



# VACANCY NOTICE

Applications are invited from suitably qualified candidates to fill the following position that has arisen within the Zimbabwe Revenue Authority (ZIMRA) - an equal opportunity employer.

## **COMMISSIONER CUSTOMS & EXCISE - LEVEL 2 (1 POST) REPORTING TO: COMMISSIONER GENERAL**

### **Job Purpose**

To provide strategic leadership to the Customs & Excise Division, driving revenue growth, trade facilitation, compliance, and modernisation through risk-based and technology-enabled approaches.

### **Duties and Responsibilities**

- Provide strategic leadership to the division, with particular attention to strategies for taxation of e-commerce and formulating risk management strategies.
- Develop and implement divisional strategic and operational plans, dashboard and WCO strategic plans and initiatives.
- Develop strategies that eradicate corruption and reduce revenue leakages.
- Collaborate with ICT division on new IT-based systems that will result in automation of Customs processes, deterring tax evasion and smuggling and broadening the revenue base.
- Deal with Customs & Excise Legislation and Procedures with emphasis on bilateral, multilateral and international transit protocols and conventions.
- Ensure customisation and accurate application of international conventions and instruments to fit and enhance the Authority strategies and initiatives.
- Build and motivate high-performance teams to fulfil the mandate of the division and the Authority.
- Develop and implement stakeholder engagement programs for effective compliance management partnerships.

- Establish, develop and maintain strategic relationships, knowledge sharing, partnerships and collaboration between ZIMRA and multi-lateral organizations such as AfDB, ATAF, IMF, WCO, World Bank and WTO, and with regional organizations such as SADC, COMESA, ESAMI and bi-lateral relations with major trading partners.
- Promote a good industrial climate through the timeous conclusion of disciplinary cases.
- Provide the Authority with effective leadership anchored on high ethical standards.
- Provide policy analysis and advice in revenue collection and trade facilitation.
- Integrate policies and procedures to enable corporate level integration of operations.

### **Job Skills and Competencies**

- Knowledge of Customs & Excise legislation and procedures with emphasis on bilateral, multilateral and international transit protocols and conventions.
- Ability to identify and drive solution processes.
- Good organizational, people and time management skills.
- Excellent leadership, decision making, stakeholder engagement and critical thinking skills.
- Proven blemish-free integrity record.

### **Qualifications and Experience**

- A First degree in Accounting/ Economics/ Commerce/ Business Studies/ Fiscal Studies/ Business Management/ Social Studies or a recognised professional qualification (CIS, CIMA, ACCA).
- A Masters' degree or equivalent postgraduate commercial qualification.
- At least 7 years' experience in a Customs & Excise and or Domestic Taxes environment in a senior managerial grade.
- Experience in organizational management or other aspects of public administration would be an added advantage.

- Digital Customs capability and systems transformation leadership including but not limited to in ASYCUDA and TaRMS is a pre-requisite.

Interested candidates should submit applications, accompanied by a detailed Curriculum Vitae and certified copies of academic and professional qualifications, by **02 May 2026**. All applications should be emailed to [ExecRecruitment@zimra.co.zw](mailto:ExecRecruitment@zimra.co.zw) clearly indicating the position you are applying for as your **E-mail Subject Reference** and addressed to:

The Director Human Capital  
Zimbabwe Revenue Authority  
6<sup>th</sup> Floor, ZB Centre  
Corner First Street / Kwame Nkrumah Avenue  
P. O. Box 4360  
HARARE

**Please note female candidates are encouraged to apply and only shortlisted applicants will be responded to.**



"We are here to serve"

