VACANCIES ANNOUNCEMENT

Senior Systems Administrator, Database Administrator, ICT Engineer Positions

Advertisement No.7 of 2026

(BOTH EXTERNAL AND INTERNAL)

20th November 2026

1. **Job Title: Senior Systems Administrator** – ICT Department **(Salary Grade ZSA05/J) (1 Position)**

a. Job Purpose

To supervise and undertake the development and management of network and hardware infrastructure in order to facilitate the provision of efficient and secure ICT services.

b. The job holder will perform the following functions

- Supervises and undertakes effectively the design and installation of network systems in order to facilitate efficient and secure access to ICT services and enhance service delivery.
- Supervises and undertakes regularly the monitoring, troubleshooting and upgrading of networks in order to facilitate continuous availability and enhanced performance.
- Supervises and undertakes effectively the installation and maintenance of Server Farm Infrastructure in order to facilitate uninterrupted availability and secure access to ICT services
- Supervises and undertakes regularly the implementation of disaster recovery programmes and procedures in order to guarantee business continuity and secure Agency information
- Supervises and undertakes timely servicing and rehabilitation of ICT

infrastructure in order to facilitate its availability to users.

- Supervises effectively utilization of human, financial and other resources in order to ensure attainment of departmental objectives.
- Supervises and undertakes effectively the implementation of performance management systems in order to improve individual and organisational performance and productivity

c. Required Academic and Professional Qualifications:

- Grade Twelve (12) School Certificate
- Bachelor's Degree in Computer Science, or its equivalent
- Valid ICTAZ Membership.

d. Required Minimum Job Experience

At least five (5) years of relevant work experience.

e. Desired Knowledge

I. Systems administration and enterprise ICT infrastructure.
II. Windows and Linux server administration.
III. Server installation, configuration and maintenance.
IV. Virtualisation and cloud computing technologies.
V. Network infrastructure and connectivity.
VI. Active Directory, DNS, DHCP and directory services.
VII. Systems monitoring, performance management and troubleshooting.
VIII. Backup, recovery and disaster recovery.
IX. Information security and cybersecurity principles.
X. Identity and access management.
XI. Storage and systems capacity management.
XII. High availability and business continuity.
XIII. Systems integration and enterprise applications.
XIV. ICT infrastructure documentation and technical standards.
XV. Emerging technologies and systems administration best practices

f. Desired Competences and Personal Attributes

I. Management skills
II. Telecommunication design skills
III. Cyber security
IV. Engineering System design skills,
V. Interpersonal Skills
VI. Leadership skills

LINK: https://ee.kobo.grz.gov.zm/single/gZ81ZhFk

2. **Job Title:** Database Administrator– ICT Department **(Salary Grade ZSA06/I) (2 Positions)**

A. Job Purpose

To undertake the design, development and management of databases in order to facilitate seamless communication of information systems and efficient storage and retrieval statistical information.

B. The job holder will perform the following functions:

I. Undertake regularly the development and maintenance of the database systems in order to facilitate seamless data storage and retrieval and ensure their efficient and smooth operations
II. Undertake effectively database documentation in order to facilitate maintenance, future reference and ease of use.
III. Undertake effectively capacity building of end users on the utilization of the databases in order to optimize their usage
IV. Undertake effectively the development and implementation of database standards and guidelines in order to ensure consistency across the NSS.

C. Required Academic and Professional Qualifications:

I. Grade Twelve (12) School Certificate
II. Bachelor's Degree in Computer Science, or its equivalent
III. Valid ICTAZ Membership.

D. Required Minimum Job Experience

At least five (5) years of relevant work experience.

E. Desired Knowledge

I. Database administration and management.
II. Relational database management systems (RDBMS).
III. Database design, modelling and optimisation.
IV. SQL and database programming.
V. Database performance monitoring and tuning.
VI. Database security, access control and user management.
VII. Backup, recovery and disaster recovery.

VIII. High availability and database replication.
IX. Data integrity, quality and governance.
X. Database installation, configuration and maintenance.
XI. Data integration and migration.
XII. Statistical information systems and databases.
XIII. Database documentation and technical standards.
XIV. Emerging database technologies and cloud-based database services

F. Desired Competences and Personal Attributes

I. Communication skills
II. Report writing skills
III. Business Process Re-Engineering skills
IV. Engineering System design skills
V. Statistical analysis skills
VI. Interpersonal skills

LINK: https://ee.kobo.grz.gov.zm/single/52mrKDNI

3. Job Title: ICT Engineer – ICT Department **(Salary Grade ZSA06/I (1 Position)**

A. Job Purpose

To design, develop, implement, maintain and manage ICT network and hardware infrastructure in order to facilitate the provision of ICT services.

B The job holder will perform the following functions

i. Undertake effectively the designing, development and maintenance of the physical and logical network in order to facilitate efficient and secure operation.
ii. Undertake effectively the Provision of network and hardware support services to users in order to ensure systems availability and optimal use.
iii. Undertake efficiently the regular backup of the server farms to provide systems availability and business continuity.
iv. Undertake effectively the Maintenance of network security and IT Asset inventory and technical documentation in order to ensure systems availability and integrity, and future reference.
v. Undertake effectively the Conducting of training on network, hardware and operating systems and security awareness in order to optimize utilisation.

C. Required Academic and Professional Qualifications:

i. Grade Twelve (12) School Certificate
ii. Bachelor's Degree in Computer Science, Management Information System, or its equivalent
iii. Valid ICTAZ Membership.

D. Required Minimum Job Experience

At least Three (3) years of relevant work experience in network and hardware engineering/support

E. Desired Knowledge

i. ICT infrastructure design, installation and maintenance.
ii. **ICT equipment maintenance, repair and fault diagnosis.**
iii. Network infrastructure and connectivity technologies.
iv. Servers, computer hardware and systems administration.
v. Structured cabling and communication technologies.
vi. Network security and cybersecurity principles.

vii. Systems integration and interoperability.
viii. Cloud computing and virtualisation technologies.
ix. ICT equipment configuration, testing and troubleshooting.
x. Infrastructure monitoring and performance management.
xi. Backup, disaster recovery and business continuity.
xii. ICT standards, policies and technical specifications.
xiii. ICT project planning and implementation.
xiv. Data centre operations and environmental controls.
xv. ICT asset lifecycle management.
xvi. Preventive and corrective maintenance practices.
xvii. Emerging ICT technologies and engineering practices.

F. Desired Competences and Personal Attributes

i. Network design and Implementation
ii. Telecommunication design Skills
iii. Cyber security Skills
iv. Management Skills
v. Communication skills
vi. Report writing skills
vii. Business Process Re-Engineering Skills,
viii. Engineering System design Skills,
ix. Conceptual and analysis skills.
x. Interpersonal Skills

LINK: https://ee.kobo.grz.gov.zm/single/loIBMUkr