



VACANCY ANNOUNCEMENT

The National Water and Electricity Company (NAWEC) is pleased to invite applications from suitably qualified and eligible Gambian nationals for various positions within its Information Technology (IT) Department.

Interested candidates are requested to submit the following documents:

- A cover letter
- An updated Curriculum Vitae (CV)

Applications should be sent via email to recruitment@nawec.gm and must clearly state the position being applied for in the subject line of the email.

Deadline for submission: 4th June 2026.

Please note that only shortlisted candidates will be contacted for interviews.

1. SOFTWARE MANAGER (1 POSITION)

Key Responsibilities:

- Lead the design, development, implementation, and maintenance of enterprise software systems.
- Manage the full Software Development Lifecycle (SDLC) across multiple applications.
- Supervise and coordinate software development teams and IT application specialists.
- Design and oversee integration of enterprise systems across departments.
- Ensure system security, scalability, performance, and reliability.
- Work with stakeholders to analyse business requirements and deliver technical solutions.
- Manage databases, application servers, and system deployments (on-premises and/or cloud).
- Oversee development and maintenance of microservices-based applications and APIs.

Technical Expertise Required:

- Strong proficiency in Java and Python development.
- Experience in full stack development (frontend and backend systems).
- Strong knowledge of microservices architecture and RESTful API development.
- Experience with web frameworks and enterprise application development.
- Knowledge of database systems such as SQL Server, PostgreSQL, or MySQL.
- Familiarity with version control systems (e.g., Git) and DevOps practices is an advantage.

Qualifications & Experience:

- Bachelor's Degree (BSc) in Software Engineering, Computer Science, Information Technology, or related field.
- Master's Degree in Software Engineering will be an added advantage.
- Minimum of **5 years' experience** in software development and systems management.
- Proven experience in managing development teams and enterprise systems.
- Professional certifications in software development, cloud computing, or project management will be an added advantage.

Skills:

- Strong leadership and team management abilities.
- Excellent understanding of software architecture and system design.
- Strong analytical and problem-solving skills.
- Ability to manage multiple projects under tight deadlines.
- Excellent communication and stakeholder engagement skills.

Salary:

Grade C of NAWEC's integrated pay scale

2. RIGGER / WIRELESS NETWORK TECHNICIAN (2 POSITIONS)

Key Responsibilities:

- Install and maintain wireless equipment on towers and masts.
- Perform antenna alignment for PTP and PMP links.
- Configure and support wireless devices (Cambium equipment preferred).

- Conduct basic network configuration and connectivity testing.
- Perform preventive maintenance and troubleshoot wireless/network issues.
- Ensure compliance with safety procedures and use of PPE.

Qualifications & Experience:

- Certificate or Diploma in Telecommunications, Networking, Electrical Engineering, or related field.
- Minimum of **3–5 years’ experience** in telecom rigging and wireless networking.
- Experience with **Cambium Networks equipment** is an added advantage.
- Certification in **Working at Heights** and basic IT certifications (e.g., CCNA, CompTIA) are a plus.

Skills:

- Strong knowledge of rigging and safety practices.
- Understanding of wireless technologies (PTP, PMP).
- Basic IP networking skills.
- Ability to work at heights and in remote locations.

3. FIBER ENGINEER (1 POSITION)

Key Responsibilities:

- Design, install, and maintain fiber optic networks.
- Perform fiber splicing, termination, and testing (OTDR, power meter, etc.).
- Troubleshoot and repair fiber cuts and network faults.
- Monitor fiber network performance and ensure optimal connectivity.
- Support backbone and distribution fiber infrastructure across NAWEC sites.
- Maintain accurate documentation of fiber routes and network changes.

Qualifications & Experience:

- Bachelor’s Degree (BSc) or HND in Telecommunications, Electrical Engineering, Networking, or related field.
- Minimum of **3–5 years’ experience** in fiber optic installation and maintenance.
- Practical experience in fiber splicing, testing, and fault diagnosis.

- Professional certifications in fiber optics (FOA, CFOT or equivalent) are an added advantage.
- CCNA or other networking certifications will be an added advantage.

Skills:

- Strong knowledge of fiber optic systems and transmission principles.
- Ability to use fiber testing equipment (OTDR, fusion splicer, power meter).
- Good understanding of IP networking and telecommunications systems.
- Strong troubleshooting and problem-solving skills.
- Ability to work under pressure and in field environments.

Salary:

Grade D of NAWEC Integrated Pay Scale.

4. IT TECHNICIAN (2 POSITIONS)

Key Responsibilities:

- Provide IT support (hardware, software, and network).
- Install and maintain computers and peripherals.
- Troubleshoot network (LAN/WAN) and system issues.
- Support routers, switches, and wireless systems.
- Maintain IT asset records and documentation.

Qualifications & Experience:

- Diploma in Information Technology, Computer Science, or related field.
- Minimum of 2–3 years' experience in IT support.
- Professional certifications such as **CCNA** and **CompTIA (A+, Network+)** are an added advantage.

Skills:

- Strong troubleshooting and problem-solving skills.
- Good communication and teamwork.
- Ability to work under pressure.

Salary:
Grade E of NAWEC Integrated Pay Scale.