

EXTERNAL VACANCY



NAMPORT is a leading strategic and dynamic institution facilitating trade for national development. We are unique in our trade and operate in a highly competitive global sphere. Opportunities are available for creative and high potential individuals who have the zeal to learn, grow and contribute in a high-performing environment. As a reputable Employer of choice, we offer competitive rewards and prospects in return.

Our vision is to be Africa's leading maritime logistics hub. If you resonate with our vision and have the right attitude; we encourage you to apply for the following managerial position:

POSITION: MANAGER: BUSINESS OPTIMISATION
DEPARTMENT: BUSINESS STRATEGY AND OPTIMISATION
LOCATION: PORT OF WALVIS BAY

PURPOSE OF THE JOB:

To lead and drive Namport's enterprise-wide business optimisation agenda by shaping and governing process excellence, organisational efficiency, and business transformation initiatives, ensuring operational effectiveness, digital enablement, continuous improvement, and sustainable performance outcomes aligned to the organisation's strategic objectives and future growth aspirations. The position substantively forms part of the Namport Management Committee (MANCO). It reports directly to the Chief Business Strategy and Optimisation Officer.

KEY PERFORMANCE AREAS:

- Develop, implement, and oversee Namport's business optimisation strategies and annual plans, ensuring alignment with Namport's corporate objectives, operational priorities, governance requirements, and long-term organisational sustainability.
- Lead and drive continuous improvement initiatives, including business enhancement, operational excellence, and productivity programmes across the organisation.
- Lead the review, analysis, and re-engineering of business processes, workflows, operating models, and systems to improve performance efficiency, service delivery, quality and value creation.
- Champion the design, standardisation, documentation, and governance of business processes, policies, procedures, and frameworks in line with best practice, legislation, and corporate standards.
- Lead and manage business optimisation, process improvement, and special projects, ensuring effective planning, execution, stakeholder engagement, reporting, and closure.
- Establish and monitor performance metrics, analytics, and benchmarking frameworks to support data-driven decision-making and continuous improvement.
- Manage and monitor the sectional OPEX and CAPEX budgets, resources, and assets, ensuring cost control, financial discipline, and value optimization.
- Drive compliance with governance, risk management, audit requirements, business continuity plans, and Board resolutions, while safeguarding the integrity, effectiveness, and sustainability of processes and controls.
- Collaborate with Executive Leadership, management, internal and external stakeholders to provide strategic advisory support and drive cross functional alignment across the organization.
- Oversee concession performance management and drive improved collaboration with clients and stakeholders to address business needs and enhance customer experience.
- Champion a culture of continuous improvement, innovation, accountability, and problem-solving by embedding improvement methodologies, building organisational capability, and promoting best practices across the organization.
- Lead, coach, and develop a high-performing team, fostering a culture of accountability, innovation, and continuous improvement.

QUALIFICATIONS, EXPERIENCE AND SKILLS:

- An Honours Degree [NQF Level 8] in Industrial Engineering, Information Technology, Supply Chain, Commerce, Business Administration, Economics or an equivalent qualification.
- A Master's Degree [NQF Level 9] in Industrial Engineering, Information Technology, Supply Chain, Commerce, Business Administration, Economics or a related field will be an added advantage.
- A minimum of 7 years of relevant professional experience in process optimization, process mapping, supply chain, demand and supply, planning or equivalent; of which 3 years must be at a specialist or senior supervisory level, with responsibility for business improvement initiatives and the application of Decision Trees and LEAN methodologies.
- Certification in Business Process Management, Decision Trees, LEAN Six Sigma, and/or Project Management will be an added advantage
- Valid Code B driver's license.

WINDOW OF OPPORTUNITY: MONDAY, 21 SEPTEMBER 2026

Namport is an equal opportunity employer and is committed to providing world-class port services to all local, regional and international seaborne traders, through excellent customer service, sustainable growth, development and social responsibility. **Women and persons with disabilities are encouraged to apply.**

Interested candidates are encouraged to apply by submitting their applications electronically via www.namport.com.na/careers/ or access the Namibia Integrated Employment Information System (NIEIS) through the following link: <https://nieis.namibiaatwork.gov.na/>.

All foreign qualifications should be evaluated by NQA.

Only shortlisted candidates will be contacted. No hand delivered, emailed or faxed applications will be considered



**Scan to visit our website and
apply via the Careers Portal.**

All enquiries should be directed to the
Executive: Human Capital
Tel: 064 208 2204 / 2418

Africa's Leading maritime logistics hub

www.namport.com