



JOB DESCRIPTION TEMPLATE

Airtel Rwanda- Job Description

(Deliverables, Decision level, Demonstrate & Dimensions)

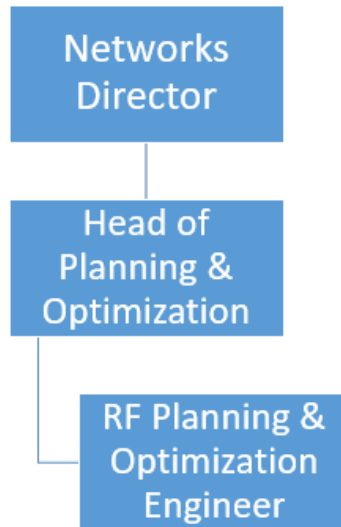
Job Title: RAN Optimization Engineer	Proposed Job Level: B6
Function: Networks Director	Location: Rwanda OpCo
Reporting to: NW Planning and Optimization Managers	Date: 08/March/2021

Purpose of the Job (Brief)

The Radio Optimization Engineer (RAN) will support our network service delivery objectives with regard to guaranteed and optimal Radio Network performance according to our business objectives.

He/She will be responsible for the analysis, implementation, optimization and enhancement of wireless telecommunications networks. The individual will typically oversee and guide optimization work related and work closely with Planning/Design and Quality Engineers.

Organisational Chart



Deliverables (Maximum 5-6 key responsibilities)

This section requires the top five accountabilities that role is to deliver own. Written in outcome language, this is not a listing of tasks but a grouping of tasks to determine outcomes required from the tasks.

Expected Key Results	Activities (Detailed KPIs)
RF Optimization of GSM/UMTS/LTE Networks	<ul style="list-style-type: none"> • Identify, analyze and troubleshoot worst cell list for all technologies with respect to Accessibility, Retainability, Mobility and Integrity. • RF coverage optimization based on drive reports and customer complaints • Handle customer complaints in collaboration with Quality and design teams • GSM: ensure TCH & SD congestion is within acceptable levels. • UMTS: maintain traffic balance between layers and troubleshoot RAB & RRC assignment failures. • LTE: ensure access failures are within acceptable levels. • Manage traffic between different technologies and layers. • Proactively monitor congestion and utilization. • Identify, analyze and troubleshoot worst cell list for all technologies with respect to drop calls • Audit BCCH/BSIC/SC/PCI plan for collisions • New site and/or new carrier validation(SSVs and KPIs Acceptance) • New feature and parameter trials to improve different technologies
Domain knowledge and Experience	<ul style="list-style-type: none"> • Good knowledge of GSM, UMTS, and LTE RF principles, protocols, call flows, system parameters and algorithms. • Specialized in RF Planning and Optimization (GSM, UMTS, LTE); • Experiences in RF hardware configurations and system updates/upgrades; • Well versed in the tools used to retrieve and analyze KPIs (Ericsson Business Objects) and also in tools used to analyze drive test data (TEMS...). • Strong analytical skills to determine radio network impact in changing environments; • Works independent, but also a good team player; • Responsible, Service minded, flexible, taking initiatives; • Result oriented and customer focused; • Process oriented and quality driven.

Character / Disposition Sought	<ul style="list-style-type: none"> • Teamwork and collaboration • Results orientation • Analytical and problems Solving • Multi culture and inter-personal skills • Consulting, Facilitation and Selling skills • General management • Leadership qualities • Ability to formulate strong & doable processes with complete measurability at all levels <p>Strong Audit capability based on operational experience</p>
Internal and External Contacts	<ul style="list-style-type: none"> • Internal – Airtel Africa Operating Company, Airtel Africa HQ. • External – Airtel Managed Services/Managed Capacity partners, third party contractors and other equipment vendors.

Decision level

This section requires an overview of the decisions taken by the role holder and who actually takes accountability for the decisions. It is a description of primary versus shared responsibility or where one only contributes to decisions.

<input type="checkbox"/> Prime: Final Decision Making authority, accountable to the Management	<input type="checkbox"/> Shared: Decisions reached jointly with peers on a collective basis	<input type="checkbox"/> Contributory: Makes a major contribution to a decision or policy judgment reached by others
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Demonstrate (Key competencies)

This section requires an overview of the skills, education and experience required to do the job at a satisfactory level. It is not a list of the job holder's qualification.

<p align="center"><u>Educational Level:</u></p> <p align="center">Must have:</p> <p>Bachelor degree (technical/telecommunications);</p> <p>Minimum of 5 years relevant working experience in the RF planning field;</p>	<p align="center"><u>Working Experience:</u></p> <p align="center">Must have:</p> <ul style="list-style-type: none"> • Knowledge of 2G, 3G and LTE technologies architecture and standards • Experience in measuring and analyzing network KPI 'key performance indicators'
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Dimensions

Impact of position:

This section requires an overview of the skills, education and experience required to do the job at a satisfactory level. It is not a list of the job holder's qualification.

Impact on customers (Please select one of the options below):

i) Type of customers

Mainly Internal

Mainly External

Internal & External

No. of Subordinates :

This section requires an indication of the number of direct reports the one manages within the role. If there is a matrix reporting then that would be placed here as well.

Approvals

Reporting Manager	Functional Head	Business HR	C&B