

VACANCY

VACANCY ADVERT – VACANCY CIRCULAR NO 9 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 is currently recruiting for enthusiastic and agile professional, for the following role:

TARIFF SPECIALIST

JOB PURPOSE

To develop and implement regulatory tariff strategies, frameworks, and processes aimed at promoting efficiency, competition, and affordable, quality, and reliable energy supply. The role ensures that tariffs balance the interests of businesses, consumers, and Government.

KEY PERFORMANCE AREAS AND ACCOUNTABILITIES

- The incumbent will be responsible for the following:
- Supports the development and implementation of departmental policies, procedures, and guidelines in coordination with the Pricing & Tariff Manager.
- Assists in the preparation and management of the unit's annual budget.
- Identifies and develops transparent tariff guidelines and methodologies in line with international standards and best practices.
- Develops optimisation models and intelligence tools for tariff setting using historical and market data.
- Provides economic and technical support on tariff setting and review in an accurate and timely manner.
- Develops tariff regulations to support objectives such as energy trading, technology deployment, and investment, in line with Government policies.
- Conducts economic analysis of sector projects and assesses their impact on tariffs.
- Monitors and evaluates financial performance of regulated entities and their impact on tariffs to ensure compliance with approved methodologies.
- Reviews pricing and tariff proposals submitted by power producers and other regulated entities.
- Makes recommendations on introduction, abolition, or amendment of subsidies to promote affordability, sustainability, and diversity of supply.
- Conducts financial assessments of licence applications to determine

applicant capability and business viability.

- Undertakes any other duties as directed by the supervisor.

ACADEMIC QUALIFICATIONS AND EXPERIENCE

- Bachelor's Degree in Finance, Business Administration, Economics, or related field.
- A Master's degree will be an added advantage.
- Minimum of two (2) years' relevant experience in a related role.
- Relevant certification or membership with a recognised professional body will be an added advantage.

REQUIRED COMPETENCIES

- Analytical and Strategic Thinking
- Deciding and Initiating Action
- Business Acumen
- Functional/Technical Skills
- Planning and Execution
- Supervision and Accountability
- Delivering Quality Service
- Communicating Effectively
- Teamwork and Partnering
- Ethics, Integrity, and Trust

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 (Omag)
- Certified true copies of Certificates (Academic and Professional)
- 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, clearly indicating the position title "Tariff Specialist" in the subject line.

Closing Date: 20th 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**.