



# BOTSWANA STOCK EXCHANGE

# VACANCY

## DIGITAL TRANSFORMATION & ENTERPRISE AUTOMATION MANAGER

### ABOUT BOTSWANA STOCK EXCHANGE LIMITED (BSE)

The Botswana Stock Exchange (BSE) is a globally connected capital markets exchange driving investment and growth while advancing market depth through a bold new strategy.

As part of our ambition, we are strengthening our technology capability and digital infrastructure to support operational excellence and a seamless user experience across the Group.

### THE OPPORTUNITY

The **Digital Transformation & Enterprise Automation Manager** is responsible for driving the Group's digital transformation and enterprise automation agenda, scaling the Group's systems through end-to-end automation, intelligent operations and process transformation.

By leveraging emerging technologies such as artificial intelligence (AI), robotic process automation (RPA) and workflow orchestration, the role will improve operational efficiency and enhance customer experience and ensure seamless integration, positioning the Group as a leading global fintech.

### KEY RESPONSIBILITIES

- **Transformation & Automation Strategy:** Develop and execute the Group's digital transformation and enterprise automation strategy tied to business value and growth.
- **Intelligent Operations:** Lead end-to-end process transformation and workflow automation leveraging RPA, AI and workflow technologies to improve efficiency, scalability, and service delivery
- **Digital Systems Integration:** Plan, coordinate, and manage the integration of digital systems to ensure seamless interoperability across trading, clearing, settlement, and market data platforms.
- **Digital Experience & Channels:** Enhance user experience (UX) and optimise digital channels, ensuring seamless and intuitive customer journeys across platforms.

- **Fintech Innovation:** Identify and enable fintech-driven solutions and data analytics to strengthen market offerings, improve accessibility and support innovation across the Exchange.
- **Governance & Standards:** Ensure adherence to IT governance, security, and regulatory standards, aligned with global financial market infrastructure requirements.

## THE IDEAL CANDIDATE

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The ideal candidate will be a technically strong and solutions-oriented professional with a proven ability to drive digital transformation and enterprise automation initiatives within regulated, high-availability environments.

### Key Requirements:

- A Bachelor's degree in Information Technology, Computer Science or a related field.
- Preferred professional certifications such as enterprise architecture (e.g. TOGAF); cloud (AWS, Azure, Google Cloud); ITIL; RPA platforms (UiPath, Automation Anywhere, Microsoft Power Automate); AI/ML; design thinking or UX; agile or product management; and API or integration platforms.
- A minimum of eight (8) years' experience in digital transformation, enterprise automation, digital product or related roles.
- Experience in regulated financial services, capital markets, high-availability or other complex digital ecosystems preferred.
- Strong understanding of system architecture, data integration and enterprise platforms.
- Proven experience in system integration, API management and digital transformation initiatives.
- Demonstrable experience delivering automation (RPA, intelligent automation) or AI-enabled digital-channel initiatives end-to-end.
- Exposure to vendor and service provider management.

## WHY JOIN US

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This is an opportunity to play a central role in shaping a digitally integrated and future-ready market infrastructure, enabling innovation, efficiency and growth across the Exchange.

## HOW TO APPLY

Suitably qualified candidates are invited to submit a comprehensive curriculum vitae together with a covering letter that articulates their motivation for the role and evidence of relevant experience.

**Submit applications to: [recruitment@bse.co.bw](mailto:recruitment@bse.co.bw) by 26 June 2026**

*Only shortlisted candidates will be contacted. The Institution is an equal opportunity employer and encourages applications from all qualified individuals.*

## **PRIVACY NOTICE**

The BSE processes applicant personal data based on legitimate interest and the performance of a contract. All processing is carried out in accordance with the Data Protection Act, 2024. Your information will be handled confidentially and may be shared with authorized internal departments and third-party service providers involved in the recruitment process.

You have the right to access, rectify, restrict, or request the deletion of your personal data, as well as the right to object to the processing of your personal data.

For inquiries regarding the processing of your personal data, please contact the Data Protection Officer at: (+267) 367 4400.