



CHIEF EXECUTIVE OFFICER



The Board of Directors of BotswanaPost invites applications from commercially astute, visionary and accomplished leaders for the position of Chief Executive Officer. This is an opportunity for an exceptional leader to spearhead the organisation's transformation, unlock new growth opportunities and position BotswanaPost for long-term commercial success and sustainability.

Reporting to the Board, you will have overall responsibility for strategic direction, operational performance and financial results, with full profit-and-loss accountability. Your mandate will include diversifying revenue streams across courier services, logistics, e-commerce, insurance brokerage services, financial and digital services; developing commercially viable partnerships; and driving digital innovation and operational efficiency to enhance customer experience and deliver sustainable returns. You will ensure robust corporate governance, effective risk management and sound internal controls, while exercising disciplined financial and investment oversight.

You will bring a proven track record of business transformation, commercial growth and sustained performance improvement, supported by strong financial judgement and exceptional people leadership.

Central to your success will be transforming organisational culture, embedding accountability, integrity, high performance and customer service, while strengthening the executive team and building organisational capability. You will demonstrate the courage, energy and agility to lead meaningful change, together with the maturity and credibility to engage effectively with the Board, Government, regulators and other key stakeholders.

You will hold a Bachelor's degree in Business Administration, Commerce, Finance, Accounting, Economics, Law, Logistics and Supply Chain Management, Information Technology, Engineering or a related discipline from a recognised and accredited institution. A Master's degree will be an added advantage.

You will have a minimum of 12 years' progressive and relevant professional experience, including at least five years in an executive leadership role within a large or complex organisation. Experience in a commercially driven environment, particularly one involving business transformation, operational complexity or diversified services, will be an advantage.

To apply, please submit your curriculum vitae and motivation letter as a single document via our website **www.hrmc.co.bw**. A detailed job profile is available on our website. Early submissions are encouraged.

Closing Date: 6th November 2026

Data Protection Notice: By submitting your application, you consent to the collection, processing and storage of your personal information for recruitment and selection purposes. Your information will be handled in accordance with applicable data protection and privacy laws and will be used solely for assessing your suitability for this position.

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 Find out more at www.hrmc.co.bw  @hrmcbotswana

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WHEN YOU NEED PROFESSIONALS