



# Job Description

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<b>Job Title</b> Technical Manager	<b>Job Location</b> Dar es Salaam	<b>Category</b> -
<b>Job Type</b> Full Time	<b>Job level</b> Manager	<b>Industry</b> Telecom Services & Equipment
<b>Open to Expatriates</b> Only Open to Tanzanian Nationals		

## Minimum Requirements

<b>Min Budget</b> -	<b>Max Budget</b> -	<b>Primary Industry</b> Telecom Services & Equipment: 8 Years
<b>Secondary Industry</b> -	<b>Primary Category</b> -	<b>Secondary Category</b> -
<b>Certificate</b> -	<b>Qualification</b> -	

## Summary

- He/She will provide strategic oversight of Operations processes and the development of its functions in line with the changing demands and priorities of the Company. The company views Operations as an integral foundation of its programming; the Technical Manager is expected to contribute to strengthening the integration of all Operations by working closely with the Operation team and fostering positive collaboration. This will be done through structured and systematic capacity building of Operations staff to address operational challenges; using existing resources and tailored to the specific staffing needs.
- The Technical Manager will foster a values-based organizational culture, ensuring good internal controls and conscientious stewardship of organization resources. She/he will promote a performance based culture ensuring performance management systems are in place, functional and effective.
- The position requires advanced finance and business management skills, excellent team building and people coaching skills, extensive experience and in depth understanding of finance administrative support processes and compliance requirements.
- The role is responsible for network architecture, infrastructure planning, deployment, optimization, regulatory compliance, and technical team management. The position ensures that network performance, reliability, scalability, and security meet both commercial objectives and industry standards.

## Responsibilities

### Strategic Leadership

- Develop and implement the technical roadmap aligned with corporate strategy.
- Lead long-term network evolution planning (e.g., fiber expansion, microwave backhaul, LTE/5G deployment, IP core upgrades).
- Evaluate emerging technologies and recommend adoption where commercially viable.
- Provide executive-level technical advisory to senior management.
- Oversees and implements NETIS strategic plan in relation to Technical Services directorate objectives;
- Ensure optimal, efficient and effective management and utilization of human resource under Technical Services directorate
- Oversee the planning and optimum use of resources under the Technical Services directorate

### Network Architecture and Engineering

- Oversee design and architecture of telecom networks including core, access, transmission, and data systems.
- Ensure infrastructure scalability, redundancy, and disaster recovery capability.
- Approve technical standards, design documents, and engineering methodologies.
- Maintain alignment with ITU, IEEE, 3GPP, and other relevant standards

### **Operations and Performance Management**

- Ensure network availability and uptime targets (SLA compliance).
- Monitor KPIs including latency, packet loss, throughput, MTTR, and network utilization.
- Drive continuous improvement and performance optimization initiatives

### **Project Management and Deployment**

- Lead large-scale infrastructure rollout projects.
- Approve budgets, timelines, and technical scopes.
- Coordinate with vendors, contractors, and regulatory authorities.
- Ensure projects are delivered within budget and schedule.

### **Regulatory and Compliance**

- Ensure adherence to national telecom regulations and licensing conditions.
- Oversee spectrum management and compliance reporting.
- Maintain cybersecurity and data protection compliance frameworks.
- Development and enforcement of company policies and for ensuring compliance with all laws, rules, and regulations governing technical services activities.

### **Financial Oversight**

- Develop and manage CAPEX and OPEX budgets for technical operations.
- Evaluate ROI for infrastructure investments.
- Participate in vendor negotiations and procurement decisions.

### **Team Leadership**

- Lead multidisciplinary technical teams including network engineers, RF engineers, transmission specialists, and IT engineers.
- Define organizational structure within the technical division.
- Conduct performance reviews and succession planning.
- Mentor senior technical staff and build internal capability.

### **Risk Management**

- Identify technical risks and implement mitigation strategies.
- Ensure business continuity planning and incident response readiness. Responsible for development, implementation, and evaluation of strategies to achieve technical services' corporate objectives
- Ensure that the highest possible standards of Technical proficiency are maintained
- Ensure implementation of an effective quality and determine standards operating practices to comply with relevant legislations and regulations which are related to Telecommunication and other necessary authorities
- Liaise with other departments within the Company to ensure the Company global objectives and targets are met.
- Oversee health and Safety Matters
- Conducts Performance Review and Appraisal of subordinates and gives feedback respectively.
- Perform any other official duties as may be assigned by a supervisor.

### **Supervisory Responsibilities:**

- Supervises the works of subordinates in the department to ensure they perform their work
- Establish an interface between field task force and top
- Working independently or in a team under comprehensive organizational guidelines to achieve unit
- Utilization of significant resources from other work units to perform the job's functions.
- Prepares succession plans and mentoring of subordinates to strength future organization structure.

### **Education & Qualifications**

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Bachelor's degree in Telecommunications Engineering, Electrical Engineering, or related field (Master's degree preferred).

## Requirements

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- Minimum 10–15 years of telecom experience, with at least 5 years in senior technical leadership.
- Deep expertise in IP networking, fiber optics, wireless systems, core networks, and telecom infrastructure.
- Strong knowledge of telecom regulatory frameworks.
- Experience managing large-scale infrastructure budget

## Characteristics

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- Managing budgets and expenditures
- Suitable client facing skills incorporating significant commercial
- Strong financial knowledge along with a highly developed understanding of operations processes and
- Competence in document preparation using MS office, data collection and MS PowerPoint for presentations and posters.

## Reporting To

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Managing Director

## Driving Licence

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Not Required

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