EMPLOYMENT ADVERTISEMENT (EXTERNAL)

The Mission of Lusaka Water Supply and Sanitation Company Limited (LWSC) is to provide climate resilient quality water supply and sanitation services. In order to achieve this, the Company must ensure that a pipeline of staff with the right knowledge, skills and abilities are available as required. LWSC now seeks to recruit a dynamic and energetic person who is performance driven, and invites applications from suitably qualified and experienced Zambians to fill the following vacant position.

POSITION 1: Database Administrator x 1

Reports To: Senior Database Administrator

Job Purpose

The Database Administrator is responsible for the performance, integrity, security and general management of all databases and associated support services in the company.

DUTIES AND RESPONSIBILITIES

i. Ensuring that storage, archiving, back-up and recovery procedures are functioning correctly.

ii. Develop applications and use Data warehouse and Data mining techniques to disseminate information, create dashboards and intelligent reports.

iii. Designing and implement both the backup and recovery policy/strategy for all the Database system within the company.

iv. Carrying out monthly periodic database restoration to test the validity and integrity of the backed up databases.

v. Monitoring database performance, growth and managing/fine tuning parameters to provide fast query responses to front-end users and advise the supervisor accordingly

vi. Works with the Assets Department and other relevant staff members to ensure local system changes and enhancements support staff needs and are compliant with LWSC system-wide processes and standards.

vii. Establish and Maintain the Asset Register

i. Collate Data from Asset Surveys Manage System integration with other platforms
ii. Maintain and support the administration of the ERP systems
iii. Responsible for improvement and maintenance of the databases including upgrades and optimization as well as installation of new database systems.

iv. Identify and mitigate risks associated with system security and down time

Qualifications and Experience

i. School Certificate.

ii. Degree in Computer Science or Information Technology.

iii. Four (4) years' experience in Data base management and programming.

iv. Database Administration /Management Certification.

v. Member of Information and Communications Technology Association of Zambia (ICTAZ). Membership of Engineering Institution of Zambia (EIZ) will be added advantage.

vi. Experience in Geographic Information Systems (GIS) and Assets Management will be added advantage.

Skills Specification

Leadership and management skills; Strategic/Business planning skills; Good working knowledge of computer Systems; Prolific in Database Administration and Programming; Microsoft SQL Scripting, High analytical and Presentation skills.

