**About the job**

**Mission/ Core purpose of the Job: (Short description)**

The mission is to design a network development strategy in alignment with business objectives; ensuring effective deployment; operational performance and maintenance of MTN radio networks; switching systems; VAS systems; RF Transmission systems and fiber network to satisfy the telecommunications needs of the target subscribers

**Context: (Global influences, environmental / industry demands, organizational mission, etc.)**

• Aggressive business growth

• Best practices not the norm amongst similar companies or parallel industries

• Company mission and business plan

• Conflicting demands between business and technology

• Emerging GSM market

• Inconsistency in the support systems and infrastructure; vendors / suppliers services

• Industry acceptance of low-level technology of support

• Infrastructure deficiencies and constraints

• Integration across Network Group and IS

• MTN goal to operate as a least cost operator (LCO) and the need to manage financial resources within contractual boundaries

• MTN Group expectations

• Quality of network is a distinguishing factor in the telecommunications industry

• Understanding the telecommunication industry (globally and locally) as well as future developments and assessing impact on the business plan of the division

**Global Talent Standards Requirements**

• Set strategic direction for formulating business strategies make firm and quick decisions based on logic and intuition to solve complex operational challenges through effective influencing and create opportunities for commercial and enterprise innovation.

• Be self-aware, lead a business leadership culture, and hold others accountable for building talent pipelines, lead MTN brand.

• Create shareholder value through driving sustainable business results.

• Minimum of 10 years’ experience in area of specialisation in a medium to large organization across global/multinational enterprises in emerging markets; with a minimum of 5 years C Level experience

**Key Performance Areas:**

Supervisory /Managerial/ Leadership Complexity:

• Direct and monitor work of subordinates

• Ensure the team is led; motivated and rewarded to achieve key performance areas

• Guide and direct vendors and third parties in achieving MTN OPCO objectives

• Manage the performance and deliverables of direct and indirect reports to ensure that the objectives of the department are achieved

• Possess the authority, presence and integrity to command respect from colleagues and from external contacts

• Provide clear direction and communicate the implication and interdependencies of each functional unit

• Provide clear direction and manage performance of the team

• Recruit staff for appointments

• Set goals for direct reports; monitor progress and maintain motivation

• Set up appropriate structure to meet departmental management objectives

**Task Complexity:**

• Develop the strategy for the network group function in the MTN OPCO in line with global best practice to ensure that the organization is viable both internally and externally and as a social and financial entity

• Ensure the effective deployment; operational performance and maintenance of MTN radio networks; switching systems; VAS systems; RF transmission systems and fiber network to satisfy the telecommunications needs of the target subscriber

• Ensure the network quality through the deployment of new and advanced optimization techniques

• Provide leadership and management with the visibility; control and decision support required to understand and manage network group; as well as provide the team with the expertise to build the teams’ capabilities to drive effectiveness and efficiencies within the team

• Prepare the annual network group work plan and ensure the effective execution thereof to ensure the business objectives are achieved

• Establish network group functions’ alignment with MTN OPCO objectives to effectively drive the overall business and group objectives

• Establish and monitor performance benchmarks for network group to ensure ongoing effectiveness of the division

• Prepare; monitor and control the annual departmental budget to ensure expenditure is in line with the business plan

• Develop and maintain effective processes to ensure an effective interface to customer service departments; marketing; sales and finance departments

**Minimum Requirements**

Education:

• MSc. Degree in Telecommunications and/or in Information Systems ; Engineering

• MBA or MIS or any related field

• Fluent in French will be an advantageous

Experience:

• 08 years relevant senior managerial experience, in a in IT environment and Engineering GSM Operations environment in a Technical one including

• Experience working in a global/multinational enterprise (understanding emerging markets advantageous). Worked across diverse cultures and geographies.

• At least 5 years’ experience at strategic management/csuite level. in Technical Architecture and solution experience for Mobile Technologies, IT Applications and VAS platforms. Keen understanding of OSS/BSS systems related to the delivery of services.

• Management experience in a highly complex stakeholder environment.

• Strategic Planning experience

**Competencies**

Training:

• Business risk management

• GSM

• High technical training and awareness; ongoing IT seminars

• Leadership development programs

• Network Architecture

• Project Management

• Systems Architecture

Knowledge:

• Sound general business knowledge as well as knowledge of core business processes

• Sound understanding of the telecom environment

• Understanding of best practice; techniques and methodologies

• Knowledge of systems architecture

• High technical training and awareness; ongoing IT seminars

• Leadership development programs

• Data/ Process/ Systems/ IT Infrastructure analysis. Inventory Management.

• Scope planning and Management.

• Systems design and integration