



EMPLOYMENT OPPORTUNITIES

7th April, 2026

The Zambia Statistics Agency (ZamStats) was established under the Statistics Act, Chapter 127 of the Laws of Zambia, for the coordination of an integrated National Statistical System (NSS) to build a sustainable capacity for the production and use of statistical data and information for planning purposes at all levels of governance.

ZamStats has embarked on a transformative agenda which responds to the current trends in the statistical eco-system. In this regard, ZamStats hereby invites applications from suitably qualified candidates who are self-driven and dynamic with an impeccable track record to fill the following vacant positions:

| S/N | Job Title | Salary Grade | Number of Vacancies |
|-----|-----------------------------------------------------|--------------|---------------------|
| 1. | Director – Demography and Social Statistics | ZSA02/M | 1 |
| 2. | Director – Economic Statistics | ZSA02/M | 1 |
| 3. | Director – National Statistical System Coordination | ZSA02/M | 1 |
| 4. | Director – Information and Communication Technology | ZSA02/M | 1 |
| 5. | Director – Corporate Services | ZSA02/M | 1 |

1. Job Title: Director – Demography and Social Statistics (Salary Grade ZSA02/M) (1 Position)

A. Job Purpose

Provide strategic and technical leadership for the design, implementation, analysis, and dissemination of demographic, social, governance and cultural statistics across the National Statistical System (NSS). The role ensures fit-for-purpose survey and census programs, integration of administrative and Civil Registration and Vital Statistics (CRVS) data, methodological rigor, gender

and inclusivity mainstreaming, and timely dissemination of high-quality social indicators to inform national development planning, evidence-based policymaking, and international reporting (e.g., SDGs,) and Agenda 2063.

B. The job holder will perform the following functions:

- I. Plan and execute decennial census to international standards
- II. Run regular household and thematic surveys
- III. Strengthen use of Administrative Data with the relevant Stakeholders
- IV. Apply Quality Assurance frameworks and metadata standards for consistency
- V. Use Geographical Information System (GIS) and model-based estimation for poverty, health and education mapping
- VI. Convert statistics into actionable insights and meet external reporting duties
- VII. Ensure disaggregation and inclusive statistics
- VIII. Safeguard respondents, staff, and data; uphold ethics
- IX. Build technical capability and manage people and budgets
- X. Align producers/users of Social-Economic Statistics to reduce duplication and raise quality

C. Required Academic and Professional Qualifications:

- I. Full Grade Twelve (12) / Form V Certificate
- II. Bachelor's Degree in Demography, Statistics, Economics, Epidemiology, Biostatistics and other related fields
- III. Master's Degree in a relevant field will be an added advantage.

D. Required Minimum Job Experience

At least ten (10) years relevant experience, of which five (5) years should be at Management Level

E. Desired Knowledge

- I. Survey and Census Methodology
- II. Social Indicator Frameworks and SDG Reporting
- III. Civil Registration and Vital Statistics (CRVS) and Administrative Data Integration
- IV. Data Quality Assurance Frameworks (SDMX/DDI)
- V. Geographical Information System (GIS) and Small-Area Estimation
- VI. Dashboard and Data-Visualization Basics
- VII. Project and Field-Operations Management
- VIII. Budgeting, and Monitoring and Evaluation

F. Desired Competences and Personal Attributes

- I. Analytical Skills
- II. Problem-Solving Skills
- III. Computer skills

- IV. Risk and Change Management Skills
- V. Leadership and People Development Skills
- VI. Stakeholder Engagement and Diplomacy
- VII. Communication and Advocacy Skills
- VIII. Integrity and Confidentiality
- IX. Results Oriented

2. Job Title: Director – Economic Statistics (Salary Grade ZSA02/M) (1 Position)

A. Job Purpose

Provide strategic and technical leadership for the design, implementation, analysis, and dissemination of Economic and Financial statistics across the National Statistical System (NSS). The role ensures fit-for-purpose survey and census programs, integration of administrative and, methodological rigor, gender and inclusivity mainstreaming, and timely dissemination of high-quality Economic/Financial indicators to inform national development planning, evidence-based policymaking, and international reporting (e.g., SDGs, Agenda 2063).

