

BOKOMOTM

WE ARE HIRING



Executive: Human Resources

Location: Bokomo Namibia Windhoek

Reports to: Chief Executive Officer

Bokomo Namibia, a strategic joint venture between the **Frans Indongo Group (Namibia)** and **PepsiCo Inc.**, combines global strength with local entrepreneurial agility. We are seeking an **Executive: Human Resources** to shape and drive our people strategy, align talent to business needs, and foster a high-performance culture.

Key Responsibilities

Strategic Deliverables

- **HR Strategy & Transformation:** Design and implement HR strategies aligned with business objectives and regulatory frameworks.
- **Organisational Development:** Shape a strong organisational culture, support leadership development, and enhance employee wellness and knowledge retention.
- **Talent Management:** Build effective performance and retention systems, including succession pipelines.
- **Workforce Planning:** Lead succession planning, strategic workforce modelling, and capability gap analysis.
- **Change Management:** Drive enterprise-wide transformation and change initiatives.
- **Employee Relations:** Maintain transparent, compliant HR practices. Build trust-based relationships with internal teams and stakeholders like **NAFAU**, **Employment Equity Commission**, and the **Ministry of Justice and Labour**.

Operational Deliverables

- Lead recruitment, employment branding, and compensation strategy.
- Oversee performance management and L&D systems.
- Monitor HR policy compliance, ISO standards, and labour regulations.
- Manage union engagement and industrial relations.
- Use HR Information Systems and data analytics to support strategic decisions.

Submit Your Application
hrrnamibia@bokomonamibia.com.na



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Qualifications & Experience

- Master's Degree in **HR, Business Administration, Commerce, or Industrial Psychology**.
- Minimum **12 years** of HR experience, including **5–7 years** at senior leadership level.
- Proven expertise in HR strategy, risk management, and change leadership.
- Executive-level capability in performance management, talent acquisition, and employee relations.

Key Skills & Competencies

- Results-driven, dependable, and highly organized.
- Effective at managing people and navigating political environments.
- Proven human resources skills.
- Strong analytical thinking and commercial acumen.
- Innovative and able to manage large-scale transformation.
- Solid understanding of manufacturing and distribution environments.
- Skilled in evaluating trends and aligning HR with business direction.
- SAP HR Management and / or SAGE knowledge is an advantage.

This is your opportunity to **bring curiosity, ingenuity, and drive** to a role that gives you a platform to lead boldly and shape the future of a dynamic organization.

Closing date: 13th of June 2025

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