



## EMPLOYMENT OPPORTUNITIES

The Zambia University College of Technology (ZUT) is a government owned higher learning institution established by Statutory Instrument No. 39 of 2022. The institution has continued to record growth in various areas of operation. The University College is based in Ndola, and offers locally and internationally accredited professional and academic programmes, and a range of other products and services, such as skills training, consultancy and software development. In order to build on the current successes and achieve even greater heights, the University College seeks to recruit dedicated and innovative professionals who are passionate about making a significant and positive contribution to the education sector in Zambia. If you are such an individual possessing necessary qualifications and competencies, you are encouraged to apply for the following position:

### **1. SOFTWARE ENGINEER IN THE SMART CENTER (ICE) DEPARTMENT – ZUT6 SALARY GRADE, PERMANENT CONTRACT (3 POSITIONS):**

**Job Purpose:** Reporting to the Manager Networks and Application, the Software Engineer will plan, design, develop and maintaining software in line with the University College's business requirements, help to develop critical software products for our external clients, perform systems analysis on new or proposed software, and offer levels 2 & 3 technical support to Service Desk.

#### **Key Responsibilities:**

1. Develop and implement new software programs, which will remain the property of the University College
2. Maintain and improve the performance of existing software
3. Test and maintain software products to ensure strong functionality and optimization
4. Recommend improvements to existing software programs as necessary
5. Deploying software tools, processes and metrics
6. Developing quality assurance procedures
7. Researching, designing, implementing and managing software programs
8. Working closely with other developers, technical support colleagues, business and systems analysts
9. Clearly and regularly communicate with supervisors
10. Training users
11. Providing Level 2 & 3 technical support to the Service Desk
12. Perform all other duties as required by superiors

## **Knowledge, Skills, Qualifications and Experience required for this Role**

1. Full Grade 12 Certificate with at least 5 “O” Levels including English & Mathematics;
2. Bachelor’s Degree in Computer Science/IT/Software Engineering/Computer Applications.
3. Knowledge and interest in computer systems and the latest technologies
4. Must be able to transition into a full-stack developer but with core competences in Linux, Database design, data manipulation, and MySQL and other back-end technologies, Java, C#, C++, PHP and front-end design (HTML/CSS, JavaScript, jQuery)
5. Practical knowledge of concepts of software engineering
6. Working knowledge of Laravel Framework
7. Commercial and business awareness
8. Should have proven prior hands-on working experience in software development.
9. Must be a member of the ICT Association of Zambia (ICTAZ) with a valid practicing license.
10. Minimum of Two (2) years relevant hands-on working experience as a Software Developer – Note: Shortlisted candidates will be subjected to practical coding as part of interview

## **Special aptitudes, disposition and personal qualities:**

1. Highly organised and with the ability to priorities complex workload
2. Excellent communication skills (verbal and written)
3. Excellent PowerPoint presentation skills
4. Ability to anticipate and problem-solve
5. Ability to lead and work as part of a team
6. Attentive to detail
7. Highly reliable
8. Professional with high ethical standards
9. Adaptable and flexible
10. Positive and energetic approach
11. Driven by enthusiasm
12. Growth mind-set
13. Self-reliant and self motivated
14. Ability to multi task and handle pressure
15. Committed to the success of the team and the institution as a whole.

## **2. NETWORK AND SECURITY ENGINEER IN THE SMART CENTER (ICE) DEPARTMENT – ZUT5 SALARY GRADE, PERMANENT CONTRACT (1 POSITION)**

**Job Purpose:** Reporting to the Manager Networks and Application, the Networks and Security Engineer will plan, design, implement, monitor and maintain data and voice campus networks while applying modern network security technologies to protect the University College's ICT systems and resources against internal and external illegal access and/or unauthorised operations.