B. The Job Holder will perform the following functions:

- I. Plan, execute and manage effectively the undertaking of Economic Census and Surveys in order to produce Economic Statistics that meet international standards for policy formulation and decision making
- II. Strengthen use of Administrative Data with the relevant Stakeholders
- III. Apply Quality Assurance frameworks and metadata standards (e.g., SDMX/DDI) for consistency. Supervise regularly and timely the inputting and updating of economic and financial statistics database in order to ensure availability of up to date and quality official statistics
- IV. Manage effectively the development and implementation of standards for the production of official economic and financial statistics across NSS in order to ensure consistency
- V. Convert statistics into actionable insights and meet external reporting duties
- VI. Safeguard respondents, staff, and data; uphold ethics
- VII. Build technical capability and manage people and budgets, in order to improve individual and organizational performance and productivity
- VIII. Align producers/users of Economic and Financial statistics to reduce duplication and raise quality

C. Required Academic and Professional Qualifications

- I. Full Grade Twelve (12) / Form V Certificate
- II. Bachelor's Degree in Economics, Mathematics, Statistics, Demography, Business Administration, or other fields related to Economic Statistics

- III. Master's Degree in Economics, Statistics and any relevant field will be an added advantage

D. Required Minimum Job Experience

At least ten (10) years relevant experience, of which five (5) years at Management Level

E. Desired Knowledge in

- I. Survey and Census Methodology
- II. Economic and Financial Indicator Frameworks
- III. Project and Field-Operations Management
- IV. Planning and Budgeting
- V. Monitoring and Evaluation
- VI. Sustainable Development Goals Reporting

F. Desired Competencies and Personal Attributes

- I. Analytical skills
- II. Advanced Computer skills
- III. Basic Sampling Skills
- IV. Integrity and confidentiality
- V. Results Oriented
- VI. Stakeholder Engagement and Diplomacy Skills
- VII. Leadership and People Development Skills
- VIII. Problem-Solving Skills
- IX. Communication and Advocacy Skills
- X. Risk and Change Management Skills

3. Job Title: Director – National Statistical System Coordination (Salary Grade ZSA02/M) (1 Position)

A. Job Purpose

Provide strategic and technical leadership and coordination of the development, production and dissemination of statistics across the National Statistical System (NSS) in order to ensure adherence to prevailing standards and practices. The role ensures coordination in the production of timely quality statistics by the NSS to inform national development planning, evidence-based policymaking, and international reporting (e.g., SDGs, Agenda 2063).

B. The Job Holder will perform the following functions:

- I. Ensure harmonized implementation of statistical activities
- II. Ensure consistency in the production of statistics/ to ensure the quality of data is consistent with the NSS

- III. Provide information to the Government, key Stakeholders and the general public
- IV. Facilitate evidence-based decision making
- V. Safeguard respondents, staff, and data; uphold ethics
- VI. Build technical capability and manage people and budgets
- VII. Align producers/users of official statistics to reduce duplication and raise quality

C. Required Academic and Professional Qualifications

- I. Full Grade Twelve (12) / Form V Certificate
- II. Bachelor's Degree in Statistics, Demography, Mathematics, or other fields related to statistics
- III. Master's Degree in a relevant field will be an added advantage

D. Required Minimum Job Experience

At least ten (10) year's relevant experience, of which five (5) years should be at Management Level

E. Desired Knowledge

- I. Survey and Census Methodology
- II. Management Skills Project and field-operations management
- III. Budgeting, and Monitoring and Evaluation
- IV. Risk and change management

F. Desired Competencies and Personal Attributes

- I. Analytical Skills
- II. Computer skills
- III. Interpersonal and Negotiation Skills
- IV. Integrity and Confidentiality
- V. Results Oriented
- VI. Stakeholder Engagement and Diplomacy
- VII. Leadership and People Development
- VIII. Problem-Solving Skills
- IX. Communication and Advocacy

4. Job Title: Director – Information and Communication Technology (ICT) (Salary Grade ZSA02/M) (1Position)

A. Job Purpose

Provide strategic leadership in the provision of ICT services and digital solutions to support all statistical operations of ZamStats. The Director – ICT shall drive the Agency's digital transformation, ensuring robust ICT infrastructure, secure Data Management, and effective use of technology in Data Collection, Processing, Analysis, and Dissemination. The role ensures business continuity through

reliable Networks and Systems, Safeguards Data Integrity and Confidentiality, and Leads Innovation in E-Statistics (such as online data portals and mobile data collection) to enhance the efficiency and reach of ZamStats' work.

B. The Job Holder will perform the following functions:

- I. Develop and manage an Integrated National Statistical Database to provide reliable, accessible data
- II. Design and implement ICT applications to meet end-user requirements and improve business processes
- III. Build and maintain robust ICT infrastructure (networks, hardware) to support Agency operations
- IV. Implement strong network and database security to protect statistical data integrity and confidentiality
- V. Provide effective technical support to all users to ensure smooth daily operations
- VI. Enhance ICT competencies among staff and promote effective use of ICT resources
- VII. Establish and enforce ICT standards and policies for systems development and procurement
- VIII. Re-engineer and automate business processes to improve efficiency in statistical production and dissemination
- IX. Manage the human, financial, and physical resources of the ICT department to achieve objectives
- X. Implement performance management for ICT staff to drive productivity and accountability

C. Required Academic and Professional Qualifications

- I. Grade Twelve (12) Certificate
- II. Bachelor's Degree in Computer Science Information Technology, and other related fields
- III. Master's Degree in a relevant field will be an added advantage
- IV. Member of the Information and Communications Technology Association of Zambia

D. Required Minimum Job Experience

At least ten (10) years of relevant ICT experience in Statistical Information Systems Development, with a minimum of five (5) years in an ICT role at Management Level.

