JOB OPPORTUNITY

The Road Development Agency (RDA) is a statutory organization whose function is to plan, manage and coordinate the road network in the country. The Agency is responsible for planning, care, maintenance and construction of public roads in Zambia. It also regulates the maximum permissible weights on roads, conducts studies for the development, maintenance and improvement of the road network, and reviews design standards and classification.

In order to implement this mandate, the RDA now wishes to fill the following vacant position:

PLANNING & DESIGN DIRECTORATE

1. DIRECTOR PLANNING & DESIGN (1 POSITION)

JOB SUMMARY

Reporting to Director and Chief Executive Officer, the Director - Planning and Design will be responsible for providing strategic leadership and technical direction in planning, feasibility studies, environmental and social safeguards, design and economical appraisal of the national road network to ensure a sustainable, safe and cost effective road infrastructure development program. In addition, he/she will be responsible for promoting the government's objective of utilizing private sector expertise and finance to develop public infrastructure. He/she will be required to play a strong advocacy and networking role in developing and maintaining effective strategic relationships and alliances with various stakeholders. Some of the key responsibilities include:

a) To oversee project implementation in fulfilment of the Annual Work Plan related to the Planning & Design of construction, rehabilitation, and maintenance of road and bridge projects;
b) To interpret and implement the terms and conditions of contracts on project supervision, techno-economic feasibility studies, and detailed engineering designs for road and bridge construction, rehabilitation, and maintenance projects;
c) Providing sound advice to the Director & Chief Executive Officer on all contractual matters on works and services;
d) Attending progress meetings on selected projects;

e) Interfacing with Cooperating partners on project preparation and appraisal.
f) Ensuring timely and efficient designs and design reviews on projects under implementation;
g) Ensuring timely and efficient implementation of the road environmental management plans, including conducting Environmental Impact Assessments (EIA);
h) Ensuring the effective operation of the Highway Management System (HMS);
i) Overseeing the timely survey of roads and bridges;
j) Coordinating the in-house designs for emergency works;
k) Coordinating road capacity and traffic studies, including materials testing and research;
l) Overseeing the development of project documentation (including techno-economic feasibility studies, tender documents etc) and implementation of the procurement plan;
m) Prepare Board papers, Cabinet memos and technical reports for Management and Government
n) To ensure the maintenance and regular update of project records on appropriate computer database so that it is current;
o) To prepare timely progress reports on all studies carried out as part of the Annual Work Plan (AWP);
p) To attend to parliamentary queries timely, and
q) To perform any other lawful duties as may be assigned by the Director and Chief Executive Officer.

QUALIFICATIONS AND EXPERIENCE

- Grade 12 School Certificate
- Bachelor's Degree in Civil, Highway, Structural, or other related engineering field from a recognized university;
- Master's Degree in Civil Engineering or a related engineering field from a recognized university;
- Membership of the Engineering Institute of Zambia (EIZ), Engineers Registration Board (ERB)with current practicing certificate; and
- Minimum of 10 years relevant work experience at senior management level in the road sector.

SKILLS AND ATTRIBUTES

- Good manager and team builder, possessing strong interpersonal and communication skills and the ability to interact with fellow members of staff and external stakeholders at all levels,
- Must be innovative with good planning skills with emphasis on results;
- Prudent, practical, and effective change agent with the ability to drive consensus while leading an efficiently run directorate;

- Have a passion for the agency's Vision, Mission, and Values and a strong desire to impact positively on all RDA stakeholders;
- Have a very high level of personal and professional integrity, morality, and trustworthiness;
- Be an innovative and creative thinker- never afraid to try something new and also inspire others to do so;
- Thrive in a fulfilling unparalleled work environment; and
- Highly literate in Information Communication Technology (ICT) and road management systems.

ONLY Zambian citizens meeting the above requirements should submit applications and detailed Curriculum Vitae in a sealed envelope clearly stating the position being applied for, to:

The Director & Chief Executive Officer
Road Development Agency
P.O. Box 50003
Fairley Road, Ridgeway
LUSAKA

Email Applications to: Careers@roads.gov.zm.

APPLICATIONS TO BE DEPOSITED IN THE SEALED BOX PLACED AT THE RDA HEAD OFFICE, LUSAKA

Closing date for submission of applications is Friday, 13th November, 2026 at 17:00hrs.

Any form of lobbying will lead to automatic disqualification.

Only short-listed applicants will be contacted.