

VACANCY ANNOUNCEMENT

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and the project “Growing Greener - Restoration and sustainable use of agro-pastoralist systems in open arid landscapes across Southern Africa” promotes community-led, market-oriented agro-pastoral land-use systems that prevent landscape degradation while fostering sustain-able rural development. The project, commissioned by the Federal Ministry for the Environment, Climate Action, Nature Conservation and Nuclear Safety (BMUKN) as part of the International Climate Initiative (IKI) applies the “Herding for Health” (H4H) concept for livestock and rangeland management to different scales, adapting the approach to local contexts in Botswana, Madagascar, South Africa and Zambia, whilst leveraging impact and transformation at the regional SADC level.

The Project’s transformative approach works at the local, national and regional level including (1) working with agro-pastoralists to adopt innovative land-use practices and nature-based solutions, (2) developing soil and landscape restoration economies through public and private investments, market access, ecosystem valuation and green Small, Medium and Micro Enterprises (SMME) support, (3) strengthening an enabling policy framework for sustainable land use, and (4) enhancing capacity to scale up sustainable management practices across Southern Africa.

The overall project is gender-sensitive while certain elements of the project are gender transformative in that they include women in traditionally men’s activities such as cattle husbandry. Beyond that, the project aims to promote gender equity by analyzing the gender impact of ongoing activities and developing new activities to specifically promote increased equity.

In Botswana, where other large projects are already introducing H4H approaches, only limited project resources are allocated targeting gaps not addressed under other projects to avoid overlaps. The Project is building on work already underway in Ngamiland. It supports the development of a land and resource management plan and a framework for implementing H4H in 4 villages in Ngamiland. The plan development process will be used to establish guidelines for planning elsewhere in Botswana and

potentially in other countries with important rangeland areas. The development of land and resource management plans provides the link between on-the-ground practices and strategy development. Strategy development is a part of ensuring sustainability after the project ends.

The Project is implemented by a consortium comprising GIZ as lead agency, Conservation International (CI) for implementing on-the-ground activities in Botswana, Madagascar and South Africa, Peace Parks Foundation (PPF) for on-the-ground implementation of activities in Zambia and the Centre for Coordination of Agricultural Research and Development in Southern Africa (CCARDESA) for knowledge management and capacity building support. GIZ ensures policy-related activities and coordination of the project at the national level in each country and at the regional level across the four countries. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) therefore invites suitably qualified and innovative individuals who are agile, flexible, highly motivated, and eager to learn to apply for the position of:

1. REGIONAL DEVELOPMENT ADVISOR – SUSTAINABLE RANGELAND MANAGEMENT

Job Title : Regional Development Advisor - Sustainable Rangeland Management
Job Category : Professional, Band 4
Location : Gaborone, Botswana
Place : GIZ “Growing Greener” Project
Duration : 01.05.2026 until 30.04.2028

A. RESPONSIBILITIES:

Under the supervision of the Project Manager (AV), the Regional Development Advisor carries out the following duties and responsibilities

B. TASKS:

- Liaise with relevant Government Units in Botswana and support the development and adaptation of national policy frameworks relevant to the promotion of rangeland management and sustainable land-use practices.
- Liaise with the Centre for Coordination of Agricultural Research and Development in Southern Africa (CCARDESA) and the SADC Food, Agriculture and Natural Resources (FANR) Directorate in the SADC Secretariat in support

of the development and implementation and sharing on regional SADC-wide policies related to rangeland management and sustainable land-use practices and participation in international fora.

- Coordinate activities on “strengthening and enabling policy framework for sustainable land use” for the Botswana component of the project.
- Cooperate and coordinate activities with CI Botswana and related projects of other development partners.
- Support with capacity building measures that enable learning between the project sites in the four countries.
- Contract management: prepares tenders/calls and manages consulting contracts and grant agreements with public and civil society partners.
- Support preparation of project-related meetings and events and facilitate their implementation (e.g. Steering and Planning Meetings, Meetings with consortium and partners).
- Support the regional project manager in the execution of other activities outside of the main responsibilities.
- Monitor implementation of local project partners in Botswana and ensure technical and financial targets are on track.
- Support reporting of the overall project to GIZ Head Office and BMUKN.
- Compile progress reports for the Head of Cooperation at the German Embassy about activities and progress.

C. REQUIREMENTS:

Qualifications

- BSc Degree or higher in Agronomy, Natural Resource Management and Planning, Social/Political Science or related field

Professional experience

- Minimum of seven (7) years’ relevant professional experience
- Previous working experience and existing networks in agriculture, international development projects, NGOs, community development, government or local authorities.
- Proven knowledge and experience in sustainable land-use management, planning and policy formulation. Knowledge in rangeland

restoration/management or pasture and livestock management, specifically Herding 4 Health, is an advantage.

Other knowledge, additional competences

- A Motswana or person with residence and/or work permit in Botswana preferred
- Fluent written and oral knowledge of English and Setswana. Local knowledge of language spoken in Eastern Okavango Delta is considered an advantage.
- Evidence of managing contracts, small projects, events, or processes independently
- Very good working knowledge of ICT technologies and computer applications (e.g. MS Office, especially Word, Excel and Power Point).
- Excellent writing and communication skills.
- Willingness and ability to frequent travels within Botswana, the SADC region and internationally.
- Self-motivated, organized, and pro-active team player, able to work independently with excellent focus on achieving outputs under complex stakeholder set-ups.
- Experience with gender-sensitive and gender-transformative approaches.
- Driving license for class B or equivalent.

Applicants who apply should enclose motivational letter, updated CV, certified copies of certificates, ID/Passport, and two traceable references.

Applications should be addressed to: Head of Human Resources (HR)
Private Bag X12, Village
Gaborone

E-mail address: hr-botswana@giz.de

Closing date for applications is 11 March 2026.

Please note that only shortlisted candidates will be contacted. **Hand-delivered applications will not be considered.**

GIZ Botswana is an equal opportunity employer, therefore it encourages applications from all qualified and eligible candidates regardless of their gender, religion/belief, origin, disability, and/or any other minority group. We are committed to creating an inclusive working environment for all employees.