

# VACANCY

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The growth at MTC, Namibia's leading telecommunications company, now warrants appointment in the following vacancy:

## Programme Manager (D5)

The incumbent will report to the: **Chief Technology Information Office**

### Job Competencies Include:

The role is responsible for directing and controlling multiple interconnected initiatives, including network expansion, IT upgrades, and service launches. The role ensures that projects are delivered on time, within budget, and in alignment with strategic business objectives, driving efficiency, innovation, and operational excellence across the organisation.

- Develop and enhance PMO strategies and lead the implementation of departmental objectives as per the defined strategy.
- Devise and establish IT policies and systems to support the implementation of strategies set by EXCO.
- Develop and drive the technology strategy to align IT initiatives with business goals, ensuring all projects contribute to long-term growth, operational efficiency, and competitive advantage.
- Oversee the strategic prioritisation of IT initiatives, ensuring resource allocation supports high-impact projects such as network expansion, IT infrastructure upgrades, and digital service rollouts.
- Conduct strategic assessments of emerging technologies, such as AI, IoT, cloud computing, and 5G, to identify potential opportunities for business growth and innovation.
- Develop and enforce an Enterprise Architecture (EA) framework that aligns IT systems, applications, and infrastructure with business goals.
- Ensure IT systems and processes adhere to legal, regulatory, and industry compliance standards, including data protection laws, cyber security frameworks, and telecom regulations.
- Establish and enforce project management best practices, including Agile, Waterfall, and hybrid methodologies, to optimise efficiency and adaptability.
- Implement enterprise-wide portfolio management, ensuring projects are strategically prioritised and dependencies are managed effectively.
- Ensure effective collaboration across IT, engineering, operations, and business units, reducing bottlenecks and accelerating project delivery.
- Monitor and forecast IT resource requirements, ensuring workforce planning aligns with business demands.
- Oversee IT budget planning and control, ensuring financial resources are aligned with strategic IT initiatives.
- Implement performance measurement frameworks to track the efficiency and effectiveness of IT resource utilisation.
- Define and enforce quality assurance (QA) frameworks, ensuring technology solutions meet performance, security, and usability standards.
- Ensure compliance with ITIL, ISO, and other industry-standard best practices, promoting excellence in service management and technology operations.
- Develop a comprehensive risk management framework, ensuring proactive identification, assessment, and mitigation of IT and network-related risks.
- Oversee the development and execution of business continuity plans (BCP) and disaster recovery (DR) strategies, ensuring IT infrastructure resilience.
- Conduct regular IT risk audits and compliance assessments, ensuring alignment with governance frameworks and legal requirements.
- Collaborate with relevant stakeholders to implement new, and improve existing, technical solutions, business processes, and procedures.
- Manage all SLAs in relation to changing trends and business requirements and advise on reviews and amendments to be included.

### Qualifications and Personal Competencies:

- Bachelor's degree in Computer Science, ICT, or related field.
- Certifications in Project Management, Programme Management, or Agile (e.g. PfMP, PMP, PRINCE2, PMI-ACP, SAFe) required.
- Minimum of 8 years' work experience required for this position.
- Minimum of 5 years' experience working in a senior managerial role.
- Minimum of 6 years' experience managing complex programmes in the telecommunications/ICT industry.
- Minimum of 4 years' experience in project cost management.
- Strong leadership in managing cross-functional teams, fostering collaboration, accountability, and high performance.
- Ability to conduct research and leverage insights to support decision-making.
- Excellent project management skills.
- Excellent critical thinking, analytical, and problem-solving skills.
- Proven managerial skills with the ability to manage a team.
- Excellent budget and cost management skills with the ability to develop and manage budgets.
- Strong understanding of mobile network infrastructure, ICT systems, telecom industry standards, and operations.
- Proven ability to plan, schedule, budget, and manage risks using industry-standard methodologies (Agile, Waterfall, PRINCE2) and project management tools.
- Excellent skills in stakeholder engagement, communication, and negotiation.
- Must have a valid driver's licence.
- Must be a Namibian citizen or have permanent residency.

**Application closing date: Wednesday, 18 February 2026**

Submissions should contain a comprehensive CV, supported by a motivation (cover) letter, and Qualifications and should be addressed as follows:

Apply via the recruitment site: [https://jobopportunities.net/jobs\\_search.aspx](https://jobopportunities.net/jobs_search.aspx)

**No Hand delivered applications will be accepted.**

**NB: Only short-listed candidates will be contacted, and no CVs or documents will be returned.**

\* Previously disadvantaged people are encouraged to apply. MTC is an equal opportunities employer and offers a competitive remuneration package to the successful candidate.



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