



Position: DEPUTY DIRECTOR INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

Reports to: **Director of Information and Communication Technology**

Salary: The position is on Category **ID. 1** of the PURA pay scale.

Number of vacancies: (1) one

BACKGROUND

The Public Utilities Regulatory Authority (PURA) is the Gambia's independent multi-sector regulator established under the PURA Act 2001 to regulate the following sectors:

- Broadcasting
- Electricity
- Telecommunications
- Petroleum (Downstream)
- Water and Sewage

PURA in accordance with its mandate is currently striving towards performing technical, economical and safety regulatory functions in respect to regulated public services. This is done in a bid to achieving its regulatory mandate and fair competition within regulated entities, economic development, social inclusion, and environmental sustainability to always ensure improved service delivery as well as protection for both consumers and service providers.

SCOPE OF WORK

Responsible for overseeing the work of all the three (5) Units (Telecoms, gmCSIRT, International Gateway, Broadcasting and IT Network/Support) under his/her domain. He/she develops and maintains technical specification and standards for the Radiocommunication / Telecommunication Services in accordance with the ITU and international best practices. He/she is expected to supervise the management of the spectrum usage for MNOs, ISPs and other users in terms of ITU-R resolution of interferences, developing guidelines, etc. He/she also supervises the formulation of strategies to effectively regulate the ICT Sector.

Participate in helping the Authority develop policies, monitor and regulate wired, wireless, and satellite communications systems for voice, video, and data services including optical fibre cabling, IP networks, microwave transmission systems, internet, and broadband technologies. Regulate installation, services, maintenance and a variety of equipment designed for the telecoms network infrastructure.

Main Responsibilities:

Telecommunications & ICT

- Assist the Director in coordinating the operations of ICT Units such as the Spectrum and Broadcasting Units
- Supervise the monitoring of Quality of Service (QoS) and Quality of Experience (QoE) of key performance indicators (KPI's) of mobile operators
- Oversee Countrywide trek to access mobile network signal coverage and attainment of universal serves
- Support development of National broadband policy



Public Utilities Regulatory Authority

Equity in development

- Manage and ensure the judicious utilisation of numbering and signaling code resources in line with the International Telecommunication Union and best practice
- Ensure the internal telecommunication network system is well maintained
- Ensure the development of collocation guidelines to encourage sharing of communication infrastructures and resources
- Supervise the periodic review of all available technical guidelines and recommend for amendments where necessary
- Development of Interconnection Guidelines to ensure voice, SMS, and data traffic is seamlessly transmitted across operator's networks for both on-net and off-net traffic
- Supervise periodic technical audit of operator's infrastructure
- Supervise the development of strategies to attain universal service objectives as and when necessary
- Develop SIM Box Fraud strategy to minimise fraud on the international voice and data gateways
- Evaluating challenges on current and emerging technologies such as 2G, 3G, 4G LTE, 5G, etc., as well as next generation networks on the communications sector and developing strategies to regulate such challenges in line with best practice
- Develop Technical Guidelines to Regulate all Service Providers in the sector

Information Technology

- Assist the Director in managing all internal IT systems, networks, infrastructure and applications
- Assist the Director in coordinating the operations of all IT Units such as (gmCSIRT, International Gateway and the IT Core Network / Support
- Lead specific IT projects and technology initiatives as delegated by the Director
- Work closely with other executives and Directorates on evaluating IT needs and identifying solutions
- Supervise teams of IT professionals including system administrators, developers, analysts, etc.
- Develop and implement internal IT policies
- Upscale regulatory function of the internet
- Supervise regular monitoring of internet service (in terms of quality, technology, bandwidth, coverage, etc) provided by licence Service Providers
- Implementation of ITU/CTO cyber security recommendations

Spectrum Management and Monitoring Unit

- Supervise the maintenance of an active frequency register for all assignments related to MNOs/ISPs spectrum and other related spectrum services
- Supervise the development and updating of a National Frequency Allocation Table after all World Radiocommunications Conference (WRCs)
- Supervise the planning and assignment of frequencies for new and future technologies.
- Supervise the research to determine existing and future radio communications needs of the country and make recommendations
- Ensure the usage of the spectrum management software is optimally utilized and regularly updated
- Supervise the acquiring of new broadcasting FM radio sound frequencies and update The Gambia frequency assignment register with the ITU through notification of live radiocommunication stations



Public Utilities Regulatory Authority

Equity in development

- Supervise the development of a comprehensive database of mast/towers erected by operators in and around the country
- Coordinate annual trek to monitor and evaluate the performance in terms of coverage of wireless service providers both in the telecoms and broadcasting sectors
- Supervision of the technical aspects in the broadcasting sector in terms of the operations of Radio and Television transmission
- Supervise Type Approval Certification process and ensure it is well coordinated
- Collaborate with the Legal Directorate in a bid to develop regulations, guidelines and application forms for all technical services as it relates to the ICT Directorate

Qualification and Experience

- Master's Degree in Telecoms Management/Engineering, Electrical/Electronics, Computer Science with at least 10 years working experience.
- At least 5 years of management experience gained in a similar position.
- Project management skills.

Minimum Functional Skills

Technical Competencies

- Microsoft Office applications
- Good Knowledge and understanding of Telecommunications Industry
- Good Knowledge and understanding of Spectrum Management and Monitoring systems
- Good Knowledge and understanding of Cybersecurity issues
- Ability to work effectively in a team
- Ability to use Engineering software for technical analysis
- Experience in related field

Managerial Competencies

- Analytical Ability
- Good Supervision abilities
- Good decision-making skills
- Ability to review
- Multitasking
- Technical Report Writing Skills
- Good writing skills
- Ability to work with minimal supervision

Personal Ability

- Leadership and management abilities. Pro-active and solutions oriented.
- Analytical and problem-solving abilities
- Ability to build strong relationships internally and with external actors.
- High level of autonomy at work, yet with profound team spirit.

SUBMISSIONS OF APPLICATIONS



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Equity in development

All applicants must complete and sign the PURA Job Application Form which can be downloaded from the PURA website (www.pura.gm) or picked up at the PURA office reception desk, Applications must be accompanied with a Curriculum Vitae (CV) and photocopies of relevant certificates.

All applications must be submitted to the PURA office in sealed envelopes on or before **12:00hrs, on 11th August 2025** and Addressed to:

The Director General
Public Utilities Regulatory Authority (PURA)
Kairaba Avenue
P.O. Box 4230 Bakau
KMC

*****Female Candidates are encouraged to apply**