



## VACANCY ADVERTISEMENT

### Applications are invited from suitably qualified candidates for the position of **MANAGER: ENVIRONMENTAL AND SOCIAL SUSTAINABILITY** **PATERSON GRADE D4**

The Manager: Environmental and Social Sustainability is responsible for developing, implementing, and managing the Bank's environmental, social, and climate change strategies, frameworks, policies, and procedures. This role will provide technical expertise on key issues related to environmental, social, and climate change impact assessments, focusing on sustainable risk management in the design, preparation, implementation, and supervision of DBN's operations, investments, and projects, in alignment with industry standards and best practices.

#### KEY PERFORMANCE AREAS

##### OPERATIONAL MANAGEMENT

- Develop processes and procedures for carrying out the execution, monitoring and evaluation of the ESMS.
- Oversee the Environmental and Social risk management process within DBN, including the coordination and integration of the Environmental and Social risk management procedure with the DBN risk management process.
- Oversee the identification, categorisation and associated E&S risk management requirements for each transaction.
- Conduct or supervise site visits, monitoring, review and any other tools necessary to ensure the ongoing monitoring and reviewing for ongoing compliance with Bank E&S risk requirements contained in each loan agreement during the loan life cycle.
- Oversee the execution of due diligence processes according to the requirements of the DBN's Anti-Money Laundering Legislation.
- Develop, implement, and communicate HSE policies, procedures, and guidelines tailored to the bank's operations and in compliance with applicable laws and regulations.
- Identify potential HSE hazards, conduct risk assessments, and develop strategies to minimize risks. Implement appropriate controls and mitigation measures to ensure the safety and well-being of employees, customers, and visitors.
- Monitor the bank's environmental impact, develop initiatives to reduce waste, conserve resources, and promote sustainability. Collaborate with internal departments to implement eco-friendly practices.
- Develop a climate change strategy and framework to integrate into DBN's investment process.
- Formulate, implement, and report on climate, biodiversity and social indicators in order to determine the success of the DBN achieving related strategy and goal

##### PEOPLE MANAGEMENT

- Lead and coach direct reports, fostering a culture of excellence and continuous improvement.
- Set performance standards/ key performance indicators for the team and track daily and/or accordance with the annual performance reviews.

#### EDUCATION, EXPERIENCE AND SKILLS

- A Master's degree in Environmental and Social Management/ Sustainability, or related fields (NQF level 9).
- At least 8 years of work experience in sustainability management, of which 3 years in managerial/supervisory position.
- A strategic perspective in decision making, ability to organize, set objectives and to manage and control.
- Excellent customer orientation/focus.
- Excellent ability to collaborate and to build relationships.
- Resilience and the ability to make sound decisions.
- A robust ability to solve problems and to troubleshoot.
- A well-developed interpersonal sensitivity and intercultural intelligence.
- A high degree of organizational awareness.
- A proven ability to motivate teams and to delegate effectively.
- Applications will only be accepted from Namibian citizens.

**The closing date for applications is Friday, 11 July 2025.**

The DBN offers market related remuneration packages commensurate with experience and qualifications. Applications will be treated with strict confidence.

Interested candidates should forward their resumes, which should include three contactable references and certified supporting documents to:

#### The Acting Manager:

Human Capital and Organizational Development, Development Bank of Namibia, 12 Daniel Munamava Street, P. O. Box 235, Windhoek.

**E-mail:** [recruitment@dbn.com.na](mailto:recruitment@dbn.com.na).

No hard copy submissions will be accepted.

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



Development  
Bank of Namibia