



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. FIELD NETWORK ENGINEER – MOBILE ACCESS x2

REPORTS TO: Field Network Lead Engineer – Mobile Access
OBJECTIVES OF THE JOB

- To provide, operate and maintain a high-quality service transport networks inclusive of mobile and fixed access infrastructure and ensure high performance to meet customer experience and satisfaction targets.
- To provide effective technical support and continually seek quality improvements within the transport networks on transmission and/or access mobile and fixed infrastructure.
- To implement, operate and maintain Synchronous Digital Hierarchy (SDH) network elements in accordance with the required standards.
- To implementation and commission of transport network operational projects in accordance to specifications and hand over for service activation.
- To support Field Network Lead Engineer – Transport with performance reporting, operation and maintenance scheduling, addressing technology gaps in the network.

QUALIFICATION

- Degree in Telecommunications Engineering or equivalent.

EXPERIENCE

- Five (5) years' experience in maintaining transmission links and/or mobile network base- stations

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- ERB compliant
- CCNP, HCNP
- Membership of a professional association will be an added advantage (BIE, IEEE, TMForum, etc).

2. ACCESS PLANNING ENGINEER

REPORTS TO: Access Planning Manager
OBJECTIVES OF THE JOB

- Work closely with BTC Client Groups and Users, to examine existing business model design and fixed network (data/voice) requirements, discuss their findings with the client, and plan appropriate network optimisation.
- Produce outline plans and costs for both new designs and optimisation of the fixed network (data/voice), specifying performance standards and capabilities while ensuring optimal business value for the technology investment.
- Present designs to the Client and once approved work closely with the Client team to implement the solution.

QUALIFICATION

- Degree in Telecommunications Engineering, Civil Engineering or equivalent.

EXPERIENCE

- Five (5) years experience in telecommunications networks and civil works planning.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- ERB certified.
- Membership of a professional association will be an added advantage (BIE, IEEE, etc).

3. REMUNERATION AND BENEFITS SPECIALIST

REPORTS TO: Head of Organizational Development
OBJECTIVES OF THE JOB

- Develop and maintain compensation and benefits policies in line with best practices.
- Administer the Botswana Telecommunications Corporation Pension Fund and to ensure adherence to sound pension fund best practices and statutory requirements.
- Initiate the process of the appointment of BTC Pension Fund Trustees in accordance with the Rules of the Fund to ensure continuous representation on the Board of Trustees
- Coordinate benefit plan enrolments, changes and pension fund audits and collaborate with internal and external stakeholders for benefit plan effectiveness.
- Conduct regular remuneration benchmarking and market surveys and support HR planning with updated reward frameworks and budget inputs.
- Ensure alignment of rewards with talent management and performance metrics
- To implement an equitable and efficient compensation and benefits system in the Corporation.
- To implement identified re-grading and recruitment requirements arising from organisational changes.

QUALIFICATION

- Degree in Human Resources Management, Industrial Psychology or equivalent

EXPERIENCE

- 5 years' experience in Remuneration and Benefits administration

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- Global Remuneration Professional (GRP) certification
- Membership of a relevant professional association will be an added advantage

4. NETWORK AND SYSTEMS AUDITOR

REPORTS TO: Head of Internal Audit
OBJECTIVES OF THE JOB

- To conduct audits focused on IT infrastructure, systems, and processes, ensuring alignment with best practices and compliance requirements.
- To review access controls, network security configurations, and data protection policies.
- To evaluate effectiveness of disaster recovery and business continuity plans.
- To identify vulnerabilities and recommend improvements for system security and operational efficiency.
- To collaborate with external auditors and provide input into the annual audit plan.
- To prepare comprehensive reports with audit findings and mitigation strategies.

QUALIFICATION

- Bachelor's Degree in Computer Science, Information Systems, or a related discipline.
- IT Audit certifications such as CISA, CISM, or CRISC will be an added advantage.

