

Salary Band 4	Senior Technical Advisor: Integrated Catchment Management (ICM) Operations
Reports to:	Component 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**” supports the implementation of regional strategies for **Integrated Water Resource Management**. In its fifth phase, the 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.

Different approaches to integrated catchment planning and implementation have been followed in Lesotho in the past. The ICM programme is implementing a harmonised approach by piloting catchment planning processes at community, local council, and catchment management area levels. In parallel, national planning guidelines and financing mechanisms to fund implementation plans are being developed.

Decentralised ICM is coordinated from six regional catchment management offices staffed by government ReNOKA catchment managers, GIZ regional technical advisors, and implementation partners. The regional teams support the establishment of ICM institutions, planning, implementation and monitoring in the six catchment management areas.

The ICM programme is looking for a Technical Advisor - ICM Operations to oversee operational activities at every level and managing quality assurance in the development and implementation of integrated catchment planning, implementation and monitoring processes in Lesotho.

A. ABOUT THE POSITION

The Technical Advisor - ICM Operations will be based in Maseru, report to the Component Manager, Catchment Planning and Implementation and co-lead the component with the Component Manager. The Advisor will steer the planning processes based on international experiences, advise and support the regional teams with the development of 'bankable' and climate resilient integrated catchment management plans, strategizing the sound implementation of ICM actions and reporting on status quo. The position requires a thorough understanding and field experience of IWRM / ICM planning and implementation at community and catchment levels.

B. RESPONSIBILITIES AND TASKS

The Technical Advisor - ICM Operations is required to undertake the following tasks:

Refine and improve integrated catchment management planning processes

- Manage all processes related to the development of a national guideline for integrated catchment management planning and its application at different levels.
- Contribute to refinement and improvement of draft concepts and guidelines on catchment planning at community and catchment levels by introducing proven international or regional approaches that can be applied in the Lesotho context.
- Ensure the systematic integration of climate resilient and gender considerations in the catchment planning processes in close collaboration with the Climate Resilience Advisor.
- Support alignment of community engagement, capacity building and livelihood approaches with planning processes.
- Contribute to development of standard approaches and training modules on bio-physical and socio-economic situation assessments, transect walks, identification of issues and solutions, prioritising interventions and measures, and compilation of implementation (action) plans.

Coordinate development of 'bankable' and climate resilient integrated catchment management plans and its implementation

- Co-lead capacity building of regional teams in conducting integrated planning through a combination of on-the-job coaching and training and formal trainings on sub-steps of the planning process provided by the service providers.
- Manage service providers engaged in technical baseline studies needed for the development of integrated catchment management and development plans at

catchment management area (CMA) level including the prioritization of (ecosystem-based) adaptation actions

- Participate in and monitor development of integrated sub-catchment management action plans (“Local Council ICM Action Plans”). Review draft plans and provide advice to improve the quality of the plans and where necessary to adjust planning approaches
- Strategize the alignment of community engagement, livelihood and catchment management interventions implemented through different partners (CRS, construction companies, local government entities, communities).
- Manage scaling of activities to additional sub-catchments in collaboration with regional teams
- In consultation with partners, develop concepts for rapid implementation of priority catchment rehabilitation and livelihood measures
- Monitor implementation of ICM action plans and document lessons learnt in the prioritization, design and implementation processes
- Strengthen a coherent data management approach as part of planning, monitoring and reporting utilizing available ICM data management systems (real-time Lesotho Land Cover surveillance dashboard)
- Represent ICM in respective networks and liaise with key stakeholders, including senior Government officials, different international and regional partner agencies to build consensus on matters of advancing ICM in policies, institutions and technical solutions

C. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCE

Qualifications

- At least Master’s degree in social or natural sciences or equivalent in the field of, environmental studies, water resources or natural resources management

Competencies and Professional Experience

- At least five years of professional working experience in the context of water resources management with a focus on soil and water conservation, integrated catchment management and field experience of IWRM / ICM planning
- At least two years of professional working experience in the public sector in Lesotho preferably connected to Water Resources; Forestry; Rangeland and/or Soil Conservation

- Strong know-how of the land and water resources management landscape in Lesotho including relevant public institutions, donors, networks, national platform and development partners;
- Professional experience in the context of data management, monitoring and reporting
- Professional experience in project management, management of grants, facilitation and organisational development
- Professional experience in contracting and steering consultancies and managing service contracts
- Proven ability to prepare reports and to draft project concepts/proposals and terms of reference;
- Demonstrated good interpersonal skills in communication, teamwork and facilitating meeting and workshops
- Excellent communication and networking skills;

Other knowledge, additional competences

- Excellent command of English, both technical writing and verbal, is essential
- Fluency in Sesotho and ability to express oneself well both verbally and in writing
- 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
- Experience in the context of international development cooperation and/or working experience with development partner agencies is highly desirable
- Experience in training and capacity development with regards to natural resources management is highly desirable
- Willingness to frequently travel to remote rural areas in Lesotho

D. 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 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 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 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 Technical Advisor – ICM Operations”*** 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: **12 May 2023.**

Please note that only shortlisted candidates will be informed!

Applications without a motivation letter will not be considered!