

Strategic Executive: Human Capital

(5 Year Contract Position, Grade E2)

About NIDA

The Namibia Industrial Development Agency (NIDA) is established by the NIDA ACT, Act No. 16 of 2016 to effectively lead the industrialization agenda of Namibia, and make meaningful contributions to, amongst others, employment creation and economic growth. NIDA invites competent and suitably qualified Namibian citizens to apply for the position of STRATEGIC EXECUTIVE: HUMAN CAPITAL.

Role Purpose

The Strategic Executive: Human Capital is responsible for steering, organising, overseeing, and guiding the Human Capital Department to ensure that every aspect of human resources—including policies, procedures, services, and functions—aligns with NIDA's key goals and strategic plans. This role sets the overall direction for HR activities at NIDA, including areas like retention, capacity development, employee wellness, remuneration, performance management, discipline, employment equity, and related responsibilities.

Key Accountabilities

Strategic Leadership

- Develop and implement an integrated Human Capital strategy aligned to the organisational strategic plan.
- Advise the CEO and Board on people-related risks, trends and workforce sustainability.
- Drive organisational effectiveness and transformation initiatives.

Governance and Compliance

- Ensure full compliance with applicable labour laws, public enterprise directives and governance frameworks.
- Strengthen HR policies, controls, and audit readiness.
- Oversee ethical conduct and people-related riskmanagement.

Talent and Leadership Development

- Establish robust succession planning and leadership pipelines.
- Drive executive and management development programmes.
- Build a capable and future-ready workforce

Employee Relations and Culture

- Foster a stable and constructive labour relations environment.
- Promote a high-performance, ethical and inclusive organisational culture.
- Lead employee engagement and organisational climate initiatives.

Workforce Planning and Capability

- Lead strategic workforce planning and critical skills development.
- Promote localisation and national capacity building where applicable.
- Embed performance management practices aligned to organisational goals.

Executive Advisory Role

- Serve as a trusted advisor to the CEO, Board and relevant stakeholders, including oversight ministries (where applicable).

Minimum Qualifications

- Master's degree (NQF Level 9) in Human Resources, Industrial Psychology, Behavioural or Social Sciences, Organisational Development, Business Administration, Public Administration, Management, Leadership, or a related field.
- A relevant postgraduate qualification with 10 years strategic people-management experience may be considered equivalent.

Minimum Experience

- At least 8 years' progressive leadership experience in human capital, organisational development, talent management, workforce strategy, or related people-management functions, with demonstrated exposure to multiple HR disciplines. Experience may be gained in the public, private, academic, unionised environment, industrial, or development sectors.
- Including 5 years' experience in a senior management, executive, or strategic leadership role with responsibility for people strategy, organisational performance, culture, or transformation initiatives is advantageous.

Key Competencies

- Strategic leadership and business acumen
- Strong governance and ethical orientation
- Stakeholder engagement and political astuteness
- Change leadership capability
- High emotional intelligence and executive presence
- Strong knowledge of Namibian labour legislation
- Advanced ICT Literacy

Application Procedure

- Interested candidates who meet these requirements should submit their applications via email to vacancies@twahangana.com;
- An up to date and comprehensive CV and cover letter.
- Certified copies of academic qualifications attained.
- Foreign qualifications must be evaluated by the Namibian Qualifications Authority and proof of the evaluation must be attached.
- Certified copies of identity documents.
- A Certificate of Conduct from the Namibian police, not older than six (6) months, must be submitted.
- Vetting will be conducted on all shortlisted candidates.

Preference shall be given to suitably qualified applicants from the designated groups as defined in the Affirmative Action Act, 29 of 1998. Only short-listed candidates will be contacted and only electronic applications will be accepted. Applicants who fail to attach the necessary documents will be disqualified. Short-listed candidates will be subjected to psychometric assessments.

CLOSING DATE: WEDNESDAY, 8th JULY 2026, TIME: 16:30

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www.twahangana.com