

CAREERS AT **EEC**

*Engineering excellence, business enablers
and talent pipelines — from high school to
the control room.*





WHO IS EEC?

1963Established as the **Eswatini Electricity Board****2007**Declared by an Act of Parliament as the **Eswatini Electricity Company**

Our business is to **generate, transmit and distribute electricity** in the Kingdom of Eswatini.

GENERATE**TRANSMIT****DISTRIBUTE**

VISION

To be a major player in Energy Sector development, nationally and regionally.

MISSION

To meet the needs of our customers in a sufficiently profitable and environmentally sound way through providing a reliable and safe power supply of acceptable quality.

VALUES

Service Excellence**Honesty & Integrity****Respect****Social Responsibility****800**

employees, including trainees — a team that has adopted a high-performance culture principle.



CAREER PATHS



CORE BUSINESS — ENGINEERING

B.Eng. Mechanical / Electro-Mechanical

Mechanical Engineer

B.Eng. Electrical (Heavy Current)

Protection Engineer

Transmission Lines Engineer

Substation Engineer

Metering & Power Quality Engineer

Regional Engineer (Distribution)

System Planning Engineer

Projects Engineer

B.Eng. Electrical & Electronics

Telecommunications Engineer

Fibre & Infrastructure Engineer

SCADA Engineer

System Control Engineer

System Operations Planning & Compliance Engineer

Research & Development Engineer

Research & Renewables Engineer

NB. To qualify for an Engineering position, engineers must have successfully completed the two-year **Engineer-in-Training (EIT) programme**.



BUSINESS ENABLERS

B.Com Accounting

Treasury, Tax & Payables Accountant

Payroll Accountant

Capital Projects Accountant

Business Support Accountant

Internal Auditor (+ Chartered Accountant)

Credit Controller (or Marketing)

Regional Customer Service Administrator

BSc IT / Computer Science

System Support Engineer

Network & Security Engineer

Application Support Engineer

Cyber Security Engineer

System / Network Administrator / Analyst

BA Human Resources / Industrial Relations / Industrial Psychology

HR Business Partner

HR Development Officer

Systems & Admin

Talent & Organisational Development Officer

Employee Relations & Wellness Officer

LLB — Admitted Attorney

Legal & Compliance Officer

BSc Environmental Science & Biology

Safety Officer

IMS Administrator

Environmental Officer

BA Property Management / Secretariat Diploma or Degree

Property Officer

Receptionist

Personal Assistant

Administration Clerk

Most Business Enabler roles require a minimum of **2 years' experience** in the relevant field or completion of the **EEC GIT programme**.



TALENT PIPELINES

The Talent & Organisational Development Office develops and maintains the skills EEC needs — offering learning and career-progression opportunities from high school through to university graduate level. Successful trainees are considered for permanent employment based on performance and available vacancies.

High School Job Shadowing

1 Week

Secondary school learners spend a week attached to a department of their choice — exploring careers and the professional environment.

Internship Programme

University Holidays

Faculty Deans at the University of Eswatini nominate top 2nd and 3rd year students. Interns work on critical projects and form a talent pool for the Graduate Traineeship Programme.

Graduate in Training (GIT)

2 Years

Bridges academic theory and workplace practice for university graduates, with continuous monitoring, mentoring and performance evaluation. May lead to permanent, pensionable positions.

Engineer in Training (EIT)

2 Years

For BEng / BSc graduates in Electrical or Mechanical Engineering. Rotational exposure across operational departments, with registration as candidate engineers with ECSA encouraged.

Technical Trainee

2 Years

For National Diploma / N Diploma graduates in Electrical Engineering. Rotational placements build technical knowledge, practical skill and workplace competency.



