



VACANCY ANNOUNCEMENT

CHIEF EXECUTIVE OFFICER

The Communications Regulators Association of Southern Africa (CRASA), based in Gaborone, Botswana, is a consultative association of Information and Communications Technology (ICT) and postal regulators in the Southern African Development Community (SADC) region. CRASA's main objective is to harmonise ICT and postal regulatory frameworks in the region. To achieve this objective, CRASA works closely with SADC and other regional and international agencies and organises regional events on ICT and postal regulation that bring together decision-makers in government institutions, regulators, operators and regulatory experts.

CRASA is seeking to recruit a dynamic, innovative and results-oriented individual from a SADC Member Country to serve as Executive Secretary on a four (4) year contract, renewable for a maximum of one further term, subject to performance.

POSITION OVERVIEW;

As Executive Secretary, the hire will lead CRASA in achieving its strategic objectives by improving operational efficiency, overseeing stakeholder relations and acting as the organization's chief ambassador. His leadership will help shape the future of the ICT and postal services sectors in the region.

MAIN RESPONSIBILITIES:

Strategic Planning and Execution: Lead the growth and sustainability of CRASA, through strategic planning, policy review and alignment with business objectives.

Leadership and Management: Leading high-performance teams, effective resource planning and employee performance management.

Operational Efficiency: Improve operational effectiveness, promote stakeholder relationships and ensure service quality and cost efficiency.

Financial Performance: Ensure financial sustainability through planning, budgeting and partnerships to generate revenue.

Risk management: identify and mitigate risks to ensure business continuity and report on risk management progress.

Capacity Building: Address training needs and organize conferences for ICT and postal regulation professionals.

ICT and postal regulation: guiding regulatory committees, promoting information exchange, ensuring legal compliance and supervising the submission of documents.

REQUIRED QUALIFICATIONS AND EXPERIENCE:

Training:

Master's degree in relevant areas such as Telecommunications, Public Policy, Business Administration or Finance.
A postgraduate professional qualification will be an added advantage

Experience:

Minimum of 10 years of experience in the ICT/Postal sector, 5 (five) years of which in senior management positions.
Proven track record in strategic leadership, financial management and policy development.

ESSENTIAL COMPETENCIES:

Deep Knowledge of Telecommunications and Media Regulations

Leadership and Strategic Management

Political Advocacy and Diplomacy

Communication & Public Speaking

Technical and Regulatory Analysis

Financial Management and Revenue Generation

Legal and Compliance Knowledge

Intercultural Sensitivity and Awareness of Regional Context

Ethical Leadership and Integrity

Networking & Collaboration

REMUNERATION:

CRASA offers a competitive salary and benefits package commensurate with other similar positions throughout the region.

APPLICATION:

Eligible candidates from SADC Countries may submit their CVs of a maximum of 3 (three) pages, a cover letter, certified copies of certificates and names and contact details of three (3) references by Friday, 30 May 2025, during normal public service office hours to recrutamento@incm.gov.mz

ADDITIONAL NOTES:

CRASA is an equal opportunities employer.

Only pre-selected candidates will be contacted.

CRASA reserves the right to withdraw this advertisement if circumstances change.