



## DIRECTOR TECHNOLOGY

### **POSITION OVERVIEW**

The Director Technology will be the chief architect of RSTP's technological evolution, working closely with the CEO and executive leadership to propel RSTP digital transformation. This role demands a forward-thinking strategist to oversee advanced IT systems, cybersecurity protocols, the National Data Centre (NDC), and technology innovation programs. The Director will drive alignment with national goals, foster global partnerships, and cultivate a high-performance culture within the Technology Directorate.

### **KEY RESPONSIBILITIES**

#### **1. Strategic Leadership & Governance**

- Support the CEO to shape RSTP's long-term vision, integrating technology initiatives with RSTP's digitization agenda.
- Design and execute innovative technology roadmaps to enhance operational efficiency, global competitiveness, and stakeholder value.
- Develop robust cybersecurity frameworks and IT security policies and procedures to protect critical assets, mitigate risks, and ensure compliance with national and international regulations.
- Monitor industry trends, identify disruptive technologies, and refine strategies to maintain RSTP's leadership in Africa's tech ecosystem.

#### **2. Technology Infrastructure & Operations**

- Lead the operational excellence of the National Data Centre (NDC), ensuring reliability, scalability, and alignment with RSTP's mission.
- Manage end-to-end deployment, maintenance, and modernization of IT infrastructure, including hardware, software, and government ICT systems.
- Deliver large-scale technology projects on time and within budget, driving measurable outcomes for RSTP and partner institutions.
- Spearhead the implementation of RSTP's national digitization programs and ICT policies.



### **3. Innovation & Partnership Development**

- Foster a culture of innovation across RSTP, empowering teams to pilot emerging technologies (e.g., AI, IoT, cloud computing).
- Forge strategic alliances with global tech leaders, academia, and government bodies to accelerate knowledge transfer and resource mobilization.
- Benchmark RSTP's tech initiatives against global best practices, ensuring cutting-edge solutions and sustainable growth.

### **4. Team Empowerment & Collaboration**

- Mentor and upskill the Technology Directorate, promoting expertise in IT governance, cybersecurity, and agile project management.
- Champion cross-departmental collaboration, ethical practices, and accountability to achieve organizational objectives.

### **5. Operational Excellence & Accountability**

- Optimize resource allocation, budgeting, and procurement processes for the Technology Directorate.
- Deliver concise, data-driven reports to the CEO, Board, and stakeholders on progress, risks, and strategic opportunities.
- Execute ad hoc priorities as defined by RSTP leadership.

### **QUALIFICATIONS**

- Master's degree in Computer Science, Information Technology, Artificial Intelligence, Engineering, or a related field.
- Certifications such as Certified Information Systems Security Professional (CISSP) or Project Management Professional are an added advantage.



## **EXPERIENCE**

- Ten (10) years or more in senior IT leadership roles, with a focus on strategic planning, cybersecurity, and infrastructure management.
- Proven success in governing IT systems, managing multi-million-dollar projects, and aligning technology with public-sector priorities.
- Expertise in regulatory compliance, risk management, and public-private partnership models.
- Proficiency in project management methodologies and tools.
- Prior experience in government digitization programs or international tech collaborations (strongly preferred).

## **CORE COMPETENCIES**

- **Visionary Leadership:** Ability to translate national and organizational goals into actionable tech strategies.
- **Technical Mastery:** Deep knowledge of IT infrastructure, cybersecurity, AI/ML, and cloud-based solutions.
- **Collaborative Influence:** Skilled at building consensus across diverse stakeholders, from engineers to policymakers.
- **Analytical Rigor:** Expertise in data-driven decision-making, risk assessment, and solution-oriented problem-solving.
- **Operational Agility:** Track record of delivering results under pressure in fast-evolving environments.
- **Ethical Stewardship:** Uncompromising commitment to integrity, transparency, and sustainable innovation.

## **APPLICATION PROCEDURE**

- Applications directed to Recruitment Consultant, KQ Consulting (Pty) Ltd
- Emailed to: [recruitment@kq.co.sz](mailto:recruitment@kq.co.sz)
- **Closing Date: 10<sup>th</sup> March 2026**
- Appointment subject to verification, assessments and reference checks
- Correspondence limited to short-listed applicants only