



The Roads Authority was established in terms of Section 2 of the Roads Authority Act, Act no. 17 of 1999. The Authority fully became operational on the 01 April 2000. The Roads Authority is responsible for the management of national road network with a view of achieving a safe and efficient road sector.

Roads Authority as an Equal Opportunity Employer and invites competent & suitably qualified persons to apply for the following positions.

BUSINESS UNIT: ENGINEERING

**DIVISIONAL MANAGER: NETWORK PLANNING, Patterson Job Grade E3
Five (5) Years Fixed Term Contract**

Duty Station	WINDHOEK
Primary Purpose	To direct the Division Network Planning and Consultation by strategizing the planning of Namibia's road network and provide technical & strategic advice to stakeholders.
Minimum Qualifications and Experience	<ul style="list-style-type: none"> - Bachelor's Degree in Civil Engineering - Master's degree (i.e. MSc, MBA etc.) will be an added advantage - Registration as Professional Engineer or Incorporated Engineer with the Engineering Council of Namibia - Twelve (12) years' experience in road maintenance and construction field with specific experience in strategic planning of roads network of which five (5) years' should be at senior management level - Code B driving license
Key Performance Areas	<ul style="list-style-type: none"> - Direction of a division within Engineering Business Unit - Management of a Divisional Budget - Management of Divisional Human Resources - Direction of road network planning - Direction of a compilation of Roads Authority Business Plan - Leads and Directs of the Strategic Roads Master Plan - Provision of advice to national, regional and international stakeholders - Direction of network usage strategies
Competencies/Skills	<ul style="list-style-type: none"> - Leadership skills - Interpersonal & strategic management skills - Analytical skills - Managerial acumen - Problems identification and solving skills
Enquiries relating to job content should be directed to:	Ms R Hanghuwo @ 061- 284 7022 / 7177

DIVISION: NETWORK PLANNING
ENGINEERING MANAGER: ROAD LEGISLATION & COMPLIANCE
Patterson Job Grade D4

Duty Station	WINDHOEK
Primary Purpose	Accountability for the performance of the road network infrastructure through monitoring data about the condition and usage of the network, comparing with the actual plans for rehabilitation and for new roads and make provision for necessary amendments, the implementation of road safety measures, overload control strategies & policies and the implementation of Road ordinances.
Minimum Qualifications and Experience	<ul style="list-style-type: none"> - Bachelor's Degree in Civil Engineering - Registration as Professional Engineer or Incorporated Engineer by the Engineering Council of Namibia. - Ten (10) years' experience in road sector with specific experience in planning & structural design. - Code B driving license
Key Performance Areas	<ul style="list-style-type: none"> - Management of sub-divisional resources (Human, Financial etc.) - Accountable for strategic planning and implementation of programs - Provision of assurance to relevant environmental effects - Monitor the performance and condition of the existing network - Management of the compliance to the road legislation and ordinances
Competencies/Skills	<ul style="list-style-type: none"> - Leadership skills - Interpersonal & strategic management skills - Research capabilities and analytical skills - Managerial acumen - Problems identification and solving skills - Proficiency in roads legislation and road transport economics
Enquiries relating to job content should be directed to:	Ms R Hanghuwo @ 061- 284 7022 / 7177

DIVISION: NETWORK PLANNING

PRINCIPAL ENGINEER: NETWORK PLANNING, Patterson Job Grade D4

Duty Station	WINDHOEK
Primary Purpose	Accountability for the updating and maintenance of the Roads Master Plan and related project planning & feasibility projects; specialized studies as required. Consultation with stakeholders
Minimum Qualifications and Experience	<ul style="list-style-type: none"> - Bachelor's Degree in Civil Engineering - Registration as Professional Engineer or Incorporated Engineer with the Engineering Council of Namibia. - Ten (10) years' experience in road maintenance and construction field - Code B driving license
Key Performance Areas	<ul style="list-style-type: none"> - Management of sub-divisional resources (Human, Financial etc.) - Management of road network planning - Management of the Road Master Plan - Management of planning projects - Provision of recommendation of road safety strategies - Liaison with relevant stakeholders -
Competencies/Skills	<ul style="list-style-type: none"> - Leadership skills - Research and analytical skills - Problem identification and solving skills - Managerial acumen - Problems identification and solving skills
Enquiries relating to job content should be directed to:	Ms R Hanghuwo @ 061- 284 7022 / 7177

