

CLOSING DATE:  
28 February 2025  
at 17h00

(Only short-listed candidates  
will be contacted)

# VACANCY



**CRAN**  
Communications Regulatory Authority of Namibia

## EXECUTIVE: ENGINEERING & TECHNICAL SERVICES [E3] [Five (5) Year Fixed Term Contract]

### Primary purpose of the position:

Reporting to the Chief Executive Officer, the Executive: Engineering & Technical Services is responsible to guide and lead the development of an enabling framework, to facilitate the provision of telecommunications, broadcasting, and postal services as well as to ensure the effective radio and spectrum management. The Executive is also responsible for the Strategic contribution to the development of the Integrated Strategic Plan and related Annual plans with a special focus on the Engineering & Technical Services goals and objectives and to ensure alignment to the CRAN Mandate.

### Key Performance Areas:

#### Radio Frequency Spectrum Management

- Ensures the efficient and effective management and implementation of radio frequency spectrum for increased national benefit and in alignment with agreed standards;
- Promotes an improved spectrum efficiency in the utilisation and management of radio frequency spectrum by licensees;
- Ensures the use of radio frequency spectrum in accordance with the provisions of the Act and other relevant regulations and related standards;
- Develops and recommends frequency assignment procedures that ensure minimum harmful interference between radio communication services;
- Represents the national and CRAN interests on regional and international platforms as it relates to the radio frequency spectrum;
- Encourages and promotes spectrum sharing in accordance with specific ITU regulations and recommendations for sharing of spectrum; and
- Cooperates with and engages relevant regional and international agencies and authorities in the development of common standards and practices on spectrum management.

#### Postal, Courier and E-Commerce Services

- Advises on the required regulatory framework for the postal sector including courier services;
- Examines issues relating to modernisation/digitalisation of the postal/courier sector;
- Establishes and set minimum Quality of Service (QoS) and KPI standards for postal/courier sector;
- Implements and enforces postal, e-commerce and courier services regulations; and
- Keeps record of interconnection agreements between postal/courier operators to understand the gaps that exist in providing postal/courier services to unserved areas.

#### Technical Operations, Infrastructure and Technology

- Ensures the establishment and management of the numbering needs of consumers of all telecommunications services;
- Ensures the control, planning and management of the National Numbering Plan;
- Ensures the implementation and monitoring of infrastructure sharing in accordance with regulations, legislation and national policy;
- Establishes and set minimum QoS standards for the communications industry;
- Ensures network coverage for telecommunications, broadcasting and postal services;
- Deals with all technical resources, telecommunication, broadcasting and infrastructure;
- Monitors the latest trends in telecommunications and broadcasting technologies; and
- Ensures that the telecommunications equipment does not cause damage or interferes with the correct working of a public and private telecommunications networks.

#### Departmental Leadership and Resource Management

- Provides leadership and direction to the department and ensure the continued development of professional competencies;
- Directs and monitors the correct implementation of the performance management process to enhance productivity and timeous achievement of objectives;
- Provides specialist input into the development of CRAN's Strategic Plan in alignment with the organisation's mandate, regulations, and stakeholder needs;
- Maintains prudent financial management controls within the department;
- Develops and ensures the implementation of continuous improvement programmes to increase efficiencies throughout the department; and
- The incumbent will however receive mentorship and capacity building from the Technical Advisor to the CEO for a period of 12 months from assumption of duty.

#### Departmental Compliance and Risk Management

- Monitors department operations regularly to ensure that all relevant laws, regulations, and policy frameworks are applied and adhered to;
- Ensures the implementation of mitigating and remedial actions from Audit findings and ensure the prevention of similar risks in future through regular monitoring of departmental operations; and
- Undertakes other duties as may be reasonably required from time to time.

#### Education, Experience and Skill Requirements:

- A Master's Degree in Electronic, Computer, Communications or ICT;
- Executive Management Development;
- Seven (7) to Nine (9) years' experience in the communications sector or ICT industry;
- Four (4) to Six (6) years in management/middle management;
- Project management skills and knowledge of ITU standards;
- Leadership and strategic skills;
- Financial and operations management skills;
- Knowledge of international rules, regulations and principles governing the communications sector;
- Registration with the Engineering Council will be an added advantage;
- Valid code BE Driver's Licence; and
- Shortlisted candidates will be required to submit proof of Namibian Police Clearance.

**Assumption Date:** Wednesday, 01 October 2025

**CRAN IS AN EQUAL OPPORTUNITY EMPLOYER. WOMEN AND PERSONS WITH DISABILITIES ARE ENCOURAGED TO APPLY.**

**Applicants meeting the above criteria should register their applications including motivation letter, CV, and relevant qualifications at Direct Hire by clicking on the following link:**

<https://cran.mcidirecthire.com/External/CurrentOpportunities>

#### REMUNERATION PACKAGE:

CRAN offers a competitive market-related cost to company remuneration package commensurate to relevant experience and qualifications.