Job Posting

About Weza Power

Weza Power is a dynamic and growing energy distribution company focused on providing sustainable and reliable electricity across Burundi. As part of our mission to expand access to energy and contribute to the country's development, we are seeking talented and dedicated professionals to join our team and support the growth of our operations. We are committed to fostering an inclusive and diverse work environment, where every team member is empowered to make a difference.

Title: ICT Director
Location: Bujumbura

Job Purpose:

The Director of ICT is the senior leader responsible for developing, implementing, and governing Weza Power's ICT strategy and infrastructure. The role ensures phased delivery of the ICT roadmap, covering networks, cybersecurity, AMI, CIS, ERP, GIS, and customes service systems, with a focus on operational excellence, donor/regulatory compliance, and local capacity building. This role also leads on digital transformation, system integration across all core functions, and ensuring that Weza's technology ecosystem is resilient, auditable, and scalable for national expansion.

Key Roles and Responsibilities:

Strategic Leadership & Governance

- Define, implement, and monitor Weza Power's ICT strategy aligned with business goals, roadmap phases, and regulatory frameworks.
- Report directly to the CFO, ensuring ICT is positioned as a strategic enabler of Weza's mission.
- Drive digital transformation and phased delivery of ICT roadmap milestones.

Infrastructure & Enterprise Systems

- Oversee architecture, implementation, and scaling of ICT infrastructure (networks, data centre/IaaS, cloud, field connectivity).
- Lead phased implementation of AMI, CIS, ERP, GIS, and related enterprise systems.
- Ensure interoperability across departments and resilience against vendor lock-in.

Cybersecurity & IAM

- Lead design and implementation of IAM (Identity & Access Management) and enterprise cybersecurity frameworks.
- Enforce ICT security policies, access controls, and data protection mechanisms.
- Ensure donor and regulator audit-readiness for all systems.

Procurement & Vendor Oversight

- Lead development of ICT specifications and procurement processes in line with donor and national requirements.
- Negotiate and manage high-value vendor contracts, ensuring SLAs, performance, and cost-effectiveness.
- Build multi-vendor resilience strategies to mitigate lock-in risks.

Stakeholder Coordination & Data Integration

- Coordinate across Operations, Distribution, Engineering, and Customer Service to align ICT solutions with operational data needs.
- Ensure proper integration of GIS, asset registers, mobile data, AMI, and ERP platforms.
- Lead enterprise architecture to avoid duplication and ensure long-term scalability.

Donor & Regulatory Engagement

- Ensure ICT systems meet donor and regulatory compliance standards, including transparent audit trails.
- Provide timely ICT input to donor reporting, audits, and evaluations.
- Oversee development of automated dashboards for donors, regulators, and management.

User Support & Service Management

- Oversee ICT helpdesk operations with clear SLAs.
- Monitor KPIs on system uptime, ticket resolution, and user satisfaction.
- Drive continuous improvement in service delivery.

Local Capacity Building

- Lead and coach local ICT staff, with a target of progressive transition of ICT functions to Burundian staff over 3–5 years.
- Build training programs to reduce dependency on external vendors.
- Strategic ICT leadership with phased execution delivery.
- Enterprise systems integration (AMI, CIS, ERP, GIS, CRM).
- Cybersecurity, IAM, and data governance.
- Vendor and contract management (multi-vendor resilience).
- Donor/regulatory compliance and audit-readiness.
- Banking and telco integrations (mobile money, USSD, payment gateways, regulatory licensing).
- Budget planning, monitoring, and cost control.
- Team leadership, coaching, and capacity development.

Key Competencies:

- Strategic ICT leadership and digital transformation planning
- Enterprise systems integration (ERP, HRIS, GIS, billing)
- Cybersecurity, risk management, and data protection

- Vendor and contract management, including SLA oversight
- ICT budgeting, procurement, and donor compliance
- Project management and systems implementation
- Stakeholder coordination across departments
- Team leadership, coaching, and capacity building

Qualifications:

- Bachelor degree in Information Technology, Computer Science, Engineering, or related discipline. A Master degree will be an added value.
- Minimum 8 years of progressive ICT leadership, with at least 5 years at senior or enterprise level.
- Proven experience in ERP/CIS/AMI deployments, enterprise architecture, and vendor management.
- Demonstrated experience in banking and telco integrations (e.g., mobile money, payment gateways, USSD, regulatory licensing), preferably in emerging market utility or financial services contexts.
- Experience in donor-funded projects strongly preferred.
- Excellent communication skills, written and oral, in both French, English and Kirundi.

Instructions to applicants:

Qualified and interested candidates should submit the following documents as a single PDF file to **careers@wezapower.com**:
- A cover letter addressed to the General Manager of Weza Power
- An updated CV

Email Subject Line: ICT Director – **[Candidate's name]**

The deadline: Open

Only electronic applications that meet the minimum qualifications will be considered.