# Table of Contents

1. **COMPANY OVERVIEW** ................................................................................................. 1
2. **PURPOSE** .......................................................................................................................... 1
3. **RESPONSIBILITIES** .......................................................................................................... 1
4. **ORGANIZATION** ............................................................................................................... 2
5. **RELATIONSHIPS** .............................................................................................................. 2
6. **EXPERIENCE** ................................................................................................................... 2
7. **QUALIFICATIONS** ............................................................................................................. 2
8. **OTHER SKILLS** ............................................................................................................... 2
9. **PERSONALITY** .................................................................................................................. 2
10. **PERFORMANCE CRITERIA** ............................................................................................ 3
11. **WORK ENVIRONMENT** ................................................................................................. 3
12. **SALARY** .......................................................................................................................... 3
13. **SPECIAL CONDITIONS** ................................................................................................ 3
1 Company Overview

Clearstream is a telecommunications company focused on developing and launching next generation data and voice telecommunications services for various target markets and customer segments. The company is targeting the emerging markets of Eastern Europe, Asia and Africa. Clearstream specializes in establishing both international and national telecom networks utilizing fixed and mobile wireless access technologies.

The company is currently aggressively pursuing a number of Point-to-Multipoint licenses in several countries in Europe, Asia and Africa, as it regards the WiMAX technology as one of the most efficient ways to reach the end customer.

At present Clearstream holds WiMAX spectrum licenses in 7 countries across Africa, Europe and Asia.

2 Purpose

The purpose of the WiMAX RF Planning Engineer is to undertake all phases and activities in the radio planning process of initial WiMAX network rollouts as well as subsequent reengineering of the radio network.

3 Responsibilities

Your responsibilities will include

- Initial WiMAX network frequency planning and subsequent optimization
- On site surveys for base station locations selection (whenever required)
- Contribution to technical tender documentation for WiMAX licenses acquisition
- Coordination of small team of field engineers for initial network rollouts, providing direct support whenever needed.
4 Organization

This position is within the Wireless Division’s Network Design unit.

Figure 1 Clearstream Holdings Technical Organization Chart

5 Relationships

WiMAX RF Planning Engineer will report to the Wireless Division Manager and the CTO, will work closely with headquarters Voice and IP Services divisions and will communicate directly with all international offices and partners.

6 Experience

- Minimum 2 years of experience in planning radio network, wireless systems and technologies, preferably in mobile operator
- Knowledge of Aircom International radio planning software
- Knowledge of Digital Geographical Information Systems (GIS)

7 Qualifications

University degree in Telecommunications and/or Radio Communication Systems

8 Other Skills

- French is considered advantage

9 Personality

Willingness to work in highly demanding and challenging environment.
10 Performance Criteria

Personal tasks/targets are set for 6 month periods. Performance evaluations are conducted at the end of each period.

11 Work Environment

Multicultural international environment. Position is located at the Company’s branch office for Africa in Johannesburg. All projects, however, are international and will require constant communication with our local offices/partners throughout Africa. Frequent business trips abroad may be required for some of the projects.

12 Salary

Monthly salary package and additional projects bonus for new network rollouts.

13 Special Conditions

Ability to travel abroad and relocate in another country for up to 6 months whenever required.