

## Position: National Operations Manager Windhoek, Namibia

Our client within the passenger transport industry is seeking an experienced National Operations Manager to oversee and manage all operational, technical, commercial, and human capital functions across its Namibia operations.

This role is suited to a strong operational leader with extensive transport, fleet, depot, and business management experience within a high-pressure operational environment.

### Key Responsibilities

- Oversee and manage all operational activities across the Namibia business
- Monitor operational budgets, costs, profitability, and business performance
- Ensure fleet productivity, route performance, and operational efficiency are maintained
- Oversee preventative maintenance schedules, roadworthiness compliance, and fleet readiness
- Manage vehicle cleanliness, presentation standards, fuel consumption, and operational quality standards
- Handle accident investigations, operational incidents, and disciplinary matters
- Manage operational risk assessments and compliance processes
- Oversee operating licences, route permits, and regulatory compliance requirements
- Ensure workshop operations, technical maintenance, tyre management, and stock controls are effectively managed
- Oversee health & safety compliance across operational and technical environments
- Manage staffing, recruitment, performance management, labour relations, and workforce planning
- Ensure all assets, buildings, equipment, and facilities are properly maintained and secured
- Manage commercial performance, punctuality, route profitability, and revenue management initiatives
- Oversee operational reporting, system utilisation, and operational controls across all departments
- Lead and motivate operational teams while ensuring high performance and accountability standards

### Minimum Requirements

- Degree or Diploma advantageous
- Minimum 10 years' operational management experience
- Strong experience within transport, logistics, fleet, or operational management environments
- Computer literate with strong Microsoft Office capability
- Strong leadership, organisational, and people management skills
- Ability to work under pressure and manage deadlines effectively

### Key Skills & Competencies

- National Operations Management
- Fleet & Transport Operations
- Depot & Workshop Management
- Operational Leadership
- Fleet Maintenance & Roadworthiness Compliance
- Commercial & Revenue Management
- Budget & Cost Control
- Route & Permit Management
- Human Capital & Labour Relations Management
- Risk Management & Compliance
- Health & Safety Management
- Technical Operations Oversight
- Asset & Facility Management
- Operational Reporting & Systems Management
- Staff Leadership & Performance Management
- Problem Solving & Decision Making
- Operational Planning & Coordination
- Stakeholder Management
- Continuous Improvement

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### **Ideal Candidate Profile**

The ideal candidate will be a highly operational and commercially minded leader with strong transport and fleet management experience. The successful individual will demonstrate excellent leadership capability, operational discipline, technical understanding, and the ability to manage multiple business functions within a demanding operational environment. Strong people management, decision-making, and organisational skills will be essential for success in this role.

### **How to Apply**

Interested candidates, please send a complete, detailed CV to us via email by no later than 30 May 2026. Please attach to your email all certificates. Send via email to [apply@prospectinc.co.za](mailto:apply@prospectinc.co.za)

We look forward to receiving your application.

Disclaimer: Due to the high volume of applications received, only shortlisted candidates will be contacted. Should a candidate not hear from us within four (4) weeks following their application, they should consider their application unsuccessful. Strictly fair and non-discriminatory selection procedures will be followed