E. Desired Knowledge

- I. Software Development or Acquisition Lifecycle
- II. Database Management (including SQL Databases) and Cloud Computing Concepts
- III. Cybersecurity Practices
- IV. Statistical IT Systems and Large Data Management

F. Desired Competences and Personal Attributes

- I. Analytical Skills
- II. Problem-Solving Skills
- III. Risk and Change Management Skills
- IV. Leadership and People Development Skills
- V. Stakeholder Engagement and Diplomacy
- VI. Communication and Advocacy Skills
- VII. Computer skills
- VIII. Integrity and Confidentiality
- IX. Results Oriented

5. Job Title: Director – Corporate Services (Salary Grade ZSA02/M) (1Position)

A. Job Purpose

To provide strategic leadership and oversight to ensure the Zambia Statistics Agency's corporate functions support its mandate, mission and vision. This includes strategic planning, optimising resources, managing risk, and effectively managing the Agency staff. The role ensures effective management and coordination of human and financial resources, provision, administrative and logistical support services in order to facilitate smooth operations of the Agency.

B. The Job Holder will perform the following functions:

- I. Develop and implement Corporate Strategy
- II. Develop and implement Human Resource (HR) strategies, Policies and Procedures to attract, retain, and develop top talent
- III. Build a competent, motivated, and ethical workforce in the Agency
- IV. Ensure effective management of resources, and facilities
- V. Monitor employee engagement, customer satisfaction, and investor confidence
- VI. Foster strong relationships with Stakeholders, including Employees, Customers and Investors
- VII. Monitor budget adherence, cost reduction, and revenue growth
- VIII. Ensure effective governance and compliance with regulatory requirements
- IX. Embed a results-based culture and ensure accountability for institutional performance
- X. Maintain regulatory compliance and mitigate organizational risks

C. Required Academic and Professional Qualification

- I. Full Grade Twelve (12) / Form V Certificate

- II. Bachelor's Degree Human Resource Management, Public Administration, Business Administration, or equivalent
- III. Master's in Business Administration, Human Resource Management, Public Administration or equivalent will be an added advantage
- IV. A member of the Zambia Institute of Human Resource Management

D. Required Minimum Job Experience

At least ten (10) years of relevant Human Resource Management and administration experience, of which five (5) years should be at Management Level.

E. Desired Knowledge

- I. Labour Laws and Related Statutory Regulations
- II. Human Resources Policies and Procedures
- III. HR Management and Development
- IV. Strong Leadership and Management Skills
- V. Excellent Communication and Interpersonal Skills
- VI. Financial Planning and Budgeting
- VII. Facilities Management
- VIII. Strategic Human Resource Planning
- IX. Performance Management
- X. Human Resource Information Management System (HRIMS)
- XI. Payroll Management

F. Desired Competencies and Personal Attributes

- I. Leadership and People Development
- II. Conflict Management
- III. Emotional Intelligence
- IV. Interpersonal Skills
- V. Integrity and Confidentiality
- VI. Results oriented
- VII. Stakeholder Engagement and Diplomacy
- VIII. Team Building Skills
- IX. Communication and Advocacy
- X. Change management and Work Culture Modelling
- XI. Negotiation skills
- XII. Computer skills

NOTE:

- The job holders will be based at the Zambia Statistics Agency Headquarters in Lusaka.
- Applicants who have certificates of verification of local qualifications and/or certificates of verification and evaluation of foreign qualifications issued by the Zambia Qualifications Authority (ZAQA) must submit the said certificates with

their applications for the position advertised. Applicants without certificates of verification and/or certificates of verification and evaluation must submit with their applications for the position advertised proof of submission of their application to ZAQA for verification of local qualifications and, where applicable, proof of submission of their application to ZAQA for verification and evaluation of foreign qualifications.

- Candidates who meet the above qualifications and work experience will be considered.
- Women and persons with disabilities are encouraged to apply.
- Candidates should apply for **one** of the above-listed positions only or otherwise be **disqualified**.

Suitably qualified candidates should submit their application letters, supported by copies of academic and professional qualifications along with detailed CVs, NRC and traceable referees, to the **link** below, not later than midnight Central African Time (CAT), **17th April, 2026**. Applications received later than the closing date shall not be considered.

The application letters should be addressed to:

The Statistician-General
Zambia Statistics Agency
Corner of John Mbita Road and Nationalist Road,
Lusaka, Zambia

Link: <https://ee.kobo.grz.gov.zm/x/lnm8rAXh>

QR Code:



Please note that only shortlisted candidates will be contacted.