

VACANCY



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The positive growth at MTC, Namibia's leading telecommunications company, now warrants appointment in the following vacancy:

Manager: Legal Services D4

The incumbent will report to the **Chief Legal, Compliance & Risk Officer**.

Job Competencies Include:

The successful candidate will be responsible for managing and overseeing the legal aspects of the business, safeguarding its reputation, ensuring compliance with laws and regulations, and providing legal advice to management.

- Establish and implement MTC's legal management framework, strategies and processes in alignment with business objectives.
- Lead the execution of legal management objectives and ensure alignment of team performance with divisional strategy.
- Monitor industry trends, legal developments and regulatory changes affecting the telecommunications sector and provide recommendations to management.
- Manage all litigation matters involving MTC, including evaluating legal risks, advising on legal action, engaging external counsel and reporting on litigation status.
- Provide legal advice to executive management on corporate, commercial and telecommunications-related legal matters.
- Handle legal disputes, claims and emerging legal risks and provide practical and legally sound solutions.
- Negotiate, draft, review and oversee the implementation of contracts, agreements and other legal instruments to protect MTC's interests.
- Develop, maintain and monitor compliance with MTC's legal frameworks, procedures, policies and guidelines.
- Identify legal risk areas and drive the implementation of appropriate mitigation measures.
- Promote alternative dispute resolution mechanisms to reduce legal exposure and avoid unnecessary litigation.
- Ensure all contracts and agreements are current, legally sound and adequately safeguard MTC's interests.
- Oversee legal documentation management systems and support the transition towards paperless legal processes and electronic recordkeeping.
- Lead, develop and manage the legal services team to ensure optimal performance and achievement of departmental objectives.
- Budget for and control departmental expenditure in accordance with approved budgets.

Qualifications and Personal Competencies:

- Honours Degree in Law (LLB Honours or equivalent).
- Admission as a Legal Practitioner of the High Court of Namibia.
- Minimum 8-10 years total legal experience, including:
 - At least 6 years' experience practising as a Legal Practitioner.
 - 5-8 years' experience in a corporate legal environment.
 - At least 3 years' experience managing a legal team.
- Strong business acumen and commercial awareness.
- In-depth knowledge of Namibian laws, regulations and relevant regulatory frameworks.
- Sound understanding of telecommunications and related technologies.
- Excellent legal research, analytical, drafting and negotiation skills.
- Strong stakeholder management and relationship-building capabilities.
- Excellent verbal and written communication skills.
- High degree of professional ethics, integrity and confidentiality.
- Strong leadership and people management abilities.
- Ability to perform effectively in a high-pressure environment.
- Valid driver's licence as required by the MTC Vehicle Usage Procedure.
- Must be a Namibian citizen or hold permanent residence

Deadline: Thursday, 23 July 2026

Submissions should contain a comprehensive CV, supported by a motivation (cover) letter and qualifications, and should be addressed as follows:

Application: **Manager: Legal Services D4**

Att: Human Resource Practitioner, Alexis Barry,
P O Box 23051, Windhoek, or C/o Mose Tjitendero & Hamutenya
Wanahepo Ndadi Street, Olympia, Windhoek

Electronics applications only. Please apply via the recruitment site: https://jobopportunities.net/jobs_search.aspx

No Hand delivered applications will be accepted.

NB: Only short-listed candidates will be contacted, and no CVs or documents will be returned.

* Previously disadvantaged people are encouraged to apply. MTC is an equal opportunities employer and offers a competitive remuneration package to the successful candidate.



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