Personal Attributes

- Possess a high level of broad business and management skills
- Conversant with Data management analysis
- High analytical skills and exemplary work ethics.
- Excellent communication and people skills
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Position 2   :   **Engineer (G5) - Non - Revenue Water X 1**
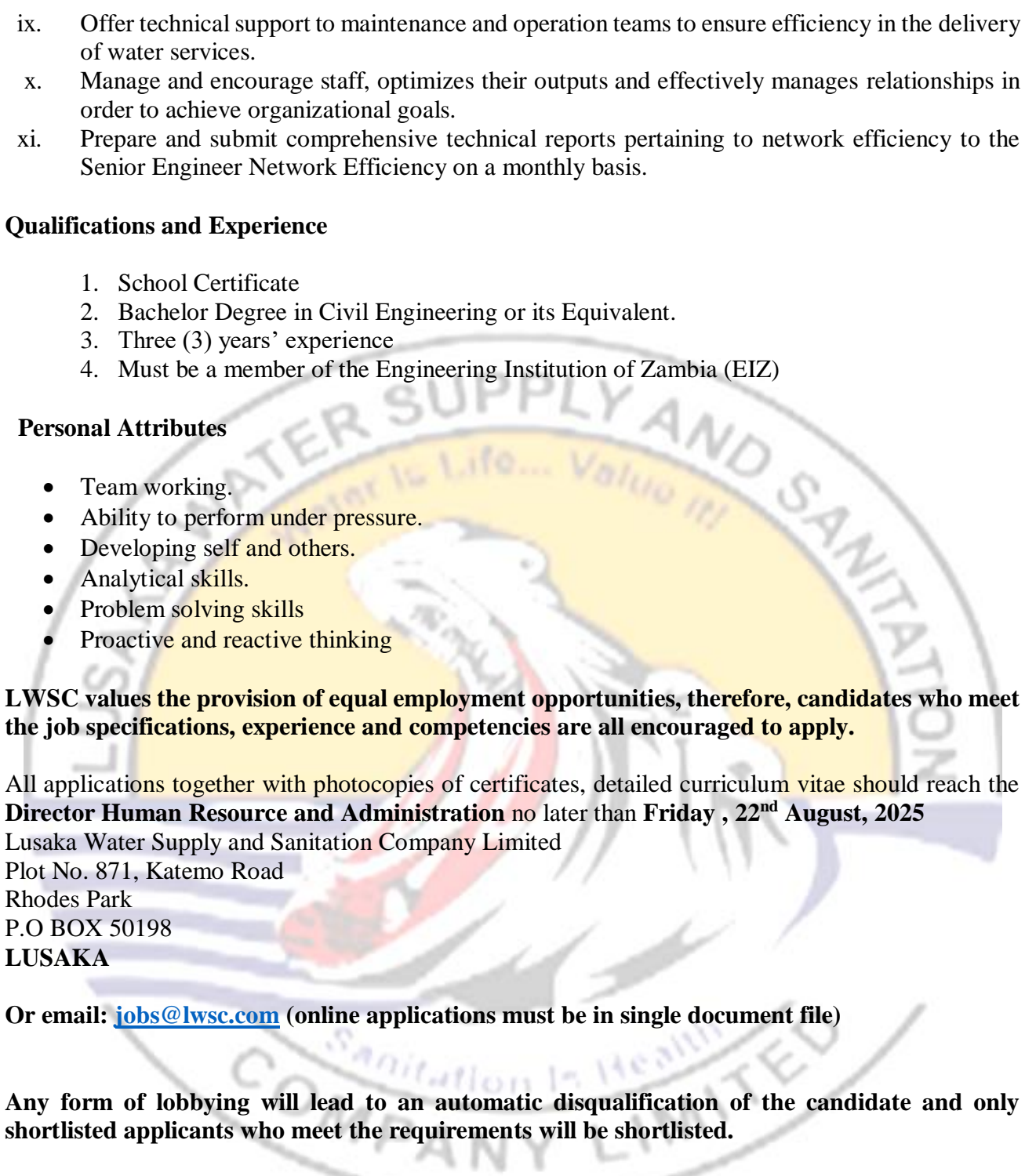
Reports To   :   **Senior Engineer - Non - Revenue Water**

Job Purpose

Plan and coordinate water demand management activities to ensure effective and efficient water supply service delivery.

Duties and Responsibilities

i. Provide installation schedules and supervise installation and maintenance of bulk water meters in accordance with the company metering policy.

ii. Supervise engineering and diagnostic works to both internal and external clients.

iii. Perform analysis of water supply networks to model flow characteristics, test for pressure losses, or to identify opportunities to mitigate risks and improve operational efficiency.

iv. Coordinate and implement activities pertaining to reading of bulk meters, analyses district water consumption and compiles preliminary monthly non-revenue water (NRW) report.

v. Perform all work in compliance with company standards, procedures, regulatory and statutory requirements.

vi. Assist in estimating costs for proposed water distribution system construction and related capital expenditure items.

vii. Assist in the planning, supervising and operation of system valves.

viii. Undertake investigations pertaining customer complaints as well as leakages.

ix. Offer technical support to maintenance and operation teams to ensure efficiency in the delivery of water services.
x. Manage and encourage staff, optimizes their outputs and effectively manages relationships in order to achieve organizational goals.
xi. Prepare and submit comprehensive technical reports pertaining to network efficiency to the Senior Engineer Network Efficiency on a monthly basis.

Qualifications and Experience

1. School Certificate
2. Bachelor Degree in Civil Engineering or its Equivalent.
3. Three (3) years' experience
4. Must be a member of the Engineering Institution of Zambia (EIZ)

Personal Attributes

- Team working.
- Ability to perform under pressure.
- Developing self and others.
- Analytical skills.
- Problem solving skills
- Proactive and reactive thinking

LWSC values the provision of equal employment opportunities, therefore, candidates who meet the job specifications, experience and competencies are all encouraged to apply.

All applications together with photocopies of certificates, detailed curriculum vitae should reach the **Director Human Resource and Administration** no later than **Friday , 22nd August, 2025**
Lusaka Water Supply and Sanitation Company Limited
Plot No. 871, Katemo Road
Rhodes Park
P.O BOX 50198
LUSAKA

Or email: jobs@lwsc.com (online applications must be in single document file)

Any form of lobbying will lead to an automatic disqualification of the candidate and only shortlisted applicants who meet the requirements will be shortlisted.

Vision: To be an innovative and sustainable utility.