



SOUTHERN AFRICAN DEVELOPMENT COMMUNITY

VACANCY ANNOUNCEMENT

Background

The Southern African Development Community (SADC) is a regional economic community founded and maintained by countries in Southern Africa. It aims to further the socio-economic, political and security cooperation among its Member States and foster regional integration in order to achieve peace, stability and wealth. SADC currently has fifteen Member States¹ with a population of approximately 327 million people and a combined GDP of USD 600 billion (2016).

The Secretariat is currently recruiting for various positions to enhance its capacity to deliver on the above mandate. The Secretariat is therefore inviting suitably qualified and experienced citizens of SADC to apply for the following positions tenable at its Headquarters in Gaborone, Botswana or as stated in the job advert:

Position	Job Grade
1. Re-Advert - Senior Programme Officer – Transport	4
2. Senior Programme Officer Natural Resources and Wildlife	4
3. Senior Officer – Development and Performance Management	4
4. Senior Officer Politics and Diplomacy	4
5. Re-Advert - Senior Programme Officer – Documentation and Information Based SPGRC, Zambia	5
6. Programme Officer - Science, Technology and Innovation	6
7. Officer – Policy and Doctrine	6
8. Systems Super User	6
9. Human Resources Officer (Remuneration & Admin Officer)	6
10. Translator – French	6
11. Translator – Portuguese	6
12. ICT Network Officer	6
13. Re-Advert - Programme Officer – Industrial Policy	6
14. Re-Advert - Programme Officer – Seasonal and Climate Forecaster (Climate Services Centre)	6
15. Re-Advert - Communication Officer – Internal	6
16. Re-Advert - Programme Officer – Fiscal	6
17. Re-Advert - Officer – Meetings Management and Logistics	6
18. Re-Advert - Programme Officer - Climate Diagnosis and Monitoring (Climate Services Centre)	6
19. Re-Advert - Programme Officer - Gender Mainstreaming	6
20. Re-Advert - Programme Officer – Regional Trade	6

¹ The Southern African Development Community (SADC) is made up of Angola, Botswana, Comoros, Democratic Republic of the Congo, Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Tanzania, Zambia, Zimbabwe

21. Re-Advert - Legal Counsel	6
22. Internal Auditor	6

Remuneration

The SADC Secretariat offers a competitive package for all the positions as outlined below.

Job Grade	Average Package per Annum:
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Job Grade 4	US\$ 81, 650
Job Grade 5	US\$ 77, 090
Job Grade 6	US\$ 72, 527

Tenure of appointment

All appointments for the above positions will be on a fixed term contract for a period of four (4) years, renewable twice for an equal period subject to:

- satisfactory completion of 6 months' probation;
- satisfactory performance;
- retirement age limit of 60 years; and
- the continued need for the position.

Eligibility

The positions are open to qualified applicants who:

- Are 50 years old or younger. This requirement is based on the Organization's need to recruit staff who can serve for a reasonable period of time before reaching the mandatory retirement age of 60 years.
- Are from the following eligible Member States: **Angola, Botswana, DRC, Mauritius, Namibia and Seychelles.**

Closing Date and Submission of Applications: Applications must be submitted to the SADC National Contact Point <https://www.sadc.int/opportunities/employment/national-contact-points/> of the eligible Member States not later than or on **13 November 2020**.

Applications should be accompanied by the following:

- a) a cover letter stating the position that you want to be considered for and describe how your qualifications, experience and competencies are relevant to the position;
- b) Not more than **five (5) pages** updated curriculum vitae;
- c) certified copies of your degree(s), Diploma(s) and Certificate(s); and
- d) duly signed and completed SADC Application Form.

Should you be shortlisted, you will be required to produce evidence of educational and professional qualifications supporting your application, on the day of your interview.

Gender Mainstreaming

SADC is an equal opportunity employer and particularly encourages applications from female candidates.

If you are results orientated, you have a passion for the transformation and development of Southern Africa, and possess the required competencies, please submit your application.

Only applicants who meet the requirements of the SADC Secretariat and being considered for interview, will be contacted. Should you not hear from the SADC Secretariat within two months after the closing date, kindly consider your application as unsuccessful.

For further details on the position that you want to apply for, job profiles and [SADC Application Form](#), refer to the **SADC Website: www.sadc.int**

Details can also be obtained from the National Contact Point in your respective country.