing financial statements
- Assisting to prepare, analyse and monitor budgets and forecasts.
- Computing breakeven points
- Reviewing and updating standard and actual costs for inaccuracies.
- Conducting ongoing production constraint analyses.
- Reporting on breakeven points and margin by product and branch. Developing estimates of new and proposed product costs.
- Analysing capital budgeting requests.
- Analysing key financial data and advising senior management on strategic planning.
- Reviewing accounting processes and practices and improve where necessary to ensure efficient financial operations.
- Preparing month end and year end journals and reconciliations.
- Preparing statutory and management accounts.
- Assisting to prepare, analyse and monitor budgets and forecasts.
- Assisting with the review of product price increases.
- Accurately calculate and process employee wages, salaries, bonuses, and deductions
- Maintain and update employee payroll records, including overtime and leave processing



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- Generate and reconcile payroll reports
- Ensure compliance with all local payroll tax regulations
- Prepare and file payroll tax returns

QUALIFICATIONS, COMPETENCIES AND SKILLS REQUIREMENTS:

- Minimum 5 years of accounting / finance experience, with cost accounting work experience.
- Bachelor's degree in accounting and finance.
- CIMA qualification or equivalent will be preferred.
- Knowledge of VIP Sage Payroll and Income Tax Act
- Valid Namibian driving license.
- Namibian citizen.
- Proficiency with Microsoft Office applications specifically Microsoft Excel as well as ERP systems.
- Strong organizational, communication, problem-solving and analytical abilities.
- Ability to work independently and as part of a team.

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HOW TO APPLY:

If you are passionate about driving business success and making an impact, we invite you to submit your resume, certified copies of your qualifications, and cover letter to recruitment@neopaints.com

Only short-listed candidates will be contacted, and no documents will be returned to applicants.

APPLICATION CLOSING DATE: 09 JULY 2025

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