



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 BRAND & MARKETING

REPORTS TO: CHIEF MARKETING OFFICER

OBJECTIVE OF THE POSITION

- Develop and lead BTC’s overall marketing strategy to drive brand equity, customer acquisition, and revenue growth.
- Direct integrated marketing campaigns across ATL, BTL, digital, and experiential platforms.
- Lead the research and insights agenda to inform product development, positioning, and go-to-market strategies.
- Manage the marketing budget and agency partnerships to ensure cost efficiency and campaign effectiveness.
- Drive cross-functional collaboration across the business to ensure marketing alignment with corporate priorities.
- Monitor and report on key performance indicators related to marketing activities and brand performance.

MINIMUM QUALIFICATIONS

- Degree in Marketing, Communications, Business, or related field.
- Master's degree in a related field will be an added advantage.

EXPERIENCE

- Minimum of 10 years' experience in marketing and/or communications.
- At least 5 years at a senior leadership level overseeing teams and strategy execution.
- Experience working with senior management and leading organisational change initiatives.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- Membership in a recognized Marketing or Business professional body will be an added advantage.

3. INVESTOR RELATIONS MANAGER

REPORTS TO: HEAD OF COMMUNICATIONS

OBJECTIVE OF THE POSITION

- To provide professional inputs to the creation and maintenance of a BTC corporate strategy.
- To provide professional analysis and presentation of feedback to the company investors' perceptions and opinions, brokerage security analysts' positions and summaries, relative stock price movements and periodic ownership analysis.
- To ensure compliance with Botswana Stock Exchange (BSE) Listings Requirements
- To manage all BTC investor relations initiatives within an agreed policy framework.
- To enhance investor confidence through effective communication and engagement, while supporting the achievement of long-term shareholder value.
- To provide timely investor, market and financial insights to support strategic decision-making by management and the Board.

MINIMUM QUALIFICATIONS

- Degree in Financial Accounting, Business Administration or equivalent.

EXPERIENCE

- Six (6) years' experience in either investor relations, banking, assest management, or financial analyst role.
- Three (3) years' managerial experience in an investor relations space is preferable.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

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

APPLICATION INSTRUCTIONS

Applicants are requested to clearly state the position applied for in the email subject line. Suitably qualified candidates who meet the requirements are invited to submit the following:

- Application letter
- Latest detailed Curriculum Vitae
- Certified copies of academic and professional certificates
- Certified copy of Identity Document (Omag)

Emailed to: recruitment@btc.bw

CLOSING DATE: **3rd September 2026**

DATA PRIVACY NOTICE

By submitting your application, you consent to the collection and processing of your personal data by BTC for the sole purpose of assessing your suitability for current or future employment opportunities. Your information will be processed lawfully, fairly, and securely. It will be accessed only by authorized personnel involved in the recruitment process and, where necessary, by approved third parties, engaged by the Company in compliance with applicable privacy and data protection laws.

2. HEAD OF STRATEGIC SOURCING

REPORTS TO: CHIEF FINANCIAL OFFICER

OBJECTIVE OF THE POSITION

- To execute procurement plans that support key business objectives and help increase company profitability through greater value achieved through successful category management
- To lead the strategic sourcing effort to ensure value-driven results.
- To lead the team to create efficiencies across all spend categories, to minimise supply risks with improved supplier relationship management, and give visibility to the company spend.
- Identify and address areas of operational and cost inefficiencies to increase profitability through optimisation.
- Provide leadership in the company's supplier relationship management programme and partner with key stakeholders to implement procurement processes and tools.

MINIMUM QUALIFICATIONS

- Bachelor's degree in Procurement, Supply Chain or equivalent.
- Masters' Degree will be an added advantage.

EXPERIENCE

- 5 year's Strategic Sourcing experience preferably in a corporate turn-around environment.
- Experience leading a strategic sourcing team essential
- Proven contract management and supplier relationship management experience required.
- Proven negotiation ability with demonstrable results.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

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

4. HEAD OF SECURITY SERVICES (RE-ADVERTISEMENT)

REPORTS TO: CHIEF TECHNOLOGY OFFICER

OBJECTIVE OF THE POSITION

- Provide strategic leadership and governance across all security domains.
- Provide oversight and guidance for Information Privacy and Information Security related activities within the organisation.
- Oversee physical security operations, access control, surveillance, and emergency response.
- Lead cyber and information security programs, ensuring integrity of enterprise systems and data.
- Direct security investigations, incident response, and evidence management.
- Develop and enforce robust security policies, standards, and risk mitigation frameworks.
- Partner closely with internal stakeholders, regulators, and national security agencies.
- Lead and coach multidisciplinary security teams and outsourced service providers.

MINIMUM QUALIFICATIONS

- Bachelor's Degree in Security Management, Cyber Security, IT or related field.
- A Master's Degree will be an added advantage.

EXPERIENCE

- Minimum eight (8) years' experience leading multi-disciplinary security functions.
- Demonstrated experience in managing investigations and responding to critical security incidents.
- Minimum 5 years in a senior leadership or management role.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- Professional certifications: CISSP, CISM, CEH, CRISC, CPP, CGEIT or ISO 27001 Lead Implementer/Auditor preferred.

Applications should be addressed to:
Chief Human Capital Officer
Botswana Telecommunications Corporation
P.O Box 700 Gaborone, Botswana
Website: www.btc.bw

N.B: Kindly note that BTC will not receive hand-delivered applications
Only candidates who meet the requirements and are shortlisted will be contacted.

CONTACT INFORMATION

If you have any questions or concerns regarding this Privacy Notice, how your personal data is handled or wish to exercise your rights, please contact the Data Protection Officer at:
Data Controller: Botswana Telecommunications Corporation
Physical Address: Khama Crescent, Plot 50350, Megaleng
Telephone Number: (+267) 395 8000 | Email Address: DPO@btc.bw