

# VACANCY

## VACANCY ADVERT – VACANCY CIRCULAR NO 6 OF 2026

The Botswana Energy Regulatory Authority was established under the Botswana Energy Regulatory Authority Act (BERA Act, 2016) for the regulation of the energy sector in Botswana. The Authority is responsible for providing an efficient regulatory framework for the regulated sector in accordance with the Act.

The Authority invites applications from suitably qualified, experienced, and strategic professionals for the following position

### ENGINEERING QUALITY MANAGER (ELECTRICITY AND GREEN ENERGY)

#### JOB PURPOSE

To develop, implement, and maintain quality management systems and standards that ensure the reliability, safety, sustainability, and regulatory compliance of electricity and green energy supply in Botswana. The role supports the Authority in promoting efficient electricity services and the integration of renewable and environmentally responsible energy solutions in line with national regulatory frameworks and international best practices.

#### KEY PERFORMANCE AREAS AND ACCOUNTABILITIES

- The incumbent will be responsible for the following:
- Supports in the development of policies and procedures of the Department in coordination with unit Director and ensures accurate implementation.
- Develops the unit's annual budget in coordination with unit Director and ensures the unit operates within the approved budget.
- Contributes to the formulation of the organisational strategy and business plans particularly in relation to regulating the electricity and green energy sectors within Botswana.
- Follows-up on the performance of subordinates on the technical aspects of license applications in order to optimize licensing turnaround times.
- Makes recommendations on staffing levels and recruitment to meet the Department's requirements for qualified and experienced staff.
- Coordinates and manages employee performance management system and processes to ensure regular performance management reviews to promote accountability for results.
- Develop, implement and maintain quality management policies, procedures and standards for electricity and green energy regulation.
- Establish quality assurance frameworks to monitor compliance with regulatory requirements across the electricity and renewable energy value chains.
- Ensure adherence to applicable national standards, regulatory requirements and international best practices in electricity and renewable energy systems.
- Develop and track performance indicators relating to electricity reliability, service quality, safety and environmental performance.
- Analyse operational data to identify quality trends, risks and opportunities for improvement in the electricity and renewable energy sectors.
- Prepare quality performance reports and recommendations for management and regulatory decision-making.
- Contributes to the development and review of regulatory standards, codes and guidelines related to electricity quality and renewable energy integration.
- Provide technical guidance on quality assurance and regulatory compliance for electricity and green energy projects.
- Support the evaluation of new technologies, systems and innovations within the green energy sector.
- Liaise with electricity utilities, renewable energy developers, government institutions and other stakeholders on quality compliance issues.
- Participate in technical committees, regulatory forums and stakeholder consultations relating to electricity and green energy quality standards.

- Promote awareness and adoption of quality standards in the electricity and renewable energy sectors.
- Identify opportunities to enhance regulatory processes, quality standards and monitoring mechanisms.
- Promote best practices in electricity system reliability, environmental responsibility and renewable energy deployment.
- Support institutional initiatives aimed at strengthening quality governance within the Authority.

#### ACADEMIC QUALIFICATIONS AND EXPERIENCE

- Bachelor's Degree in Electrical, Mechanical or Renewable Energy Engineering or related field.
- A Master's degree will be an added advantage.
- Minimum of eight (8) years' relevant experience, with at least three (3) years at managerial/supervisory level.
- Mandatory registration with the Engineers Registration Board.
- Relevant professional certification or membership with a recognised professional body will be an added advantage.

#### REQUIRED COMPETENCIES

- Analytical and Strategic Thinking
- Deciding and Initiating Action
- Problem Solving
- Business Acumen
- Functional/Technical Skills
- Planning and Execution
- Supervision and Accountability
- Innovating and Initiating Change
- Delivering Quality Service
- Communicating Effectively
- Interpersonal Savvy
- Ethics, Integrity and Trust
- Coaching, Developing and Empowering Others

#### APPLICATIONS

- Applicants should quote the Vacancy Circular Number and provide the following:
- Application Letter
- Detailed and updated Curriculum Vitae
- Certified copy of National Identity Card (Omang)
- Certified true copies of Certificates (Academic and Professional)
- Proof of registration with the Engineers Registration Board
- At least two (2) recent work-related referees

#### SALARY

BERA offers competitive and attractive salary packages 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 "Engineering Quality Manager (Electricity and Green Energy)" 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*