DIVISION: NETWORK PLANNING

PRINCIPAL ENGINEER: RESEARCH & DEVELOPMENT, Patterson Job Grade D5

Duty Station	WINDHOEK
Primary Purpose	Provision of expert technical advice, translation of best practice into implementable plans; establishment of a central repository of technical best practice based on sound research within the road transport engineering sector.
Minimum Qualifications and Experience	<ul style="list-style-type: none"> - Bachelor's Degree in Civil Engineering - Registration as Professional Engineer or Incorporated Engineer with the Engineering Council of Namibia. - Ten (10) years' experience in road maintenance and construction field of which 5 years' experience is specific in research and development. - Code B driving license
Key Performance Areas	<ul style="list-style-type: none"> - Management of sub-divisional resources (Human, Financial etc.) - Leadership and direction in research projects in transport engineering - Translation of transport engineering specialist knowledge into practices, policies and procedures - Management of the technology transfer functions - Maintenance of a central repository of technical knowledge - Consultation and liaison with relevant stakeholders on road sector related technologies
Competencies/Skills	<ul style="list-style-type: none"> - Leadership skills - Managerial acumen - Research and analytical skills - Creativity and innovation orientated - Problem identification and solving skills - Knowledge of material design, geo-technology , chemistry and geology
Enquiries relating to job content should be directed to:	Ms R Hanghuwo @ 061- 284 7022 / 7177

BUSINESS UNIT: ENGINEERING**DIVISIONAL MANAGER: TECHNICAL SERVICES, Paterson Job Grade, E2****Five (5) Years Fixed Term Contract**

Duty Station	WINDHOEK
Primary Purpose	To direct the Division Technical Services by strategically leading the technical services function of the Engineering Strategic Business Unit which comprises of four functional units i.e. <ul style="list-style-type: none">• Laboratory Services,• Road Technical Training Unit (RTTU),• Road Management Systems (RMS) and• Research and Development (R&D).
Minimum Qualifications and Experience	<ul style="list-style-type: none">- Bachelor's Degree in Civil Engineering- Master's degree (i.e. MSc, MBA etc.) will be an added advantage- Registration as Professional Engineer or Incorporated Engineer with the Engineering Council of Namibia- Twelve (12) years' experience in in road building /network planning /construction / quality control / road management systems & maintenance environment of which five (5) years' should be at senior management level- Code B driving license
Key Performance Areas	<ul style="list-style-type: none">- Direction of a division within Engineering Business Unit- Management of a Divisional Budget- Management of Divisional Human Resources- Formulation of strategies and provision of strategic & technical guidance with regard to the various divisional business processes.- Stakeholder Engagement- Program/Project Monitoring, Evaluation and Reporting- Leadership in civil engineering research and development, enhancements and technology transfer
Competencies/Skills	<ul style="list-style-type: none">- Leadership skills- Research skills- Interpersonal & strategic management skills- Analytical skills- Creativity and innovation orientated- Managerial acumen- Problems identification and solving skills- Relationship management
Enquiries relating to job content should be directed to:	Ms R Hanghuwo @ 061- 284 7022 / 7177

BUSINESS UNIT: ENGINEERING

DIVISIONAL MANAGER: NETWORK MAINTENANCE (Patterson Job Grade E3)

Five (5) Years Fixed Term Contract

Duty Station	WINDHOEK
Primary Purpose	To direct the strategic and operational aspects of Division Network Maintenance and to lead the Division to its objectives of maintaining the national road network in line with the Division's strategic goals.
Minimum Qualifications and Experience	<ul style="list-style-type: none">- Bachelor's Degree in Civil Engineering- Master's degree (i.e. MSc, MBA etc.) will be an added advantage- Registration as Professional Engineer or Incorporated Engineer with the Engineering Council of Namibia.- Twelve (12) years' experience in road maintenance and construction of which seven (7) years' should be at senior management level- Extensive working experience in the construction of surfaced and un-surfaced roads- Code B driving license
Key Performance Areas	<ul style="list-style-type: none">- Direction of the road maintenance strategy and operations Division: Network Maintenance- Leadership and direction of the management of Divisional resources in terms of human capital and financial resources- Leadership and direction of efficient management road maintenance- Leadership and direction of overall maintenance contract administration.- Consultations with and provision of advice to national, regional and international stakeholders
Competencies/Skills	<ul style="list-style-type: none">- Leadership skills- Interpersonal & strategic management skills- Analytical skills- Managerial acumen- Problems identification and solving skills
Enquiries relating to job content should be directed to:	Ms R Hanghuwo @ 061- 284 7022 / 7177

E-mail applications accompanied by comprehensive Resume'/ CVs and **originally certified** copies of qualifications and identity documents to recruitment4executive@ra.org.na, Shortlisted applicants are to be interviewed and eligible candidates from those are required to undertake an additional assessment.

Designated persons as defined in the Affirmative Action (Employment) Act, Act No.29 of 1998 are encouraged to apply.

Only shortlisted applicants with relevant supporting documents attached to their application will be contacted for interviews. **Only electronic applications will be accepted. Documents submitted for applications will not be returned.** NB: For Non-Namibian institutions qualifications an evaluation by NQA must be attached to the application.

Closing date for all applications is 27 August 2021