



JOB ADVERT

DEPARTMENT : Legal & Regulatory

VACANCY : Head –Technical & Economic Regulation

LEVEL : Senior Manager

LOCATION : Lusaka, HQ

JOB PURPOSE

Responsible for protecting and enabling the company's strategic and commercial interests by anticipating changes in legislation, public policy on telecommunications and technology, taxation and economic regulation; assessing their financial, operational and competitive implications; and developing evidence-based advocacy positions and regulatory submissions.

CORE RESPONSIBILITIES ARE:

- Developing and driving Airtel Zambia's technology policy and economic regulation strategy, ensuring alignment with business objectives and industry developments.
- Leading stakeholder engagement and advocacy efforts by representing Airtel Zambia in policy forums, regulatory consultations and industry working groups to promote a favourable operating environment
- Leading economic analysis of existing and proposed regulatory measures affecting Airtel Zambia.
- Conducting regulatory impact assessments, cost-benefit analyses and scenario modelling.
- Monitoring market structure, concentration, competitive dynamics and the conduct of market participants.
- Developing Airtel Zambia's positions on market definition, significant market power, remedies and competitive safeguards.
- Leading economic and policy analysis relating to interconnection, termination rates, wholesale access and infrastructure sharing.
- Supporting negotiations and regulatory engagements relating to network access, infrastructure sharing and inter-operator arrangements.
- Support policy positions on spectrum allocation, assignment, renewal, refarming, sharing, trading and pricing.
- Supporting business cases for spectrum acquisition, renewal or refarming.
- Monitoring proposed changes in taxation, duties, levies, licence fees, universal service contributions and other fiscal measures affecting the sector.
- Supporting engagement with relevant ministries, regulators, revenue authorities and industry bodies.
- Leading preparation of high-quality responses to consultations, information requests, market reviews and policy proposals.

- Ensuring submissions are factually accurate, economically robust and aligned with approved company positions.
- Developing and implementing stakeholder engagement plans for priority policy and regulatory matters.
- Building constructive professional relationships with regulators, ministries, competition authorities, industry associations and other institutional stakeholders.
- Identifying, assessing and escalating material regulatory risks and opportunities to senior management.
- Supporting strategic planning, budgeting and business-case development with appropriate regulatory assumptions.
- Leading cross-functional working groups on public policy and economic regulation matters.
- Providing leadership, guidance and technical support to members of the Regulatory Affairs team.

REQUIREMENTS : Educational Qualifications & Functional / Technical Skills

- Master's degree in Economics, Public Policy, Competition Law, Telecommunications Regulation, Finance, Business Administration or a related discipline.
- Relevant first degree in Economics, Finance, Engineering, Business or a related field.

Relevant Experience

- Minimum 7 years of relevant professional experience in telecommunications, digital financial services, regulated infrastructure, competition policy, economic regulation or public policy
- Demonstrated experience in a senior regulatory, policy, legal, competition or economic advisory role.
- Strong understanding of Zambia's legal, policy, economic and regulatory environment.
- Practical experience preparing regulatory submissions, policy papers, economic assessments or competition analysis.
- Experience engaging regulators, government institutions or competition authorities.
- Excellent written and spoken business English.
- Advanced proficiency in Microsoft Excel, PowerPoint and Word.

Competencies Required For The Post

- Must possess sound knowledge of commercial and business issues.
- Legal and regulatory interpretation
- Analytical rigour and sound judgement
- Cross-functional collaboration
- High personal standards and goal oriented
- High level of integrity, confidentiality, and professionalism.
- Culture sensitivity and hands-on attitude.
- Ability to handle, prioritize, multiple projects simultaneously.

CLOSING DATE

Suitable candidates are requested to apply by sending through their CV's to jobs@zm.airtel.com The closing date for receiving applications is **Monday, 12th October, 2026.**

Applicants should clearly indicate the role being applied for in the email subject line and ensure that all relevant qualifications are certified by ZAQA..

Airtel is an Equal Opportunity Employer and does not discriminate on the basis of race, gender, disability, or ethnic background.

Please note that due to the high volume of applications received, only shortlisted candidates will be contacted.