



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. TRAINER

REPORTS TO: TRAINING DEVELOPMENT MANAGER

OBJECTIVE OF THE POSITION

- Deliver high-quality training to BTC employees in line with personal development plans, approved training priorities and organisational training plans.
- Conduct training needs analysis and identify appropriate training solutions that address current and future business requirements.
- Coordinate and administer internal and external training programmes, ensuring effective scheduling, logistics, resources and learner support.
- Develop and coordinate relevant training content in collaboration with subject matter experts and ensure effective transfer of learning.
- Monitor and evaluate training effectiveness through post-training evaluations, analysis and reporting to support continuous improvement of training solutions.
- Ensure compliance with BQA, HRDC and other relevant statutory requirements, while maintaining accurate training records and supporting effective training cost recovery.

MINIMUM QUALIFICATIONS

- Degree in a relevant field, e.g. Business Administration, Human Resources Development, Telecommunications or equivalent qualification.
- Teaching Certificate/Diploma or equivalent.

EXPERIENCE

- 5 years' professional experience in developing training solutions.
- Previous experience in training coordination or training administrative support roles.
- Proficiency with Learning Management Systems (LMS) and other training software.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- BQA compliant.
- Membership of a relevant professional association, e.g. CIPD.

2. CLOUD AND CYBERSECURITY PRODUCT MANAGER

REPORTS TO: HEAD OF ENTERPRISE PRODUCTS

OBJECTIVE OF THE POSITION

- Grow BTC's cloud and cybersecurity services into a profitable revenue stream through compelling commercial propositions and well-developed business cases.
- Own the end-to-end commercialisation of BTC's cloud and cybersecurity product portfolio, including market analysis, product development, pricing, packaging and go-to-market execution.
- Develop and maintain the Cloud Services and Cybersecurity Commercial Strategy and product roadmap, aligned to customer needs, market opportunities, competitive positioning and BTC's techco strategy.
- Drive product revenue and profitability through effective pricing, P&L management, sales pipeline development and commercial performance monitoring.
- Lead the development and execution of product launches, strategic marketing campaigns, sales enablement initiatives and thought leadership activities for BTC's cloud and cybersecurity portfolio.
- Build and manage strategic relationships with customers, technology partners, vendors and internal stakeholders to accelerate adoption and growth of BTC's cloud and cybersecurity solutions.

MINIMUM QUALIFICATIONS

- Bachelor's Degree in Information Systems, Telecommunications, Engineering or equivalent.
- Postgraduate qualification (MBA, MSc or equivalent) will be an added advantage.

EXPERIENCE

- A minimum of 8 years' experience in product marketing, product management or commercial roles within telecommunications, technology, cloud or cybersecurity services, of which at least 3 years should be in a leadership role.
- Demonstrable experience developing business cases and commercialising technology, cloud or cybersecurity products, including pricing and go-to-market execution.
- P&L ownership or revenue growth accountability in a technology or security services environment will be an added advantage.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- Product management certification, e.g. Pragmatic Institute, AIPMM or equivalent.
- Foundational cloud certification, e.g. AWS Cloud Practitioner, Microsoft Azure Fundamentals or equivalent, will be an added advantage.
- Foundational cybersecurity certification, e.g. CompTIA Security+, Certified in Cybersecurity (ISC2) or equivalent, will be an added advantage.
- ITIL, PMP, PRINCE2 or equivalent service and project management certification will be an added advantage.

3. CLOUD AND DATA CENTRE SOLUTIONS MANAGER

REPORTS TO: CHIEF DIGITAL SOLUTION OFFICER (CDSO)

OBJECTIVE OF THE POSITION

- Own the technical architecture, design, build and operation of BTC's cloud and data centre estate, ensuring alignment with approved technology standards and the organisation's techco strategy.
- Deliver secure, resilient and highly available cloud and data centre platforms that meet contracted customer service levels and support government, financial services and enterprise workloads.
- Lead the modernisation and migration of BTC's cloud environment, including infrastructure upgrades, workload migrations, platform expansion and implementation of appropriate technical standards and certifications.
- Manage cloud and data centre capacity, infrastructure investment, cost of delivery and technical resources to ensure efficient and sustainable service delivery.
- Provide technical leadership for cloud and data centre solutions, including technical pre-sales, solution design, proof-of-concept development and technical support for major bids and customer opportunities.
- Ensure operational resilience, security, regulatory compliance and service quality while developing a high-performing cloud and data centre engineering team.

MINIMUM QUALIFICATIONS

- Degree in Computer Science, Computer Engineering, Information Systems or equivalent.
- Postgraduate qualification (MSc, MBA or equivalent) will be an added advantage.

EXPERIENCE

- A minimum of 8 years' experience in data centre, cloud or hosting environments, of which at least 3 years should be in a technical leadership role.
- Demonstrable experience designing and delivering an infrastructure modernisation or large-scale cloud migration programme.
- Demonstrable experience owning production service levels in a 24 by 7 environment.
- Experience of technical pre-sales and solution design for enterprise or government clients will be an added advantage.

LEGAL CERTIFICATION / PROFESSIONAL MEMBERSHIP

- Uptime Institute accreditation (ATD or AOS) or equivalent data centre certification.
- ISO 27001 Lead Implementer or Lead Auditor certification.
- Cloud platform certification at professional or architect level, e.g. AWS, Microsoft Azure, Huawei Cloud, VMware or equivalent.
- ITIL, PMP, PRINCE2 or equivalent service and project management certification.
- TOGAF or equivalent architecture certification will be an added advantage.
- Membership of a relevant professional body.

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 (Omang)

Emailed to: recruitment@btc.bw

CLOSING DATE: **9th October 2026**

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.***

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.

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**