



## SOUTHERN AFRICAN DEVELOPMENT COMMUNITY

### VACANCY ANNOUNCEMENT

#### Background

The Southern African Development Community (SADC) is a regional economic community founded and maintained by countries in Southern Africa. It aims to further the socio-economic, political, and security cooperation among its Member States and foster regional integration in order to achieve peace, stability, and wealth.

The SADC Humanitarian and Emergency Operations Centre (SHOC) is an autonomous, self-accounting organisation of SADC. The SHOC came into force in April 2024 and currently has 11 State Parties. Its purpose is to coordinate humanitarian and emergency support to Member States affected by disasters within the Region thereby contributing to disaster risk reduction and resilience building.

The Secretariat is currently recruiting for various positions to enhance its capacity to deliver on the above mandate. The Secretariat is therefore inviting suitably qualified and experienced SHOC State parties citizens to apply for the following position tenable at SHOC in Nacala, Mozambique or as stated in the job advert:

Position	Job Grade
1. Executive Director-SHOC	2

#### Remuneration

The SADC Secretariat offers a competitive package for the positions as outlined below.

#### Job Grade Salary range per annum (US\$)

Job Grade 2            US\$138,450.80 - 154,176.70

#### Tenure of appointment

The term of appointment of the Executive Director-SHOC, shall be for a fixed period of four (4) years, renewable once for another period of four (4) years subject to:

- satisfactory completion of 6 months' probation;
- satisfactory performance;
- retirement age limit of 60 years; and
- the continued need for the position.

## Eligibility

**The positions are open to qualified applicants who:**

- Are 52 years old or younger. This requirement is based on the Organisation's need to recruit staff who can serve for a reasonable period of time before reaching the mandatory retirement age of 60 years.
- Are from the following eligible SHOC Member States: **Angola, DRC, Botswana, Eswatini, Lesotho, Malawi, Mozambique, Namibia, United Republic of Tanzania, Zambia and Zimbabwe.**

**Closing Date and Submission of Applications:** Applications must be submitted to the SADC National Contact Point of the eligible Member States not later than or on **24 July 2026.**

Applications should be accompanied by the following:

- a) a cover letter stating the position that you want to be considered for and describing how your qualifications, experience, and competencies are relevant to the position;
- b) not more than **five (5) pages** of updated curriculum vitae;
- c) certified copies of your degree(s), Diploma(s) and Certificate(s); and
- d) duly signed and completed SADC Application Form.

Should you be shortlisted, you will be required to produce evidence of educational and professional qualifications supporting your application, on the day of your interview.

## Gender Mainstreaming

SADC is an equal opportunity employer and particularly encourages applications from female candidates.

## Mainstreaming of People with Disability

SADC is an equal opportunity employer and particularly encourages and promotes employment for people with disabilities.

**If you are results orientated, you have a passion for the transformation and development of Southern Africa and possess the required competencies, please submit your application.**

Only applicants, who meet the requirements of the SHOC Secretariat and being considered for an interview, will be contacted. Should you not hear from the SADC Secretariat within two months after the closing date, kindly consider your application unsuccessful.

For further details on the position that you want to apply for, job profiles, and [SADC Application Form](#), refer to the **SADC Website: [www.sadc.int](http://www.sadc.int)**

*REF: SADC/2/3/3*

**Details can also be obtained from the National Contact Point in your respective country.**