

Gaborone Office

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DPF
 DEBSWANA · PENSION · FUND

REQUEST FOR EXPRESSIONS OF INTEREST TO SERVE AS AN INDEPENDENT TRUSTEE

The Debswana Pension Fund (DPF) is a Botswana based defined contribution pension fund established in 1984 as a Trust through a joint initiative between, De Beers Botswana Mining Company (now Debswana Diamond Company), Anglo American Corporation Botswana (Pty) Ltd and De Beers Prospecting Botswana (Pty) Ltd. Currently the Fund provides exclusive pension management services to all employees of the Debswana and De Beers group of companies, namely, DPF, Debswana Diamond Company, Morupule Coal Mine (MCM), De Beers Holding Botswana (DBHB), Diamond Trading Company Botswana (DTCB) and De Beers Global Sightholder Sales (DBGSS). DPF is currently the leading Pension Fund in the private sector by size and value.

The following position is vacant and suitably qualified and self-driven individuals are invited to apply:

INDEPENDENT TRUSTEE

QUALIFICATIONS AND ELIGIBILITY OF CANDIDATES

The candidate should be a high caliber individual and a distinguished person in a defined area of professional competence, with an understanding of the functions and operations (mandate) of pension funds in Botswana and internationally. The candidate should have the ability to understand strategic issues, the underlying legal obligations, liabilities and responsibilities of a Trustee, in addition have a strong knowledge of corporate governance. The candidate should have sufficient time and commitment to fulfil this role. Candidate should be well vested in the Financial Services and Retirement Funds sectors as well as Investment Management.

KEY ATTRIBUTES

Candidates should have relevant experience, expertise and professional background in the following areas:

KNOWLEDGE & PROFICIENCIES

- Investments Management principles and practices
- Extensive knowledge in the area of alternative investments that can contribute to the achievement of DPF investment objectives, particularly that of diversification of the Fund's Strategic Asset Allocation
- Specialist knowledge of Emerging Markets
- Significant experience in credit, market and operational risk.
- Strong investment product knowledge across different asset classes
- In-depth understanding and ability to interpret relevant Pension Legislation
- Strong mathematical and analytical skills including strong investment evaluation skills
- Substantial related experience in accounting or finance
- Strong computer skills, including but not limited to, MS Excel, Word, Outlook, and ERP systems

- Knowledgeable about the pension industry and staying abreast of latest developments
- Strong Equity management skill
- An ability to take an independent approach where appropriate and challenge where needed

CHARACTER

- Effective leadership skills
- Ethical conduct and compliance to corporate governance principles
- Value driven and commitment to preservation of integrity
- Excellent communication skills
- Independence of thought

BOARD TENURE

The Independent Trustee shall hold office for a three (3) year period.

APPLICATION PROCEDURE

If you meet the above requirements, please submit your application letter enclosing a detailed updated curriculum vitae and certified copies of relevant certificates addressed to:

LEGAL & COMPLIANCE MANAGER

Debswana Pension Fund
 Private Bag 00512
 GABORONE

E-mail:

recruitment@dpf.co.bw OR mleteane@debswana.bw

Correspondence will only be entered into with shortlisted candidates.

Closing Date: **5th October 2018**

DPF Values:

Customer focused | Trust and Integrity | Innovation | Agility | Self-Driven and Motivated



www.dpf.co.bw