### **Key Responsibilities:**

1. To plan, design, deploy, configure, monitor and maintain scalable and reliable networks, subnetworks and devices to support the University College business objectives and SLA's.
2. To design, implement and maintain Network Monitoring tools and systems in order to help improve and optimize the network monitoring and operations function.
3. To participate in reviewing of the existing and/or development and implementation of new appropriate systems policies, processes and procedures to help standardize the planning, designing, deployment, monitoring and maintenance of networks.
4. To carry out optimization of all networks from time to time in order to ensure network resilience, capacity and efficiency in the utilization of network resources in line with the business requirements.
5. To participate in ensuring the availability of adequate network resources at all times to support the University College's business.
6. To work within established configurations and change management policies and procedures in order to ensure awareness, approval and success of changes made to the network infrastructure.
7. To liaise with Systems Administrator in ensuring regular backup of all system and network configurations in line with the Business Continuity/Disaster Recovery Policy.
8. To constantly monitor and determine the vulnerability status of the network and systems such as web security gateways, perimeter security, network access controls, endpoint security etc.
9. To closely work with Software Engineers in ensuring that all new software developed as necessary security features at every stage of development in order to safely secure the developed applications against vulnerabilities.
10. To analyse and implement new security protocols for greater efficiency against any threat or malfunction.
11. To analyse and implement a virus detection system beforehand for safety.
12. To constantly track vulnerable scripts to avert the potential threat.
13. To generate and maintain the virtual private network, firewalls, web protocols and email security decorum.
14. To investigate security breach alerts and report timeously and adequately any security analysis and breach findings in line with applicable policies, processes and procedures.
15. To develop, implement and enforce policies and procedures for Network Security.
16. To submit timely monthly, quarterly and annual reports to the Manager – Networks and Applications as agreed.
17. To provide 2<sup>nd</sup> and 3<sup>rd</sup> level Support to Help Desk within agreed timelines for minor, major, critical and emergency incidents and problems.
18. To carry out ICT projects that maybe approved by Management within agreed time, budget and quality standards.
19. To perform other duties as may be assigned from time to time by the supervisors.

## **Knowledge, Skills, Qualifications and Experience required for this Role**

1. Full Grade 12 Certificate with at least 5 “O” Levels including English & Mathematics;
2. Bachelor’s degree in Computer Science/Information Technology/Electronic or Telecoms Engineering or related field from a recognized higher learning institution at level 7 of the Zambia Qualifications Authority framework.
3. Post graduate degree in relevant ICT field from a recognized higher learning institution at level 9 of the Zambia Qualifications Authority framework is desirable.
4. Professional qualifications in networking **AND** network/IS security, e.g. CISSP, ISC, CISM.CCNA, CCNA-Sec, HCNA-Sec, etc.
5. Should have proven prior hands-on working experience in networking and network security.
6. Current Membership to a professional body – ICTAZ
7. Minimum of Three (3) years relevant hands-on working experience as a Network Engineer, also responsible for Network Security in a reputable organization.

## **Special aptitudes, disposition and personal qualities:**

1. Highly organised and with the ability to priorities complex workload
2. Excellent communication skills (verbal and written)
3. Excellent PowerPoint presentation skills
4. Ability to anticipate and problem-solve
5. Ability to lead and work as part of a team
6. Attentive to detail
7. Highly reliable
8. Professional with high ethical standards
9. Adaptable and flexible
10. Positive and energetic approach
11. Driven by enthusiasm
12. Growth mind-set
13. Self-reliant and self motivated
14. Ability to multi task and handle pressure
15. Committed to the success of the team and the institution as a whole.

## **Application Details**

All applicants should submit a **typed cover letter** of not more than two pages that clearly states the position applied for; the academic and professional qualifications they possess; and the **major achievements** in their previous and/or current job. Furthermore, the Curriculum vitae should be current, not more than five pages long, **clearly state** the duration(s) and nature of their past and current work experience; and include at least four traceable referees with current phone numbers and email addresses.

Please note that only shortlisted applicants will be communicated to. Furthermore, all successful applicants will be required to present certificates of verification/validation of all their academic and professional qualifications from the Zambia Qualifications Authority. All applications should be received by the undersigned by 17.00 hours on Wednesday, 25<sup>th</sup> February, 2026. Application that do not adhere to the stated guidelines may not be considered. Kindly send your application to:

The Registrar  
Zambia University College of Technology  
Plot 2983 Kalewa Road, Northrise  
P.O. Box 71601  
NDOLA

Or soft copies to [amando@zut.edu.zm](mailto:amando@zut.edu.zm) and [copy.clumano@zut.edu.zm](mailto:copy.clumano@zut.edu.zm)

*(All soft copies must be submitted in one pdf document)*

**PLEASE NOTE: ANY FORM OF LOBBYING MAY LEAD TO AUTOMATIC DISQUALIFICATION OF THE CANDIDATE.**