EXPERIENCE

- At least five (5) years of professional experience in IT auditing, cybersecurity, or systems administration.
- Knowledge of networking protocols, firewall and intrusion detection systems, and system auditing tools.

5. STRATEGIC SOURCING MANAGER

REPORTS TO: Head of Strategic Sourcing
OBJECTIVES OF THE JOB

- Lead the strategic sourcing effort for the Commercial spend category which includes but is not limited to Marketing, Consumer Sales, Service areas.

- Implement strategic sourcing by performing value-driven spend analysis, business needs analysis, and market research to determine the appropriate sourcing strategies for the spend category.

- Lead supplier negotiations, determine savings benchmarks, implement contract management and supplier relationship management programmes.

- Contribute to increased procurement value through improved efficiency, exceeding KPI's and achieving savings targets.

- Work closely with key business stakeholders to understand the business needs and execute procurement plans that support key business objectives.

QUALIFICATION

- Bachelor's degree in Procurement, Supply Chain or equivalent.

EXPERIENCE

- Experience in a strategic sourcing role
- Proven contract management and supplier relationship management experience
- Proven negotiation ability with demonstrable results
- Excellent analytical and problem-solving abilities.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- CIPS
- Membership of any other relevant professional body will be an added advantage.

6. BUDGET AND PLANNING MANAGER

REPORTS TO: Head of Financial Reporting, Planning and Analysis
OBJECTIVES OF THE JOB

- Manage BTC's budgeting and financial planning within the framework of the business strategy.

- Provide professional planning and budgeting advice to managers across BTC including forecasting, financial modelling, investment appraisal and business case validation.

QUALIFICATION

- AAT/Degree in Accounting, Business Administration or equivalent qualification.
- Full Professional Accounting qualification e.g. ACCA, CIMA, BICA or CA

EXPERIENCE

- 6 years' professional experience in an accounting field.
- 2 years' experience in financial management in a corporate turnaround environment.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- BICA Compliant
- ACCA, CIMA

7. ACCOUNTANT x2

REPORTS TO: Finance Operations Manager
OBJECTIVES OF THE JOB

- Undertake financial functions including asset management, accounts payable/receivable, budgeting, and reporting.
- Coordinate audits, and ensure compliance with financial standards and internal controls.

QUALIFICATION

- Degree in Accounting, Business Administration or equivalent.
- Full Professional Accounting qualification (e.g. ACCA, CIMA, CA).

EXPERIENCE

- 5 years' professional experience in accounting.
- 2 years' experience in a corporate turnaround environment.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- BICA Compliant
- ACCA, CIMA or CA

8. HEAD OF CORPORATE STRATEGY MANAGEMENT

REPORTS TO: Chief Operations Officer
OBJECTIVES OF THE JOB

- To lead the formulation and maintenance of BTC's corporate strategy to drive transformation, innovation, and shareholder value.

- To develop a dynamic rolling 3–5-year business strategy and coordinate strategic business planning processes in alignment with BTC's goals.

- To ensure execution of corporate performance frameworks, metrics, and transformation initiatives in a competitive telecommunications landscape.

- To Guide transformation initiatives through structured frameworks, outsourcing models, and performance tracking.

- To Lead the strategic planning and development of BTC's corporate strategy.

QUALIFICATION

- Degree in Business Administration or equivalent.
- A Master's Degree in Strategic Management/Business Administration will be an added advantage.

EXPERIENCE

- 9 years' professional experience in business strategy, including managing strategic teams.
- Experience in the ICT or telecommunications sector is highly desirable.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- Professional certifications such as Agile PRINCE2, Balanced Scorecard Professional, or Certified Strategy and Business Planning Professional are advantageous.
- Membership of any other relevant professional body is an added 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: 29th May 2025

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

Applications should be addressed to:

Chief Human Capital Officer
Botswana Telecommunications Corporation
P.O Box 700 Gaborone
Botswana