



JOB ADVERTISEMENT

Live connected.

Transformation! Change! Technology!

We are looking to recruit talented, innovative, dynamic and highly motivated individuals to fill in the following vacancies.

1. Head of Employee Relations

REPORTS TO: General Manager Support Services and Human Resources
OBJECTIVES OF THE JOB

- To harmonise Employer/Employee/Union relations through development and maintenance of sound employee relations, communications systems, strategies and policies in line with Botswana Labour legislation and aligned to the Organisation's strategy.
- To manage all industrial relations and employee relations activities within a policy framework agreed by the General Manager Support Services and Human Resources.

QUALIFICATION

- Degree in Human Resources Management or equivalent qualification.
- Masters' Degree will be an added advantage

EXPERIENCE

- 9 year's post qualification experience in the human resources area.
- 3 year's managerial experience or senior-level employee relations management in a corporate turn-around environment.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- Professional membership to a professional association will be an added advantage

2. Project Manager

REPORTS TO: Portfolio Programme Delivery Manager
OBJECTIVES OF THE JOB

- To manage the delivery of Strategic programmes/projects as per the BTC corporate strategy in order to deliver shareholder value.
- To provide inputs to the creation and maintenance of BTC corporate strategy that will deliver shareholder value.
- Support Portfolio Programme Delivery manager and project sponsors to deliver the project portfolio in line with BTC corporate strategy

QUALIFICATION

- Degree in Telecommunications Engineering or equivalent qualification
- PRINCE2 or PRINCE2-AGILE Practitioner qualification

EXPERIENCE

- 5 years' professional experience in managing the telecommunications infrastructure expansion and rehabilitation projects field.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- ERB compliant
- Membership of a relevant professional body will be an added advantage (BIE, IEEE, PMP etc).

3. Enterprise Business Architect

REPORTS TO: Head of Enterprise Architecture
OBJECTIVES OF THE JOB

- Focused on designing the business architecture for a specific functional area or domain. They are responsible for designing business, information and process architectures that support business objectives and ensuring that business changes are implemented effectively and efficiently.
- Envision, lead, define and design Enterprise-wide Business Architecture according to the target end-to-end architectural vision and translate business and/or domain or segment strategy in architectural requirements.
- Focused on aligning Business Architecture horizontally across all the Business and common business capabilities.

QUALIFICATION

- Bachelor's Degree in either Information Systems, Informatics or Computer Science or Engineering (or equivalent).

EXPERIENCE

- Experience in alignment across different Industries and Domains (Telecom, FinTech, Cloud Services, etc).
- Advanced enterprise-wide view of the business and strong appreciation for strategy, processes, and capabilities, enabling technologies, and governance.
- Excellent Business Capability, Business Process Modelling and Business Analysis skills.
- Advanced understanding of all Business Architecture discipline's ability to apply architectural principles to business solutions.
- Knowledge of EA methodologies and frameworks, such as TOGAF, Gartner, Zachman, Bizbok, The Open Group Business Architecture Framework, BABOK, PMIPBA, etc.
- Ability to recognise structural issues within the organisation, functional interdependencies, opportunities to eliminate organisational redundancy cross-silo redundancies, opportunities for organisational improvement.
- Experience in Digital Transformation Programmes.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- The Open Group – TOGAF Business Architecture,
- Business Architecture Guild - Certified Business Architect (CBA)
- Zachman,
- PRINCE2 Agile
- Membership of a relevant professional body would be an advantage.

4. Enterprise IT Architect

REPORTS TO: Head of Enterprise Architecture
OBJECTIVES OF THE JOB

- Focused on designing the technology architecture for a specific functional area or project. They are responsible for designing technical solutions that support business objectives and ensuring that the solutions are implemented effectively and efficiently.
- To envision, lead and design fit-for-purpose, integrated end-to-end technology architecture for a specific functional area or project across multiple technologies for BTC, and ensuring that the solutions are implemented effectively and efficiently.

QUALIFICATION

- Bachelor's degree in either Information Systems, Informatics or Computer Science or Engineering (or equivalent).

EXPERIENCE

- Practical software engineering and software design experience
- Strong technical background with experience with the solution engineering for Telecom, FinTech applications in an integrated environment
- Hands on experience in Enterprise Solution Architecture.
- Experience in end-to-end system, security, integration, and cloud solutions, infrastructure design.
- DevTestSecOps experience and exposure CI/CD and to agile methodologies.
- Experience in technical design including modelling and methods.
- 5 - 10 years' experience in professional engagements

PROFESSIONAL MEMBERSHIP/CERTIFICATION

- Enterprise Architecture Certification (TOGAF, ITAC, Certified SOA Architect).
- Certified IT Architect from IASA.
- Cloud Architecture Certification will be an added advantage.
- Digital Transformation Certification (or pursuing one will be an added advantage).
- IT4IT, ITIL (Information Technology Infrastructure Library), COBIT or equivalent
- Certified Business Architecture (CBA) will be an added advantage.
- Membership of a relevant professional body will be an added advantage

5. Sourcing Specialist (x2)

REPORTS TO: Sourcing Manager
OBJECTIVES OF THE JOB

- To develop and implement efficient and effective procurement management systems and align it to overall organizational strategic objectives.
- Participate in the selection, awarding and administration of tenders.
- Procure material from Suppliers, negotiate buying agreements and develop new and alternate sources of supply ensuring customers' delivery requirements are met.

