



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 Technology 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

- 5 years 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.

9. KEY RELATIONSHIP MANAGER x4

REPORTS TO: Head of Sales
OBJECTIVES OF THE JOB

- Manage the sale of communications solutions to all allocated accounts, ensuring achievement of revenue and profit targets for converged services (Fixed, Mobile, and Broadband).
- Maintain optimal customer relationships, ensure customer retention, and promote business growth within the account portfolio.
- Act as the main BTC contact and champion customers' needs within BTC.

QUALIFICATION

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

EXPERIENCE

- 5 years' account management experience in a successful company.
- Experience in fixed-mobile convergence and in selling communications solutions to Government 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.

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