

Salary Band 4T	Institutional Development Specialist: Integrated Catchment Management
Reports to:	Senior Technical Advisor
Duration	Until 30 November 2022

1. BACKGROUND

The BMZ financed programme “Transboundary Water Management in SADC” supports the implementation of regional strategies for Integrated Water Resource Management. In its fifth phase, the focus lies on supporting the national programme for Integrated Catchment Management (ICM) in Lesotho, which is co-financed by the EU. ICM is a multi-stakeholder initiative that includes ministries, civil society and the private sector. The programme aims to develop capacities of Basotho stakeholders and implementing rehabilitation and prevention measures at catchment level.

The Integrated Catchment Management (ICM) Institutional Development Specialist will perform the following:

A. RESPONSIBILITIES

The position holder is responsible for:

- Managing output 2 (Institutional Development) of the GIZ project “Support to Integrated Catchment Management (ICM) in Lesotho” under the leadership of the Senior Technical Adviser, in particular with regards to the promotion of a national consensus on the ICM governance structure in Lesotho.
- Supporting the Government of Lesotho with the coordination of its national ICM programme in the manner of a multi-stakeholder partnership including various line ministries, civil society and private sector organisations.
- Liaising with key stakeholders, including senior Government officials, Members of Parliament and Principal Chiefs, to build consensus on matters of policy and institutional reform in support to Output 1.

- Facilitating agreement on the roles, functions and mandates of inter-ministerial bodies and support their effective functioning, incl. the National ICM Committee at ministerial level, the ICM Steering Committee, the National Technical Secretariat and others.
- Promoting the implementation of ICM in Lesotho at the catchment and local level in alignment with local government regulations and the principle of subsidiarity. Support the Component Leader for Catchment Management effective catchment and sub-catchment management planning approaches with the participation of relevant stakeholders at national, district and local level.
- Supporting the GIZ project management in the liaison with project partners and representing the project vis-à-vis external stakeholders

In this context, the position holder fulfils the following tasks:

B. TASKS

1. Support for effective, efficient and inclusive institutional structures for ICM in Lesotho.

The position holder

- Supports the Government of Lesotho in the institutionalisation of the inter-ministerial governance structure for ICM, incl. roles, functions and mandates of interministerial bodies at national and subnational level.
- Provides technical assistance to the ICM Coordination Unit and the National Technical Secretariat towards the effective implementation of ICM in Lesotho.
- Coordinates GIZ support for organisational development and change management initiatives for ICM.
- In cooperation with Private Sector Engagement Advisor support the facilitation a multi-stakeholder partnership for ICM, including Government, civil society, private sector, international development partners and regional bodies.

2. Advocacy and engagement of key stakeholders for policy and institutional reform

The position holder

- In cooperation with the Policy Advisor designs legal policy reform initiatives for integrated catchment management, based on identified policy priorities, through suitable stakeholder consultation and advocacy formats.
- Engages with the legislative and executive branches of Government to foster an improved understanding integrated catchment management and ensure their buy- in and support.
- Liaises with Members of Parliament through relevant Portfolio Committees, with Senators / Principal Chiefs and with senior Government officials

3. Strengthen roles and mandates of local government institutions

The position holder

- Supports local government institutions in their roles and mandates for the implementation of integrated catchment management in cooperation with the Policy Advisor and Capacity Development Advisor.
- Provides technical assistance to district authorities, local and district councils, and joint catchment management institutions.
- Carries out individual and institutional capacity development measures.
- Ensures appropriate catchment planning approach in line with ICM principles and local government regulations.

4. Other duties/additional tasks

The position holder

- Manages interfaces between output 2 (Institutional development) and other outputs of the GIZ Support Project. This includes policy reform (output 1),

human capacity building and awareness (output 3), catchment rehabilitation (output 4) and data, monitoring and learning (output 5).

- Supports the management of the GIZ project, liaises with GIZ partners and stakeholders, and represents the project in internal and external forums.
- Liaises with transboundary stakeholders, include ORASECOM, SADC, GWPSA and others

A. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCES

Qualifications

- Advanced university degree in political, legal, social or management studies or in a related field.

Professional experience

- At least 8 years of professional experience the areas of natural resource management governance or policy development.
- Excellent knowledge of the legislative and executive branches of Government in Lesotho as well as the roles and mandates of local government institutions.
- Experience in driving relevant policy and institutional reform initiatives.
- Proven ability to work within a multi-stakeholder approach with Government, private sector, civil society stakeholders and international cooperation partners.

Other knowledge, additional competences

- Fluency in Sesotho and English required.
- Excellent team player with the ability to work collaboratively on shared initiatives.
- Ability to express oneself well both verbally and in writing in both languages; polished, target-group oriented style.
- Experience in project management, management of large grants, facilitation and organisational development desired.

C. ADDITIONAL INFORMATION

- This position is based the GIZ programme office in Maseru, Lesotho.
- The contract period for this position is until 30 November 2022 (with possibility of extension).

D. APPLICATION PROCESS

Suitable candidates should apply by submitting a **motivation letter** stating why they should be the preferred candidate the value they will add and bring to the work of the projects. **This should be accompanied by a detailed CV indicating their nationality to recruit-pretoria@giz.de with the job title quoted on the email subject line for the attention of Head of Unit: Human Resource.**

Closing date for Applications: 14 April 2021

Only Permanent Residence Lesotho Citizens will be considered

**Please note that only shortlisted candidates will be informed!
Applications without a motivation letter will not be considered!**