QUALIFICATION

- Degree in Business Administration, Purchasing and Supply or equivalent qualification.
- Part Professional Qualification CIPS

EXPERIENCE

- 5 year's professional experience in the procurement field.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- CIPS
- Membership of a relevant professional association

6. Product Developer (Fixed & Digital)

REPORTS TO: FMC Products Manager
OBJECTIVES OF THE JOB

- Coordinate the development of products and services for mobile services, fixed and broadband services, converged products services and fixed data products.
- Manage the product launch according to product launch procedures and monitor the performance of the new product.
- To manage part of the BTC product and service portfolio on a profit and loss basis.
- Develop and maintain the product catalogue.

QUALIFICATION

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

EXPERIENCE

- 5 years' 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).

7. Operations Manager

REPORTS TO: Head of Mobile Financial Services
OBJECTIVES OF THE JOB

- To define and implement a Mobile Financial Services (MFS) operations framework to ensure delivery of a secure, reliable and convenient service at all touch points.
- Support the Head of Mobile Money Services in managing the relationship between the MFS and key stakeholders including but not limited to regulatory authorities such as Bank of Botswana, Financial Intelligence Agency and any regulatory bodies as may be applicable from time to time; Merchant Partners and Agent/Dealer network
- To ensure the strictest adherence, execution and continuous review of MFS processes and controls to ensure minimised risk to the service, customer protection and fraud management
- Develop and implement a robust customer database management system to ensure full compliance to the regulatory and internal Know-Your-Customer (KYC) and Customer Due Diligence (CDD) requirements

QUALIFICATION

- Degree in Banking, Finance, Business Administration, Accounting or equivalent qualification.

EXPERIENCE

- 6 years' relevant professional experience in managing core operations in a financial services setting with strong ability in firm operations control for Degree holder
- Knowledge of risk and regulatory compliance of the mobile financial services industry with 2 years' experience at a managerial level.

QUALIFICATION

- Degree in Banking, Finance, Business Administration, Accounting or equivalent qualification.

EXPERIENCE

- 6 years' relevant professional experience in managing core operations in a financial services setting with strong ability in firm operations control for Degree holder
- Knowledge of risk and regulatory compliance of the mobile financial services industry with 2 years' experience at a managerial level.

PROFESSIONAL MEMBERSHIP/CERTIFICATION

- Membership of a relevant professional association will be an added advantage
- BICA compliant (for financial/accounting graduate).

8. Business Demand Analyst

REPORTS TO: Head of Technology Planning
OBJECTIVES OF THE JOB

- To manage the demand for network services arising from other BTC departments and coordinate a response on behalf of the Technology Division.
- To establish a contact strategy and act as a single point of contact between Technology Division and BTC User departments requiring network services.
- Coordinate the detailed design and planning of the solution and update the User department on progress.
- Pass details to the Accounts Receivables to ensure that transfer charging payments are made.

QUALIFICATION

- BSc/ BEng in Computing / Software Engineering/ Telecommunications Engineering, IT or Equivalent.

EXPERIENCE

- 5 years' experience in Telecommunications Engineering/ICT environment.
- Business analysis experience is an added advantage.
- Proven contract management and supplier relationship management experience required.
- Proven negotiation ability with demonstrable results.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- ERB compliant

9. Human Resources Business Partner

REPORTS TO: Head of HR Business Partnering
OBJECTIVES OF THE JOB

- To act as a consultant for company management on all issues related to human resources.
- To work with BTC General Managers and Heads of Department to identify and resolve human resources issues within the BTC human resources policy framework.
- To act as a single point of contact between Divisional and Departmental Managers and the Human Resources Department, ensuring effective delivery of HR services.
- Use relevant metrics and measures to routinely monitor and report on progress against targets and take appropriate managerial action to ensure targets are met or exceeded.
- Assist Line Managers with recruitment, training, performance management, grievance and disciplinary case management.

QUALIFICATION

- Degree in Human Resources Management or equivalent qualification.

EXPERIENCE

- 5 years experience in human resources management.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- Membership of a relevant professional association (e.g. CIPD) will be an added advantage

10. Senior Engineer Mobile Planning

REPORTS TO: Head of Mobile Operations
OBJECTIVES OF THE JOB

- Provide effective technical support on business and technology financial activities to engineers, assistant engineers and technicians including NOC, Core and OSS
- Continually introduce and lead quality improvements and new features/technologies within the voice & data operational units, reviewing and authorizing designs, planning and implementation of the RAN/BSS/Core network and tools proposed by other departments
- Work closely with BTC client groups and users and execute prompt provisioning of network capacity for all technology elements (GSM/WCDMA/LTE/5G), features, protocols, specifying performance standards and capabilities.
- Ensure effective planning, design and review of the network architecture (GSM, WCDMA/HSDPA, LTE and 5G) on daily or adhoc basis to optimally serve the growth of the RAN/Core network in terms of traffic, subscribers and value-added service capacity

QUALIFICATION

- Degree in Telecommunications Engineering, Electrical & Electronics Engineering or equivalent
- Specialised training in Telecommunications

EXPERIENCE

- 8 years' professional experience in the field of mobile telecommunications network planning and optimisation

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- Membership of a relevant professional body will be an added advantage (IEEE, BIE, etc.)
- Experience and knowledge of relevant/new technologies is an advantage

If you fit the bill, kindly send your application, latest CV and certified copies of certificates and Identity document (OMANG) to recruitment@btc.bw or log into our website to apply: www.btc.bw. Kindly state the position that you are applying for as the subject.

CLOSING DATE: 30th April 2024

N.B: Kindly note that BTC will not receive hand delivered applications.

Applications should be addressed to:

General Manager – Support Services & Human Resources
Botswana Telecommunications Corporation
P.O Box 700 Gaborone
Botswana