

# VACANCY

## VACANCY ADVERT– VACANCY CIRCULAR NO.4 OF 2026

The Botswana Energy Regulatory Authority was established under the BERA Act, 2016 (No 13 Of 2016) for the regulation of energy sector in Botswana. The Authority is responsible for providing an efficient regulatory framework for the regulated sector in accordance with the Botswana Energy Regulatory Authority Act.

The Authority is currently recruiting for enthusiastic and agile professionals, for the following role:

### **ELECTRICITY & GREEN ENERGY ENGINEER (INSTALLATION, PLANT, CONSTRUCTION)**

#### **JOB PURPOSES**

To carry out tasks of regulating, implementing, and monitoring of Electricity and Green Energy sector.

#### **KEY PERFORMANCE AREAS AND ACCOUNTABILITIES**

- a) Develops, sets, and recommends minimum standards of performance and safety rules expected to be followed from players in the sector (e.g., suppliers, licensees) to minimize industrial/sector accidents and meet regulatory requirements.
- b) Carries out assessments of ongoing and finished projects, checks their compliance with the Technical and Environmental protection codes to ensure that reliability, Quality and Environmental Standards are met.
- c) Assesses license applications, submits recommendations to the Manager to better inform their license issuing decisions.
- d) Assists in the drafting and development of regulations on licensing criteria, and standards to make sure that they are in line with BERA's regulations.
- e) Monitors and supervises licensees and suppliers to ensure that they are in compliance with the safety rules and regulations.
- f) Develops and implements the planning strategy for the sector and recommends its integration to the BERA strategic plan.
- g) Ensures that licensees and suppliers are compliant with the Health, Security, Safety and Environmental protection standards.
- h) Provides technical input to the development of Electricity and Green Energy Quality standards.
- i) Investigates and reports back on conflict and/or disagreements between customers and licensees.

#### **ACADEMIC QUALIFICATIONS AND EXPERIENCE**

- Bachelor's Degree in Engineering, Electrical Engineering or related.

- A Master's Degree will be an added advantage.
- Minimum of five (5) years' relevant post-qualification experience in electricity, green energy, installation, plant, or construction environments.
- Mandatory registration with the Engineers Registration Board with a valid practising licence.
- Relevant certification or membership with a recognized professional body will be an added advantage.

#### **REQUIRED COMPETENCIES**

- Functional/Technical Skills
- Planning & Execution
- Innovating and Initiating Change
- Delivering Quality Service
- Communicating Effectively
- Interpersonal Savvy
- Ethics, Integrity, and Trust
- Courage
- Teamwork and Partnering

#### **APPLICATIONS**

Applicants should quote the vacancy circular number and provide the following:

- Application Letter
- Detailed and up-to-date Curriculum Vitae
- Certified copy of National Identity Card (Omang)
- Certified true copies of Academic and Professional Certificates
- Proof of registration with Engineers Registration Board
- Two (2) recent work-related referees

#### **SALARY**

BERA offers a competitive and attractive salary package commensurate with qualifications and experience.

Interested applicants should submit their applications via email to [recruitment@bera.co.bw](mailto:recruitment@bera.co.bw), clearly indicating the position title "Electricity and Green Energy Engineer (Installations, Plant, Construction)" in the subject line.

**Closing Date:** 20<sup>th</sup> March 2026

Only applicants who meet the minimum requirements as stipulated above will be responded to. For further information, please contact: The Human Resource Office at **5317516/5317531**



**BOTSWANA  
ENERGY REGULATORY  
AUTHORITY**

*Regulating for Energy Security*