



WATER RESOURCES MANAGEMENT AUTHORITY

EMPLOYMENT OPPORTUNITY SEPTEMBER 2026

Established under the Water Resources Management Act No. 21 of 2011, the Water Resources Management Authority (WARMA) is mandated to regulate and manage the utilisation of water resources in Zambia in a sustainable, equitable and integrated manner.

WARMA is an Equal Opportunity Employer and invites applications from suitably qualified, experienced and results-oriented individuals to fill the following position:

SENIOR SYSTEMS ANALYST ONE POSITION

Grade	WRM 04
Department	Water Resource Management and Information
Reports to	Manager Research and Planning
Location	Lusaka Head Office

Job Purpose

To analyse, design, develop, implement, maintain and support secure, integrated information systems that meet the operational and strategic needs of the Authority.

Key Responsibilities

- Analyse business needs and translate them into clear functional and technical requirements, process maps, data models, diagrams and system specifications.
- Design, develop, configure, test, deploy, maintain and enhance enterprise information systems, management information systems, dashboards and decision-support applications.
- Manage the full systems development life cycle, including requirements gathering, solution design, development, testing, deployment, documentation, maintenance and continuous improvement.
- Develop and maintain system integrations, application programming interfaces, web services and secure data-exchange mechanisms.
- Develop and maintain web-based applications using appropriate technologies, including Python, C#, Java and PHP.
- Deploy, administer and troubleshoot business applications, application servers, databases, associated hardware and user endpoints.
- Define and coordinate system and user-acceptance testing, prepare test cases and support quality assurance processes.
- Implement standards and good practices for system security, scalability, availability, performance, supportability and ease of maintenance.
- Monitor system health and performance, maintain operational statistics, investigate incidents and resolve reported errors and alarms.
- Implement and maintain information-security controls, data-protection measures, backups and disaster-recovery arrangements.
- Administer the server room and related infrastructure, including uninterrupted power supply, environmental controls and fire-protection systems.
- Provide technical support and user training, and maintain accurate system, process and operational documentation.

- Prepare periodic reports on information-systems operations and assigned programmes.
- Perform any other duties assigned by the supervisor.

Qualifications and Experience

- Full Grade 12 School Certificate with credits in Mathematics and English.
- Bachelor's degree in Information Technology, Computer Science, Software Engineering, Information Systems or a related discipline from a recognised institution.
- Relevant certification in database management and programming.
- Certification in project management, such as PMP, CAPM or PRINCE2, and/or business analysis will be an added advantage.
- Current membership of the Information and Communications Technology Association of Zambia, the Engineering Institution of Zambia or another relevant professional body, where applicable.
- At least five years of relevant professional experience in systems analysis, systems development, application management or ICT systems administration, of which at least three years must have been at supervisory level.
- Demonstrable experience in analysing, designing, developing, implementing and maintaining enterprise information systems.
- Proven experience managing the full systems development life cycle and working with systems integration, APIs, web services and data exchange.
- Experience developing management information systems, dashboards and decision-support systems.
- Experience working with geographic information systems and spatial information systems will be highly advantageous.
- Experience in information security, data protection, backup and disaster recovery.
- Experience in the water sector or water-resources-related activities will be an added advantage.

Required Competencies and Personal Attributes

- Strong systems analysis, software development, database management and problem-solving skills.
- Sound understanding of enterprise architecture, systems integration, cybersecurity and ICT service delivery.
- Strong analytical ability, business acumen and attention to detail.
- Good planning, project coordination, supervisory and stakeholder-management skills.
- Excellent written and oral communication skills, including the ability to explain technical matters to non-technical users.
- High level of integrity, accountability, initiative and professional work ethics.
- Working knowledge of the Water Resources Management Act and the water-resources sector will be an added advantage.

Application Details

Interested candidates should submit an application letter, a detailed curriculum vitae with three traceable referees, and certified copies of academic and professional qualifications (ZAQA verified where applicable). Applications must be on or before 28th September, 2026.

Submission

- Email: jobs@warma.org.zm
- Hand delivery: The Director General, Water Resources Management Authority, Plot No. LN-385-7 and 385-8, Alick Nkhata Road, P.O. Box 51059, Lusaka.

Note: Only shortlisted candidates will be contacted. Late applications will not be considered.

WARMA is an Equal Opportunity Employer