

Salary Band 4	Junior Specialist - Monitoring & Evaluation
Reports to:	Programme Manager
Duration:	Until 31 December 2023 (With the possibility of an extension until March 2025)

1. BACKGROUND

The BMZ - financed programme “**Transboundary Water Management in SADC (TWM)**” supports the implementation of regional strategies for **Integrated Water Resource Management. As part of TWM the “Support to Integrated Catchment Management” project (ICM Action)** is 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 national programme aims to develop capacities of Basotho stakeholders in implementing climate resilient rehabilitation and prevention measures at catchment level.

Different approaches to integrated catchment planning and implementation have been followed in Lesotho in the past. To facilitate socio-economic development and adaptation to climate change in Lesotho, ICM needs to be institutionalised and under full implementation, based on gender equality and climate adaptation principles. ReNOKA focuses on a people-centred and risk-informed approach to catchment management that advances resilience by systematically considering climate risks in the catchment management and development process as well as by fostering nature-based solutions for adaptation to climate change.

The ICM Action will further contribute to the strengthening of national data systems and a real-time land cover monitoring to provide evidence to inform decision-making, learning and innovation for ICM in Lesotho. The ICM data governance and information management approach under ReNOKA shall contribute to a multi-level M&E system to monitor the implementation of ICM plans and to ensure availability of data for national and international reporting requirements.

Are you a young professional who is passionate about numbers, statistics, and impact evaluation? Are you gifted in analysing and interpreting data, communicating and visualising it in an easily comprehensible manner? Do you enjoy collecting data and reporting on rehabilitation measures and on people who make a change in their community? Are you passionate about restoring Lesotho’s land and water? Do you like to work collaboratively? Then join the German development agency GIZ and work with us to support integrated catchment management in Lesotho

A. ABOUT THE POSITION

Junior Specialist - Monitoring & Evaluation:

Generally, junior professionals perform their duties in accordance with guidelines defined by the manager or are under the instruction of professionals in higher bands. The content of work and the learning stages are geared towards enabling the staff member to assume functions in GIZ band 4 or corresponding activities in the market. This function allows the employee to acquire technical and methodological knowledge and personal and social skills which can also be used in other band 4 functions.

B. RESPONSIBILITIES AND TASKS

As the Junior Monitoring & Evaluation Specialist, you will

- Support the progress and impact monitoring of the technical cooperation project “Support to Integrated Catchment Management in Lesotho” including assisting with the conduct of impact studies
- Contribute to advancing the monitoring system of ReNOKA (‘we are a river’), the national programme for integrated catchment management
- Support the result-based management of the project based on monitoring of indicators and results as well as monitoring of the implementation of the project’s operational plan
- Work with all partners of the project and ReNOKA (NGOs, development partner, research institutes and private sector) so that all organisations monitor and report coherently on the progress. For this purpose, you will organise regular monitoring meetings and ensure the timely entry of partner contributions into the digital M&E system
- Heighten the visibility and accountability of the project through contributions to quarterly and annual progress reports to donors and the Government of Lesotho as well as to communication products

As this is an entry level position, the position holder will perform their duties in accordance with guidelines defined by the manager or under the instruction of more senior professionals in the team.

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

C. TASKS

1. Monitoring of project's progress and achievements

- Collaborate with technical staff and partners to conduct a thorough activity and event monitoring including the regular conduct of monitoring meetings;
- Assist with indicator monitoring and regular updates of the project's result matrix;
- Support the coordination of data collections including impact evaluations;
- Contribute to data processing, analysis and evaluation including data visualization;

2. Digital M&E Tools

- Support with the further development and operationalisation of the digital M&E tools and the extension of the tool to the national ReNOKA programme;
- Contribute to the regular update of the M&E tool as well as digital monitoring platforms of the EU (OPSYS) and of GIZ (OnSite Operations);
- Develop further other suitable data and information collection tools;

3. Reporting and results communication

- Contribute to the elaboration of high quality and timely submitted narrative progress reports to the EU, the German Federal Ministry for Economic Cooperation and Development as well as the Government of Lesotho;
- Support the preparation of presentations on the progress of the project for steering and coordination meetings as well as other high-level meetings;
- Contribute to the compilation of factsheets and other communication and information products;

4. Operational planning

- Contribute to the coordination of annual and quarterly operational planning exercises and the finalisation of planning documents;
- Assist with the regular monitoring of quarterly and annual operational plans;

5. Information and knowledge management

- Contribute to the project's information and knowledge management by supporting with further developing and keeping the filing system up to date;
- Support the organisation and preparation of internal learning processes;
- Contribute to an effective internal communication within the decentralised project team including keeping the team's event calendar up to date;

Other duties/additional tasks

- Perform other duties and tasks at the request of management.

D. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCE**Qualifications**

- Advanced university degree in an area related to statistics, data science, economics, natural resource management, social or political science;
- Excellent command of English and Sesotho both written and spoken.

Professional experience

- Relevant initial work experience (internship or similar) in monitoring and evaluations

Other knowledge, additional competences

- Previous experience in the context of international development cooperation highly desirable;
- Previous experience with data, monitoring, evaluation and reporting highly desirable;
- Experience with digital tools for data collection and data analysis is desirable;
- Good analytical skills and ability to treat in interpret data;
- Creativity in the preparation of graphs, figures and information products;
- Knowledge in Natural Resource Management is an advantage;
- Strong writing skills and ability to express oneself well both verbally and in writing in a polished, target-group oriented style;
- Experience in project and event management is an advantage.

E. ADDITIONAL INFORMATION

- This position is based at **GIZ in Maseru, Lesotho**.
- The contract period for this position is until **31 December 2023 in line with the current commissioning period of the ICM action** (project).
- An **extension up to 31 March 2025** might evolve based on the approval of an extension of the respective commission.
- For more information on the ICM action please visit the national ReNOKA programme page: <https://renoka.org>.

F. 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 ICM project and their desired 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 “**Application for Junior Specialist - Monitoring & Evaluation**” for the attention of **Head of Human Resource**

NB: Interviews will be held in **Maseru, Lesotho**

Applications from Southern African Development Community (SADC) regions are encouraged to apply.

Closing date for applications: **19 May 2023.**

Please note that only shortlisted candidates will be informed!

Applications without a motivation letter will not be considered!