



## Transformation! Change! Technology!

We are looking to recruit a talented, innovative, dynamic and highly motivated individual to fill in the following vacancy:

### 1. Head of Corporate Sales (State Owned Enterprise Accounts)

**REPORTS TO:** General Manager Enterprise Sales

#### **OBJECTIVES OF THE POSITION**

- To develop an Annual Sales Plan for the Corporate Accounts sector which will deliver targets for revenue and margins as set out in the BTC annual operating plan and budget.
- To develop and implement an aggressive sales strategy for national and international Corporate segment to achieve/exceed targeted revenue as set out in the BTC annual operating plan and budget
- Develop robust sales processes and sales governance to create an efficient sales capability and to manage risk.
- To manage the formulation of business plans, operating plans, budgets and ensure continuous improvement for service and human capital to meet set targets for the Sales Corporate Department.
- To build and maintain strategic, profitable and lasting Customer relationships
- Set challenging sales targets for all Key Relationship Managers focusing on areas of high margin and competitive advantage and ensure a balance of targets covering revenue, profit and customer satisfaction.

#### **QUALIFICATIONS**

- Degree in Business Administration or equivalent.
- Masters' Degree will be an added advantage.

#### **EXPERIENCE**

- 9 years' sales experience in a successful company of an emerging market environment.
- 3 years' experience of fixed-mobile convergence strategies and/or the sale of bundled communications solutions.

#### **LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP**

- Certified Inside Sales Professional (CISP).
- Membership of a relevant professional association will be an added advantage.

### 2. Key Relationship Manager (3)

**REPORTS TO:** Head of Sales (Corporate Accounts / Government)

#### **OBJECTIVES OF THE POSITION**

- Seek out new business opportunities for BTC clients while advising them on solutions that best fit their needs.
- Ensure organic and inorganic growth in the BTC client base and revenue.
- Work with Sales Engineer and other Stakeholders to design technical solutions for Customers within portfolio to drive sales
- Responsible for Customer retention and business growth within account portfolio.
- Develop an effective relationship of trust with allocated accounts ensuring that BTC is seen as the communications supplier of choice.
- Design, negotiate, lead the development of Customer contracts and manage Customer contracts during the contract lifecycle.

#### **QUALIFICATIONS**

- Degree in Business Administration/Business Management/Information Systems/ICT or equivalent.

#### **EXPERIENCE**

- 5 years' account management experience in a successful company of an emerging market environment.
- Experience in fixed-mobile convergence and on the sale of communications solutions to corporate Customers is an added advantage.

#### **LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP**

- Certified Inside Sales Professional (CISP).
- Membership of a relevant professional association will be an added advantage

### 3. Datacom Engineer

**REPORTS TO:** Senior Engineer Security

#### **OBJECTIVES OF THE POSITION**

- To influence designs and plans for new implementations and integrations on the IP Core, Metro and Broadband originating from other departments
- To design, plan and document security implementations and integrations on the IP Core, Metro and Broadband
- To design and document all major network changes including integrations, upgrades, downgrades, patches, optimisations and installations affecting the operating network on IP Core, Metro and Broadband.

#### **QUALIFICATIONS**

- Degree in Telecommunications or equivalent.
- Specialist training in Telecommunications

#### **EXPERIENCE**

- 5 years of experience in IP networks.

#### **LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP**

- Cisco Certified Network Professional (CCNP) or equivalent is an added advantage.
- ERB Compliant.

### 4. Roaming Manager

**REPORTS TO:** Head of Partner Management

#### **OBJECTIVES OF THE POSITION**

- To grow roaming footprint, drive roaming revenue growth and optimise roaming costs.
- Develop roaming strategy and business plan on how to reduce roaming wholesale costs and increase inbound roaming revenue
- Develop roaming roadmap and ensure IREG team executes the plan by testing and launching all targeted networks and services.
- Roll out the "SADC Roam Like Home" service and ensure all regulatory requirements for provision of roaming service are adhered to.
- Negotiate International Roaming Agreements (IRA), update the existing agreements if necessary and contact new and existing Operators regarding Roaming partnerships.
- Negotiate bilateral discounted Inter Operator Tariffs with Partners and perform impact analysis of all the proposed discounted IOTs.

#### **QUALIFICATIONS**

- Degree in Telecommunications Engineering, Business, Marketing, Finance or equivalent.

#### **EXPERIENCE**

- 5 years professional experience in an international roaming role.

#### **LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP**

- Membership of a relevant professional body will be an added advantage.

### 5. Product Developer – Fixed & Digital Services

**REPORTS TO:** Product Manager

#### **OBJECTIVES OF THE POSITION**

- Coordinate the development of products and services for mobile services, fixed and broadband services, converged products services and fixed data products.
- To manage part of the BTC product and service portfolio on a profit and loss basis.
- Develop and maintain the product catalogue, develop a specification for new products and services and coordinate the review of product options using the product governance procedures
- Commission market research (from the Market Research Section) for purposes of gap analyses to understand requirements for new products and services.
- Review market data and apply marketing techniques such as relevant matrix to define product requirements..
- Develop a specification for new products and services and coordinate the review of product options using the product governance procedures.

#### **QUALIFICATIONS**

- Degree in Marketing, Business Administration, Telecommunications Engineering, Social Sciences or equivalent.

#### **EXPERIENCE**

- 5 year's professional experience in the field of marketing with particular emphasis on product development/management.

#### **LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP**

- New Product Development Professional (NPDP) Certification.
- Membership of a relevant professional association will be an added advantage e.g. Product Development and Management Association (PDMA).

### 6. Storekeeper (2)

**REPORTS TO:** Logistics Controller

#### **OBJECTIVES OF THE POSITION**

- Receive delivery of procured items from suppliers and arrange storage in the warehouse.
- Manage stock rotation according to use-by dates.
- Ensure that the warehouse is maintained in a neat and orderly fashion.
- Use appropriate safety equipment at all times when applicable.
- Prepare stock item and non-stock item consignments for distribution by the logistics team.
- Ensure that the warehouse stock is secure at all times.
- Maintain warehouse security, ensuring that only authorised personnel have access.

#### **QUALIFICATIONS**

- O'Level/BGSCSE
- Drivers and Forklift license

#### **EXPERIENCE**

- 2 years' work experience in warehousing operations.

#### **LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP**

- Defensive Driving Course

**Remuneration:** The Company offers a competitive compensation package, commensurate with qualifications, skills and experience.

If you fit the bill, kindly send your application, latest CV and certified copies of certificates and Identity document (OMANG) to: [recruitment@btc.bw](mailto:recruitment@btc.bw), Attention: General Manager – Support Services and Human Resources, P.O Box 700 Gaborone.

**NB:** We respond to shortlisted candidates only.

**CLOSING DATE:** 30<sup>th</sup> November 2023

*Kindly note that BTC will not receive hand delivered applications.*