

<b>Salary Band 4</b>	<b>Catchment Management Area Coordinator</b>
Reports to:	Team Lead – Planning and Institutions
Duration:	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 Catchment Management Area Coordinator who will as part of the GIZ Technical Assistance Team, coordinate activities in Southern Catchment Areas of Lesotho.

### A. ABOUT THE POSITION

The Catchment Management Area (CMA)- Coordinator will be based in Mofale Hoek and report to the Team Lead Planning and Institutions. The Advisor will be instrumental in advancing GIZ's contributions to ICM ReNOKA in the project region and engaging key stakeholders. The position requires a thorough understanding and long-standing field experience on institutional development and watershed management.

## **B. RESPONSIBILITIES AND TASKS**

The CMA Coordinator will be part of the GIZ Technical Assistance team and based in Mophale Hoek. The CMA Coordinator will:

- Integrate GIZ support to ReNOKA across all outputs in the Southern (Makhaleng, Lower Senqu, Lower Mophokare) CMAs of Lesotho.
- Manage ReNOKA office operations in the assigned CMAs
- With the respective Catchment Managers (CMs), oversee and coordinate all ReNOKA activities in the assigned CMAs
- Ensure communication and information flow between the CMAs, and to ICU and GIZ at national level is smooth and effective.
- Promote visibility of ICM in the CMAs
- Representing the interests of the ICU and the GIZ in the area
- Be responsible for Monitoring & Evaluation of activities and impacts in the assigned CMAs.

The CMA Coordinator's tasks will be to:

- Lead the development of annual operational plans for GIZ support across all outputs in the three CMAs and conduct detailed quarterly planning to achieve project implementation targets.
- Support the institutional development of Catchment Management Joint Committees (CMJCs), Catchment Planning Units (CPUs) and community structures (VWTs and CWTs) supporting local governance, and ensure their active engagement in ICM planning and implementation processes
- Working closely with Catchment Managers (CMs), coordinate and support the development of Integrated Catchment Management and Development Plans (ICMDPs) in the three CMAs
- Advise CMs and Priority Sub-catchment (PSC) Coordinators on planning and implementation processes at sub-catchment level and ensure that these are aligned with and meet targets of the CMA operational plans
- Support the development of catchment partnerships and catchment fora with private sector, government, and civil society stakeholders
- Coordinate ReNOKA programme activities to engender collaboration with other ICM related programmes and projects in the CMAs to ensure synergy and/or 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 5 years 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 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**

- Excellent command of English, both technical writing and verbal, is essential
- 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

#### D. ADDITIONAL INFORMATION

- This position is based at **GIZ in Lesotho, Mochale's Dam District**.
- 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](mailto:recruit-pretoria@giz.de), with the email subject line “**Application for Catchment Management Area Coordinator**” for the attention of **Head of Human Resources**.

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

Closing date for applications: **08<sup>th</sup> May 2024**.

**Only shortlisted candidates will be contacted.**

**Applications without a motivation letter will not be considered!**