CURRENT INTAKE



Female



Male

Engineers in Training (EIT)

5 intake

1 Female — B.Eng. Electrical (Heavy Current)

4 Males — B.Eng. Electrical (Heavy Current)

Technical Trainees

10 intake

2 Females — National Diploma / National N Diploma

8 Males — National Diploma / National N Diploma

Short-term Internship Students

10 intake

4 Females — 2nd / 3rd year undergraduate student

6 Males — 2nd / 3rd year undergraduate student





Prince Mwanza

INTERNSHIP · IT OFFICER

During my internship, I gained hands-on experience in system administration, server room operations, network security, technical support, remote user assistance, and software development. I also contributed to the development of the EEC Sibane App prototype and assisted with system documentation and user support activities. These experiences strengthened my technical, analytical, and problem-solving skills while exposing me to real-world business operations.

The foundation built during my internship enabled me to grow within the organisation, progressing from IT Intern to Systems Analyst/Developer, and eventually to my current role as IT Officer. Along this journey, I have had the privilege of contributing to key initiatives such as the Contractor Performance Management System (CPMS), business process automation projects, IT service improvements, and cybersecurity-focused solutions.

The EEC Internship Programme has played a significant role in shaping my professional career by transforming theoretical concepts into practical skills, while also developing my communication, teamwork, leadership, and project management abilities.



Lomthandazo Dlamini

ENGINEER IN TRAINING · COMPLETED 2021

'The Spirit of Learning is a Lasting Frontier'; these words were inscribed on a plaque affixed on a rock outside our University library. These words have resonated with me since graduation. They couldn't be truer especially in the engineering world that is so dynamic and intricate. The Engineer in Training program at EEC was for me an intellectual illumination and a continuation of my education. It allowed me to explore theories I had learned at school, in the context of the organisation. The EIT program is a rotational program, which means Trainee Engineers have the opportunity to work in various Operational and Support departments at EEC. This gave me a deeper understanding of the multifaceted process of taking electricity to the consumer. Moreover, exposure to various roles was instrumental in discovering my sweet spot within Electrical Engineering. There is an urgency not just at EEC, but around the world to become sustainable in Energy. In Engineering, the first step to solving a problem is understanding what the problem is. Through the program, I got to understand the reality of the electricity situation in Eswatini. I pondered on how I as an individual, in my daily tasks, can enable EEC in her journey towards self-sufficiency through operational excellence, which is what the organisational strategy hinges on, and the whole of EEC is working towards.



Sihle Sikhondze

GRADUATE IN TRAINING · COMPLETED 2023

The majority of my traineeship was spent in the vending and financial services department, where I gained experience across customer service, financial reporting, Treasury, and debt management. I began at a regional customer service centre, assisting with new electricity connections, quotations, customer account updates, and application processing. I later moved into financial reporting, where I supported daily vending operations, initiated payments, and prepared monthly reports, before spending nine months in Treasury handling payment requisitions, power purchase invoices, bank reconciliations, and cash flow reporting. In the final stage of the programme, I rotated into debt management, where I was involved in debt recovery, credit assessments, and coordinating power disconnections and reconnections for overdue accounts. These rotations provided a comprehensive understanding of the organization's revenue cycle, demonstrating how customer service, financial operations, Treasury, and revenue protection are interconnected. The experience highlighted the importance of cross-functional exposure in understanding how the Eswatini Electricity Company generates, manages, and safeguards its revenue.



Baphile Lukhele

TECHNICAL TRAINEE · COMPLETED APRIL 2026

The Eswatini Electricity Company (EEC) Technical Trainee Programme was a pivotal experience that strengthened my technical knowledge and practical skills in electrical engineering. Through exposure to various operational environments, I gained hands-on experience in equipment handling, maintenance, fault response, workplace safety, and daily operations. The programme also reinforced the importance of teamwork, professionalism, responsibility, and attention to detail in ensuring reliable and safe electricity services. Working in a fast-paced, male-dominated industry helped me develop resilience, confidence, and adaptability while demonstrating the value of continuous learning and a positive work ethic. Beyond technical growth, the programme shaped my professional identity and prepared me to contribute meaningfully to the engineering and energy sector by providing the practical experience, industry exposure, and confidence needed to pursue future career opportunities.