

The Southern African Customs Union (SACU) has adopted a Vision and Mission statement and a Strategic Plan for promoting sustainable development and deeper integration within the SACU region. The SACU Secretariat hereby invites suitably qualified and experienced citizens of the SACU Member States to submit their applications for the following position:

1 x ICT Networks and Security Specialist (Ref: ICTNSS)

Main Purpose of the Job:

The role is responsible for ensuring the integrity, confidentiality, and availability of data and services, including implementing cybersecurity measures, enforcing compliance requirements, and ensuring that robust business continuity strategies are in place and operating effectively.

Key Areas of Responsibilities:

- Design, implement, and manage the organisation's network infrastructure, ensuring optimal performance, availability and security.
- Administer, implement, configure, maintain, and optimise network infrastructure and cybersecurity systems to ensure their effectiveness, performance, and alignment with organisational requirements.
- Conduct periodic reviews of active users and network audit logs to identify anomalies and ensure compliance, and coordinate similar reviews by relevant information system owners for their respective systems
- Apply and maintain access controls, authentication mechanisms, and identity management systems across on-premises and cloud environments.
- Implement and maintain cybersecurity controls in the Microsoft 365 environment, including Defender for Office 365, MFA, Conditional Access, and compliance features.
- Implement and enforce IT security policies, standards, and procedures in alignment with best practices and applicable compliance requirements.
- Maintain documentation related to network configurations, security policies, and operational procedures.
- Ensure appropriate business continuity measures are in place, including effective backup, disaster recovery, and incident response planning, in alignment with the organisation's policies and operational requirements.
- Conduct regular internal risk assessments, security audits, and vulnerability management activities.
- Coordinate independent IT security assessments and penetration tests in line with the Secretariat's ICT Security Policy.
- Address all network and security matters arising from internal and external audits, as well as findings from IT penetration tests, and support the organisation's overall risk and compliance obligations in these areas.

Educational Qualifications Required:

- Bachelor's degree in computer science, Information Technology, Cybersecurity, or a related field.
- Certification in Fortinet NSE 4 is required, with preference given to candidates holding additional credentials such as NSE 5-7, Microsoft 365 Security, or Cisco networking certifications.

Relevant Work Experience and competencies Required:

- A minimum of 8 years of proven experience in network and security administration across mixed hardware and cloud environments.
- Strong knowledge of enterprise networking (routing, switching, VLANs, VPNs, NAT, QoS).
- Hands-on experience with Fortinet, Cisco, and HP networking equipment.
- Proficiency in securing and managing Microsoft 365 cloud services and Azure AD.
- Experience with FortiNet, FortiManager, FortiAnalyzer, and SIEM/log management tools.
- Familiarity with international cybersecurity standards and frameworks such as ISO/IEC 27001 and the NIST Cybersecurity Framework, as well as applicable regional data protection and cybersecurity laws.
- Ability to manage complex incidents and perform root cause analysis.
- Excellent documentation, communication, and cross-functional collaboration skills.
- Analytical mindset with strong attention to detail and proactive problem solving.

Applications must be accompanied by a detailed CV, e-mail and telephone contact details, certified copies of ID, educational qualifications and at least 3 contactable references. Quote the reference number and job title. Applications must be submitted to Human Resources Manager, SACU Secretariat, Private Bag 13285, Windhoek Namibia or send by e mail to:

Applications@sacu.int

The closing date for applications is **30th September 2025**.

For further information, please visit our website at www.sacu.int

Should you have received no response within 4 weeks of the closing date, please consider your application unsuccessful in this instance, as correspondence will be limited to shortlisted candidates only.