



## VACANCY- JOB ADVERTISEMENT

The Botswana Communications Regulatory Authority (BOCRA) was established through the Communications Regulatory Authority Act (CRA Act) of 2012. BOCRA is responsible for the regulation of the Communications sector in Botswana, comprising Telecommunications, Internet, Information and Communications Technologies (ICTs), Radio Communications, Commercial Broadcasting, Postal Services, and related matters.

BOCRA invites highly talented, motivated, hardworking, skilful Citizens to apply for the following positions:

### 1. **ASSISTANT ENGINEER – NETWORK STANDARDS (1 POSITION)** **REF NO: 1 OF 2022**

#### **Main Purpose of the Job**

- Plan, organize, coordinate and assist in the process of the establishment of national communications technical standards, type approval and technical administration procedures.

#### **Key Performance Areas**

- Keep up to-date communication, equipment standards, network standards; and
- Efficient type approval procedures.

#### **Responsibilities**

- Assist in the process for the development of National Communications Technical Standards, Specifications and Procedures.
- Provide first line reviews of international technical regulations and global standards and agreements and ensures that Botswana's communications system and service providers are compliant with international standards and best practices
- Compile technical standards and specifications to facilitate the inter-operability of the communications systems and promote inter-connectivity between service providers.
- Monitor and evaluate technological developments within the communications sector.

- Develop and populate the Type Approval databases and publish the reports
- Collaborate with other departments on matters related to Type Approval and technology innovations and provide recommendations.
- Ensure that all equipment supplied to the telecommunication market in Botswana are type approved.
- Participate in the relevant ITU activities dealing with development of technical standards for the communication networks.
- Research on technological developments and innovation to ensure that communication equipment adheres to international standards and best practices.
- Prepare the budget contributions for the Standards Division.
- Keep constant consultations with relevant stakeholders on market trends and changes.
- Perform any other function that might be delegated

### **Position Requirements**

- **Education:** BEng/BSc in Telecommunication Engineering, Computer Networks or equivalent.
- **Experience:** At-least two (2) years post qualification experience in telecommunications industry environment.
- **Affiliation (s):** Engineers Registration Board and other relevant bodies

## **2. ASSISTANT ENGINEER- NUMBERING MANAGEMENT (1 POSITION) REF NO: 2 of 2022**

### **Main Purpose of the Job**

- Plan, organise and assist in the process of numbering resource management to ensure optimal and efficient use in order to meet consumer demands and to promote and maintain competition in the communication market.

### **Key Performance Areas**

- Keep an up to-date numbering Management Policy – Numbering Plan, Numbering Database and Code of conduct.
- Ensure Effective number allocation to meet current and future service providers demands.

## Responsibilities

- Assist in the establishment and maintenance of a non-discriminatory and efficient numbering system and tools for all providers and operators of communication services.
- Allocate numbers in accordance with National Numbering Plan in consideration of the international and regional best practices.
- Establish and maintain a non-discriminatory and efficient numbering system for all providers and operators of communication services.
- Ensure that the numbers are allocated in accordance with national numbering plan.
- Review and recommends updates of the Numbering Policy and Guidelines to promote and maintain competition in the telecommunication market.
- Represent the Authority at the relevant national international institution dealing with management of numbers such as ITU, etc.
- In consultation with relevant stakeholders coordinate the process of developing administrative procedures and policies for the management of numbers.
- Monitor the numbering usage to ensure that they are effectively utilized by the service providers according to best practices.
- Prepare the national position for the Africa Telecommunication Union and ITU World Telecommunication Standardization Assembly issues dealing with Numbering Management.
- Prepare the budget contributions for the Numbering Division and implement administration and management procedures to ensure efficient utilization of the capital resources both human and financial.
- In consultation with the relevant stakeholders develop a mechanism to resolve conflicts relating to number allocation.
- Keep constant consultations with relevant stakeholders on market trends and changes.
- Perform any other function that might be delegated.

## Position Requirements

- **Education:** BEng/BSc in Telecommunication Engineering, Computer Networks or equivalent.
- **Experience:** At-least two (2) years post qualification experience in telecommunications industry environment.
- **Affiliation (s):** Engineers Registration Board and other relevant bodies

## **Competencies**

- Service Orientation
- Customer Focus
- Inter – Personal relations
- Analytical skills
- Innovation and Creative
- Monitoring and evaluation
- Attention to detail
- Service delivery

## **Applications**

- Candidates who meet the requirements for the above-mentioned positions should apply and enclose:
  - Curriculum Vitae
  - Certified copies of educational certificates and transcripts
  - Certified copy of National Identity (Omang).

**Applications should be sent to: [apply@hronpointbw.com](mailto:apply@hronpointbw.com)**

**ONLY SHORTLISTED CANDIDATES WILL BE RESPONDED TO** For further information or clarification please contact the Human Resources Unit at +267 3685500.

**APPLICATION CLOSING DATE: 3 August 2022**