

# WE'RE HIRING:

## Policy Analyst

Are you a passionate and talent driven individual looking for a fresh and exciting new opportunity?

### Position overview:

Reporting to the Chief Executive Officer, the Senior Policy Analyst will be responsible for providing technical support to NaSIA members, Sub committees and Working groups on Policy and Regulatory matters affecting the Non-Banking Sector (NBS).

### Qualifications:

- An LLB or B. Com Hons (Law) degree is a mandatory requirement.
- Compliance or risk management qualification is an added advantage.
- A master's degree in any of the above fields would be a distinct advantage.

### Preferred skills and experience:

- 3-5 years' experience in research and or risk and compliance corporate environment.
- Computer literate and proficient in MS Office, particularly Excel, Word, PowerPoint and any research tools.
- A thorough knowledge and reasonable understanding of the Namibian Financial Services Industry and Capital Markets.
- A reasonable understanding of the regulatory environment Namibia Financial Institutions and Markets Act (FIMA), including Namibian Tax Law, Competition Law and the Financial Intelligence Act (FIA).
- Understanding and interpretation of laws affecting the NBS.
- Ability to interpret data and draw relevant insights and translate into understandable reports.
- Fluent in English and possess excellent communication skills (both written and verbal).
- Results orientated.
- Open and able to adapt to a changing financial sector.
- Ability to work under pressure and meet deadlines.
- A keen follower of global trends.
- Excellent analytical skills.
- Able to work independently and as part of a team.
- Experience in data management; quantitative analysis; statistics and NBS regulatory risks, will be an added advantage.

### Performance responsibilities:

- Responsible for conducting research and analysis on current and future policies and regulations governing the Non-Banking Financial Institutions in Namibia.
- Research on global best practice policies not yet operational in Namibia; determine their appropriateness to Namibia and where appropriate analyse the adoptability of such policies within the NBS.
- By working closely with the policy maker, regulator and member organisations, provides inputs into new policies and regulations for non-banking financial institutions.
- Drafts reports, policy papers and submissions on savings, insurance and investment matters on behalf of NaSIA to members and other stakeholders;
- Identifies data sources and collection methods for validation and analysis of data.
- Provides technical support and advice to NaSIA sub-committees (including admin); working groups and other structures on the laws and regulations related to the financial services industry in Namibia.
- Liaises with relevant regulators and stakeholders on behalf of NaSIA and member organisations.
- Develops content for NaSIA publications and drive stakeholders' communications.
- Assist with the development of content for training and other skills development needs.

Please email a cover letter and CV to [vacancy@nasia.org.na](mailto:vacancy@nasia.org.na) if you meet the above requirements and are interested in the role. Consider your application as unsuccessful if you have not received a response within 14 days of submitting your application.

**Closing date: 14 March 2025 at 12:00**