

Salary Band 3	Junior Advisor: ICM Operations Support / M&E
Reports to:	Team Lead – Planning and Institutions
Duration:	15 th May 2024 until 31 March 2025

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, one focus lies on supporting the national programme **ReNOKA for Integrated Catchment Management (ICM) in Lesotho**, which is co-financed by the **EU**. **ReNOKA** 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 ICM programme is implementing a harmonised approach by piloting catchment planning processes at community, local council, and Catchment Management Area (CMA) levels. In parallel, national planning guidelines and financing mechanisms to fund implementation plans are being developed.

The ICM programme is looking for a Junior Technical Advisor to support ICM Operations and Monitoring & Evaluation across all outputs in the Catchment Management Areas of Lesotho.

A. ABOUT THE POSITION

The Junior Advisor for Operations Support and M&E will be based in either Hlotse (Leribe) or Mhales Hoek and report to the Team Lead Planning and Institutions. The Junior Advisor will be instrumental in supporting GIZ's contributions to ICM ReNOKA in the project region.

B. RESPONSIBILITIES AND TASKS

The Junior Advisor will be part of the GIZ Technical Assistance team. The Junior Technical Advisor will:

- Facilitate GIZ support to ReNOKA across all outputs in the Catchment Management Areas of Lesotho
- Support ReNOKA office operations in the assigned CMAs
- Contribute to communication and information flow between the CMAs, and to ICU and GIZ at national level
- Support Monitoring & Evaluation of activities and impacts across all outputs in the assigned CMAs.

The Junior Advisor's tasks will be to:

- Support the development of annual operational plans for GIZ support across all outputs in the CMAs and conduct detailed quarterly planning to achieve project implementation targets
- Support the institutional development of Catchment Management Joint Committees (CMJCs) and Catchment Planning Units (CPUs) and ensure their active engagement in ICM planning and implementation processes
- Working closely with Catchment Managers (CMs), support the development of Integrated Catchment Management and Development Plans (ICMDPs) in the CMAs
- Support CMs and Priority Sub-catchment (PSC) Coordinators on planning and implementation processes at sub-catchment level
- Facilitate ReNOKA programme activities with other ICM related programmes and projects in the CMAs to ensure alignment with ReNOKA objectives
- Oversee and contribute to operational and impact monitoring and evaluation in the designated CMAs
- Facilitate collaboration with local, regional and international stakeholders.

C. REQUIRED QUALIFICATIONS, COMPETENCES AND EXPERIENCE

Qualifications

- At least Bachelor's degree in natural sciences preferably related to the water and/or environmental sector with a focus on Integrated Water Resources Management (IWRM) and adaptation to climate change.

Competencies and Professional Experience

- At least 1 year of professional working experience in the context of IWRM and integrated catchment management and related institutional development with a focus on catchment conservation and protection.
- Willingness to frequently travel to remote rural areas of Lesotho
- Excellent knowledge of English, both technical writing and verbal, and Sesotho is a requirement
- Strong communication and networking skills within the GIZ and ReNOKA teams on different communication media
- Strong social skills, including the ability to develop rapport, motivate, inspire trust and manage conflicts, outstanding strategic and conceptual skills and independent problem solving
- Working output oriented

Other knowledge, additional competences

- Confident use of MS Office, experience in processing data sets with the help of relevant statistical programs (Excel or similar); user experience of MS Sharepoint
- Basic knowledge of Geographic Information Systems (GIS)
- Experience in the context of international development cooperation and/or working experience with development partner agencies would be an asset.

D. ADDITIONAL INFORMATION

- This position is based at **GIZ in either Hlotse (Leribe) or Mochale's Dam, Lesotho.**
- The contract period for this position is until **31 March 2025** in line with the current commissioning period of the project.
- At GIZ, you will be offered a global network and an atmosphere that is characterised by diversity, respect, and genuine equal opportunities. Gender equality promotion is a matter of course for us.
- GIZ is a signatory of the Diversity Charter. Recognition, appreciation, and inclusion of diversity in the company are important to us. All employees shall be valued - regardless of gender and gender identity, nationality, ethnic origin, religion or belief, disability, social background, age, or sexual orientation.
- GIZ is committed to be an equal opportunities employer, therefore, women and people with disabilities are strongly encouraged to apply.

- For more information on the ICM Programme, please visit our project page:
<https://renoka.org>.

E. APPLICATION PROCESS

Suitable candidates should apply by submitting:

- A motivation letter (concisely 1 page) stating why they should be the preferred candidate, the value added they will bring to the project and **their expectation salary range**.
- This should be accompanied by a detailed CV and indicating **their nationality**.

Applications should be submitted to: recruit-pretoria@giz.de, with the email subject line **Junior Technical Advisor – ICM Operations Support / M&E** for the attention of Head of Human Resource.

NB: Interviews will be held online and/or in **Maseru, Lesotho**.

Closing date for applications: **08th May 2024**.

Only shortlisted candidates will be contacted.

Applications without a motivation letter will not be considered!