



## **Regional Centre for Mapping of Resources for Development**

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### **VACANCIES ANNOUNCEMENT**

The Regional Centre for Mapping of Resources for Development (RCMRD) is an Intergovernmental organization that provides services in surveying, mapping, remote sensing, GIS, and ICT to its Member States, partners, and clients. It currently has twenty Member States in the Eastern and Southern Africa Region.

Our Mission is to promote sustainable development in the Member States through the generation, application, and dissemination of geo-information and allied ICT services, products, and services.

***RCMRD wishes to fill the following vacant positions***

#### **1. Manager, Earth Observation and GIS -P1**

Reporting to the Director, Geo Spatial Services, the Manager, Earth Observation and GIS will oversee the planning, execution, and delivery of geospatial data projects using remote sensing, satellite imagery, and GIS technologies.

#### ***Duties and Responsibilities***

- Manage end-to-end EO and GIS centre projects, including scoping, data acquisition, analysis, reporting, and client delivery.
- Supervise a team of GIS analysts, remote sensing specialists, and data scientists.
- Provide mentorship, support, and performance management.
- Lead efforts in sourcing satellite, UAV, and aerial imagery; ensure efficient processing and analysis using advanced remote sensing tools and techniques.
- Develop and apply models to support the centre (e.g., land cover classification, change detection, mineral mapping, vegetation indexing)
- Oversee the development and maintenance of geospatial databases, web mapping platforms, and data visualization tools.
- Interface with clients to understand requirements, deliver insights, and ensure satisfaction with outputs and services.

- Stay current on trends in Earth Observation, AI/ML in remote sensing, and emerging technologies
- Apply innovations to improve products and services within the Centre
- Ensure the accuracy, consistency, and timeliness of geospatial data products;
- Maintain metadata standards and data integrity.
- Ensure use of geospatial data adheres to licensing agreements, data privacy regulations, and ethical standards, especially in sensitive areas.
- Develops project proposals that attract funding and other opportunities from donor agencies, partners, and stakeholders.
- Any other duties assigned by the Supervisor.

***Required qualification:***

**Academic qualifications**

- Master's degree in Remote Sensing, GIS, Geoinformatics, Geography, Environmental Science, or related field.
- Bachelor's degree in Remote Sensing, GIS, Geoinformatics, Geography, Environmental Science, or related field.

**Professional qualification:**

- Qualifications relevant to Geo Information

**Professional experience:**

- 8 minimum years of working experience in a similar environment, with at least 3 years in a supervisory or managerial position

***Salary:*** The salary for the above position is in the range of:  
P1: USD 39,081.04 by USD 1,962.18 to USD 56,740.66 p.a. Entry points for the position will be determined by qualifications and experience.

***Benefits:***

- Housing allowance;
- Transport allowance;
- Contributory Provident Fund with both parties contributing 7% of the basic monthly salary;
- 10% gratuity of annual basic salary based on successful completion of the contract; and
- A staff contributory group medical scheme to a maximum of five (5) families.

**Contract duration:** Three (3) years, renewable for a maximum of two (2) terms.

## **2. Human Resource Manager -P3**

Reporting to the Director General, the Human Resource Manager will develop and implement human resource strategies that support the operational and strategic goals of RCMRD. The HR Manager will oversee all aspects of the employee lifecycle, including talent acquisition, performance management, training and development, compliance, and employee engagement, while cultivating a positive and high-performance workplace culture tailored to the needs of RCMRD.

### ***Duties and Responsibilities:***

- Develop and implement HR policies, procedures, and programs that align with RCMRD's mission and values.
- Lead the recruitment process for both technical (e.g., GIS specialists, Survey technicians, analysts) and administrative roles.
- Oversee onboarding, orientation, and integration of new hires to ensure a smooth transition and early engagement.
- Design and manage performance management systems, including setting KPIs, conducting reviews, and managing feedback processes.
- Develop and implement training and development programs to support employee growth and technical excellence.
- Manage employee relations, conflict resolution, and workplace investigations, ensuring fairness and legal compliance.
- Ensure compliance with labor laws, health and safety regulations, and internal policies, especially related to project-based teams.
- Maintain HR systems and records, ensuring accuracy, confidentiality, and accessibility.
- Lead initiatives that promote diversity, equity, and inclusion.
- Work with leadership to develop and implement workforce planning and organizational development strategies.
- Any other duties as assigned by the Director General

### ***Required qualification & Experience:***

- Master's degree in Human Resources, Business Administration, or a related field

- Bachelor's degree in Business Administration, Human Resource Management, or any other related field with a bias in human resource management;
  - HR Professional qualification;
  - Fifteen (15) years of working experience in an HR management role in a similar environment
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- Proven experience in using Balanced Scorecard for performance management;
  - Thorough knowledge of employment-related laws and regulations;

**Salary:** The salary for the above position is in the range of:  
P3: USD 63,635.22 by USD 2,100.19 to USD 82,536.89 p.a. Entry points for the position will be determined by qualifications and experience.

***Benefits:***

- Housing allowance;
- Transport allowance;
- Contributory Provident Fund with both parties contributing 7% of the basic monthly salary;
- 10% gratuity of annual basic salary based on successful completion of the contract; and
- A staff contributory group medical scheme to a maximum of five (5) families.

**Contract duration:** Three (3) years, renewable for a maximum of two (2) terms.

**How to Apply:**

Qualified and interested candidates are invited to submit their applications through <https://careers.rcmr.org/> by **11.59 hours EAT on 20<sup>th</sup> August, 2025** through RCMRD e-Recruitment system.

***Eligible Countries:*** Candidates must be citizens of Botswana, Eswatini, Lesotho, South Africa, Namibia, Mauritius, Zambia, or Malawi.

**RCMRD** is an equal opportunity employer. The Centre does not charge any fees at any stage of the recruitment process.