

A Lucrative Career Opportunity Awaits You!



Position: ICT Officer - Database Administration

Job Purpose

Reporting to the Senior ICT Officer - Database Administration, the job holder will support in planning, design and management of enterprise database structures, ensuring performance, security, and scalability across critical systems. Oversees the identification and resolution of complex data corruption issues and implements robust data storage, backup and archival strategies. Manages standby and disaster recovery databases to ensure high availability and alignment with business continuity objectives.

Main Duties and Responsibilities

- Backup and Recovery Management: Implement and test secure, reliable backups and restoration procedures.
- Ensure real-time synchronization between production and standby databases, performing fail over drills to enhance system reliability and business continuity.
- Develop and update rapid recovery procedures to minimize downtime and data loss during disasters.
- Regularly define and assess Recovery Time Objectives (RTOs) and Recovery Point Objectives (RPOs) for critical systems to meet business continuity goals.
- Proactive Disaster Mitigation: Implement measures to protect systems from risks, ensuring disaster recovery strategies are proactive and systems are safeguarded.
- Test disaster recovery systems and failover mechanisms to ensure system enhancements and business continuity.
- Maintain and update disaster recovery plans, testing new configurations to improve recovery processes and reduce downtime.
- Continuously Monitor and optimise database performance while ensuring data security compliance.
- Design and optimise scalable databases, ensuring data consistency and performance as user needs evolve.
- Research emerging ICT trends and provide insights to senior leadership, ensuring the organization remains competitive with cutting-edge technologies.

Minimum Requirements

- Grade 12 School Certificate or General Certificate Education (GCE) or Equivalent with five (5) Credits or better.
- Bachelor's degree in computer science or an equivalent qualification.
- At least two (2) years of experience in Oracle database administration or expertise in MSSQL, MySQL and PostgreSQL.
- Proficient in Oracle database backup and recovery, Linux administration, and shell/batch scripting. Experience with Microsoft SQL Server 2016 and above and backup solutions like Veritas NetBackup.
- Expertise in ensuring high availability and implementing disaster recovery solutions for Oracle databases.
- Must be a member of the ICT Association of Zambia (ICTAZ) with a valid practicing certificate.

Other Skills and Attributes

- Integrity, independence, objectivity and competency.
- Excellent oral and written communication skills.
- Advanced data analytics, data management data engineering skills.
- ICT technical skills.
- Computer literacy.
- Strong communication skills (written and oral).
- Ability to work under pressure.

How to Apply

Only candidates meeting the above role specifications and competencies should will be considered. Candidates should enclose their detailed Curriculum Vitae and ensure that the attachment has only relevant photocopies of your professional qualifications and save all documents as one PDF file, clearly marked with the first and last name.

Closing Date: 22nd October 2026 / **Submit Applications to: jobs@ictaz.org.zm**