



VACANCY - DIRECTOR: TECHNICAL SERVICES

ABOUT ESCCOM AND THE POSITION

The Eswatini Communications Commission (ESCCOM) is the regulator of the communications sector in the Kingdom of Eswatini, established under the Eswatini Communications Commission Act No. 10 of 2013. The Commission is mandated to regulate telecommunication services and networks, broadcasting services, postal and courier services, as well as the use and allocation of radio frequency spectrum. ESCCOM offices are located at Ezulwini.

The organisation is recruiting a **Director : Technical Services** to provide strategic and technical leadership across Spectrum Management, Technology and Standards, Information Technology, Broadcasting, as well as Postal & e-Commerce. This is a senior executive position that reports to the Chief Executive Officer and supervises the Manager: Spectrum Planning and Management, Manager: Broadcasting Services, Manager: Technology and Standards, Manager: Information Technology, and the Manager: Postal and e-Commerce.

KEY PERFORMANCE AREAS

Spectrum Management: Provide strategic leadership in the efficient, effective and compliant management of radio frequency spectrum, including licensing, monitoring and cross-border coordination

Technology & Standards: Direct the development and enforcement of technical standards, compliance and licensing frameworks that safeguard Quality of Service, Numbering Resources, Interconnection and consumer protection

Information Technology: Lead ICT strategy, policy, budgeting and governance to ensure a resilient and secure ICT environment for ESCCOM

Broadcasting: Provide strategic leadership in the regulation, licensing and sector development of broadcasting services

Postal & e-Commerce: Oversee the efficient, reliable and affordable delivery of postal and e-commerce services and the regulatory frameworks that govern them

Administration & Strategic Leadership: Contribute, as a member of the Executive Management Team, to the formulation and implementation of the Commission's strategic plans, and lead Directorate planning and budgeting

QUALIFICATIONS AND EXPERIENCE

Educational Requirements: A Bachelor's degree in Telecommunications Engineering, Electronic Engineering, Electrical Engineering, Information Technology, Computer Science, Information Systems or a related technical field. A Master's Degree in Telecommunications, ICT, Engineering, Business Administration (MBA), Technology Management, Public Policy or a related field.

Experience: 10 years' experience in telecommunications, broadcasting, postal services, information and communications technology (ICT) or spectrum management in a regulatory environment. At least 5 years of this experience at an executive/senior management level, with responsibility for strategic planning, policy implementation, regulatory oversight and leadership of a multi-disciplinary technical team.

SKILLS, KNOWLEDGE AND ABILITIES

Radio frequency spectrum management and licensing; Telecommunications; Broadcasting and postal regulatory frameworks; ICT governance and information systems ; Quality of Service; Numbering Resources; Type Approval; .sz Domain Name Administration; Interconnection and Facilities Sharing regulations ; Corporate governance and regulatory compliance ; Project cycle management.

BEHAVIOURAL COMPETENCIES

Strategic planning, Initiative and innovation, Project management, Strategic thinking, Leadership effectiveness, Stakeholder management

APPLICATION PROCEDURE

Applications should be directed to the recruitment agency as follows:

The Recruitment Consultant - KQ Consulting (Pty) Ltd. P. O. Box 710, Manzini, Kingdom of Eswatini. Applications should be emailed to: recruitment@kq.co.sz before **25th September 2026**. Correspondence will be limited to short-listed applicants only.