



VACANCY ANNOUNCEMENT

INCIDENT RESPONSE OFFICER

Reporting to Manager Cybersecurity.

JOB PURPOSE:

To manage, coordinate, and investigate cyber incidents and implement actions agreed upon to promote a safer cyberspace for the Commission and the Nation.

PRIMARY TASKS/RESPONSIBILITIES:

1. Assist in the Strategic Policy and Security Program Development that aligns with the National Cyber Security Strategy and results in a more cyber-resilient nation.
2. Perform incident analysis and security monitoring as assigned to the National Incident Response Team (CSIRT) and the organization.
3. Collect, analyse, and correlate cyber threat information originating from multiple sources.
4. Develop and implement the national cybersecurity and incident response policies, laws, and regulations.
5. Identify and act upon early warning signs and potential cybersecurity threats and escalate complex issues.
6. Assess and manage vulnerabilities and implement mechanisms to prevent the exploitation of known vulnerabilities.
7. Perform security reviews and/or audits and provide security recommendations to the Commission and constituents.
8. Contribute to the development, maintenance, and assessment of the Incident Response Plans.
9. Investigate alerts and suspicious activity to determine if an incident has occurred.
10. Contain affected systems and networks to prevent the incident from spreading.
11. Implement temporary measures to mitigate the impact of the incident.

12. Analyse incident data to determine the root cause of the incident and identify recommendations for improvement.
13. Document and report incidents to the CSIRT team and other relevant stakeholders.
14. Develop and implement security plans, policies, and training to prepare the organization and constituents to respond efficiently and effectively to cyber threats.
15. Participate in an optimal and effective Cybersecurity awareness and capacity-building process.
16. Provide specialist information and knowledge that is relevant to determine any matter relevant to the investigation of cybercrime or an incident.
17. Collaborate with various partners and experts locally and internationally and implement approved best practices for cyber incidents.

EDUCATION & PROFESSIONAL QUALIFICATIONS:

- Bachelor's degree, preferably in Cybersecurity, Information and Communications Technologies, Computer Science, or other relevant area.
- Post-graduate degree or qualification will be an added advantage.
- Professional Certification in Cybersecurity, such as CSPAI, AAISM, CEH, CISSP, CHFI Network Security, will be an added advantage.

WORKING EXPERIENCE:

- Minimum of 3 years' experience in Cybersecurity or related IT, IS, or computing fields.
- Experience with incident management and response processes.

SKILLS AND ATTRIBUTES:

- Strong analytical and strategic thinking skills.
- Ability to plan, organize, evaluate, and analyse information.
- Ability to formulate and administer policies.
- Be proactive problem-solver.
- System and network administration.
- Programming, incident response, or intrusion detection.
- Knowledge of incident handling standards and frameworks and computer network security.
- Solid grasp of security controls.
- Excellent communication and collaboration skills.
- Ability to work independently with minimal supervision.

Directors: Sibongile Ndelela-Simelane (Chairperson), Mvilawemphi Dlamini (Chief Executive), Bheki Ndzinisa, Bongiwe Dlamini, December Mavimbela, John Mathwasa,

Company Secretary: Ozzie Thakatha.

APPLICATIONS:

Written applications, clearly stating the position applied for, should be emailed to recruitment@esccom.org.sz by close of business on Monday, 13 **October, 2025**, together with detailed resumes and proof of academic qualifications.

Applications should be addressed to:

Director Operations
Eswatini Communications Commission
Plot 11/850, MR103
Ezulwini

Only shortlisted candidates will be contacted. Should you not be contacted within 14 days after the deadline, please consider your application unsuccessful.

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