



GRADUATE TRAINEE PROGRAM

The Eswatini Communications Commission (ESCCOM) seeks to recruit well-rounded individuals to undertake an intensive two-year structured Graduate Trainee Program in the following areas:

I. GRADUATE TRAINEE – TECHNOLOGY & STANDARDS

Reporting to the Manager: Technology and Standards.

JOB PURPOSE:

To establish and monitor Quality-of-Service standards for telecommunications in the country, while also supporting the development of national technical standards, type approval processes, and management of numbering resources.

PRIMARY TASKS/RESPONSIBILITIES:

1. To work with the technology and standards division to develop and implement appropriate quality of service standards, including the corresponding measurement mechanisms and approaches for telecommunications services and systems, including fixed and mobile technologies;
2. To work with the technology and standards division to develop and implement appropriate quality of service standards, including the corresponding measurement mechanisms and approaches for telecommunications services and systems, including fixed and mobile technologies;
3. To conduct QoS drive-test and produce reports for regulatory compliance enforcement;
4. To ensure that all equipment supplied to the telecommunication market in Eswatini are type approved;
5. To conduct QoS drive-test and produce reports for regulatory compliance enforcement;
6. To ensure that all equipment supplied to the telecommunication market in Eswatini are type approved;
7. To conduct Type approval Compliance inspection and produce reports with findings and recommendations for regulatory compliance enforcement;
8. To participate in the development and review of certification processes for type approval of electronic communications equipment;
9. To initiate, develop and implement frameworks for setting, reviewing and ensuring compliance with the various standards in the telecom sector in line with international best practices and prevailing licensing regime;

10. To generate and review network interruption logs from the monitoring systems and produce network incident report with recommendations on enforcement;
11. To assist with site inspection visits and project integration reporting in respect of Network Monitoring System (NMS) implementation;

EDUCATION & PROFESSIONAL QUALIFICATIONS:

- Bachelor's Degree in Telecommunication, Electronic Engineering, Computer Science or related Engineering field.

WORKING EXPERIENCE:

- Knowledge and understanding of telecommunications, electronics ICT regulatory project experience in telecommunications, electronics, or a related field is preferred but not mandatory.

SKILLS AND ATTRIBUTES:

- Strong analytical and problem-solving skills.
- Familiarity with telecommunications standards and regulations is a plus.
- Excellent written and verbal communication skills.
- Ability to work collaboratively in a team environment.
- Proficiency in Microsoft Office Suite and databases.

2. GRADUATE TRAINEE – SPECTRUM PLANNING & MANAGEMENT

Reporting to the Manager: Spectrum Planning & Management.

JOB PURPOSE:

To assist on matters of planning, coordination, authorization, allocation, and assignment of Radio Frequency Spectrum.

PRIMARY TASKS/RESPONSIBILITIES:

1. To participate in the development and or review of regulatory frameworks which are used in the planning, coordination, authorization, allocation, and assignment of Radio Frequency Spectrum to ensure efficient utilization;
2. To perform audits and tests, develop and review technical engineering Reports and Results, to determine compliance to relevant technical standards and parameters;

3. To participate in the spectrum licensing process, including allocation and assignment in accordance with the National Frequency Allocation Plan and other relevant regulatory frameworks;
4. To carry out Spectrum Planning and Interference Analysis using the various tools available in the process of assigning Spectrum and Publishing of assignments to ensure efficient utilization of Spectrum in alignment with established regulatory frameworks;
5. To maintain, validate and retrieve updated technical specifications of radio equipment and non-technical information of spectrum users in the Automated Spectrum management system (ASMS) database;
6. To carry out maintenance of Automated Spectrum Management Systems, continuously provide support to users of the system and advise on functionality and performance of the ASMS; and
7. To prepare periodic reports relating to data entry in ASMS database, operational status of ASMS and inventory of spectrum users.

EDUCATION & PROFESSIONAL QUALIFICATIONS:

- Bachelor's Degree in Telecommunication or Electronic Engineering or equivalent.

WORKING EXPERIENCE:

- Minimum one (1) year experience in telecommunications or electrical engineering areas of work.

SKILLS AND ATTRIBUTES:

- Communications skills
- Analytical thinking and problem solving skill
- Interpersonal skills
- Customer focus
- Initiative & Innovation

APPLICATIONS:

Written applications, clearly stating the position applied for, should be emailed to recruitment@esccom.org.sz by close of business on Friday, the **24th January, 2025**, together with detailed resumes and proof of academic qualifications.

Applications should be addressed to:

Director Operations
Eswatini Communications Commission
Plot 11/850, MR103
Ezulwini

Only shortlisted candidates will be contacted. Should you not be contacted within 14 days after the deadline, please consider your application unsuccessful.