

EXTERNAL VACANCY ANNOUNCEMENT

A Brief on the Company

Uganda Electricity Transmission Company Limited (UETCL) is a public Limited Company, fully owned by the Government of the Republic of Uganda and holds the following operational licences. System Operator, Operation of the High Voltage Transmission Grid, Bulk Power Supply, Import and Export of Power and; Public Infrastructure Provider (for ownership and operation of the Optic Fibre).

Our Vision is: "To be Eastern Africa's Leading Electricity Transmission Company."

Our Mission is: "To Buy, Transmit and Sell Reliable and Quality Bulk Power for Sustainable Regional Development."

UETCL invites applications from suitable and eligible candidates to fill the position of:

Job title : Communication Engineer (Transmission & Access System)
Department : ICT
Reports to : Senior Communication Engineer

Job Purpose:

Responsible for planning, installation, integration and maintenance of access and transmission infrastructure (including Power Line Carrier Communications, MPLS -TP, SDH, PDH, DWDM and OTN) to achieve 98% service availability. This role ensures critical transport networks safely convey real-time SCADA grid data, tele-protection signals, LAN/WAN and tele- metering links in adherence to local/international standards, ICT policies and the corporate strategic plans.

Key Result Areas

1. Maintenance & Management of Access & Transmission Systems

- Direct, co-ordinate and implement preventative and corrective maintenance schedules for access and transmission systems in line with manufacturer's recommendations and maintenance policies.
- Identify and mobilise maintenance resources, carryout and supervise the maintenance activities and generate detailed technical reports with actionable insights to address equipment degradation and network quality.

- Manage Powerline Carrier Communications (PLCC), MPLS-TP, SDH, PDH, DWDM and OTN networks applying traffic Engineering for MPLS-TP to maintain optimal bandwidth utilization and system performance.
- Maintain and configure tele-protection interfaces to support critical power system protection schemes, including differential protection (IEEE C37.94) and distance protection (IE 60255-121) over optical and multiplexed networks.
- Maintain and configure IEC 60870-5-101 and IEC 60870-5-104 SCADA interfaces and communication links to support National Control Centre (NCC) operation.

2. Network & Cybersecurity Management for OT Infrastructure

- Design, configure and trouble shoot network security equipment including Operational Technology (OT) firewalls, secure routers and access control infrastructure across transmission nodes.
- Implement QoS (Quality of Service) provisioning for TCP/IP networks to prioritize latency-sensitive real-time grid automation data, tele-metering, tele-protection signals and SCADA traffic over general data.
- Implement and enforce strict security policies (ACL's, IPsec VPN tunnels, Data encryption) across network segments critical for IEC 60870-5-101, IEC 60870-5-104, TCP/IP and MPLS-TP protocols.
- Execute routine security patching.

3. System Operations, User Support & Business Continuity

- Oversee daily Network Operations, monitoring and analyzing system performance while delivering proactive fault isolation and resolution to meet ICT SLAs.
- Maintain an updated accurate inventory database of all Access and Transmission equipment, system configurations and backup running statuses to ensure Business Continuity in accordance with ICT BC/DR plans.
- Maintain version control and update traffic routing, channel allocations and network topology documentation using AutoCAD.

4. Installation, Integration & system Tool Management

- Develop comprehensive installation guidelines for new access and transmission equipment in accordance with manufacturers recommendations and prudent international practices.
- Integrate new equipment and systems into the existing UETCL Telecom network to support grid- related services.
- Test, commission and document all new system interfaces, configurations and physical links in line with international standards.
- Maintain, update and manage software tools HMI applications and databases used for transmission system management, ensuring regular backups for disaster recovery.

5. Budgeting and Procurement

- Participate in the section's annual budgeting processes including activity planning, budget line development and procurement plan preparation.

Person Specifications, Experiences and Competences

- Bachelor's degree in Telecommunication or Electrical or Electronic Engineering from a recognized University.

Technical Skills:

- Utility and Tele-protection protocols. Hands-on expertise in configuring tele-protection interfaces supporting differential protection (IEEE tele-C37.94) and distance protection (IEC 60255-121), along with SCADA protocols (IEC 60870-5-101 and 60870-5-104).
- Advanced Optical & Transport Networks: Strong proficiency in Traffic Engineering for MPLS-TP, Power Line Carrier Communications (PLCC), SDH, PDH, DWDM, OTN and carrier ethernet systems.
- Network Engineering and Operations: Proficient in Network operations, LAN/WAN design, TCP/IP network troubleshooting and QoS provisioning for latency-sensitive grid traffic.
- Cyber security Practices: Demonstrated experience in configuring OT firewalls ACLs and IPsec VPNs.
- Certifications: Professional certifications in Power Line CARRIER Communications, MPLS-TP, SDH, Utility Communications, Network/information Security (e.g. CCNA, Fortinet, Palo Alto, Security+) are an added advantage.

Experience

- Minimum of Two (2) years' experience in network design, installation, configuration and maintenance.
- At least one (1) year in managing carrier/transmission communication systems such as TDM, PDH, SDH, DWDM, MPLS-IP MPLS-TP and OTN equipment with utility or industrial or enterprise environment.
- Proven expertise in maintaining critical telecommunication and security infrastructure.
- Possess strong analytical and interpersonal skills.
- Teamwork and integrity
- Must possess a valid National Driving permit.
- A person of integrity, resilient under pressure with flexibility to work for long hours.
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How to Apply:

All qualified candidates should send their applications with copies of academic testimonials and detailed CVs indicating three referees and their full addresses through the link:

<https://tinyurl.com/2jr2ut7e>

The closing date to receive applications is **Wednesday, 21st October 2026 at 05:00 P.M.**
UETCL is an equal opportunity employer and encourages all qualified candidates to apply.
Only electronically sent applications will be accepted.

TERMS OF EMPLOYMENT AND REMUNERATION

The successful candidate will be offered a contract subject to the Ministry of Public Service Guidelines on the Rationalization Exercise of Government Institutions.