VACANCY ANNOUNCEMENT

The thematic cluster **"Climate – Energy – Natural Resources"** is an organizational structure of GIZ Botswana / SADC, managing a portfolio of various projects funded by different ministries of the German Government and the European Union. The projects are implemented in different countries within the SADC region focusing on climate change, energy efficiency, tourism and management of natural resources, fisheries, and water.

Within this cluster, the project **"Transboundary Water Management in the SADC Region (TWM VI)"** will support SADC in developing and implementing policies and guidelines for regional cooperation with member states. With funding from the European Union (EU), the project will support River Basin Organisations (RBOs) in further developing their information and Decision Support Systems (DSS). These shall improve the evidence-based decision-making on transboundary water resources management. In addition, exchange formats and training courses will promote regional knowledge sharing, synergies, and technical and management skills.

TWM VI seeks to strengthen its technical team by hiring a regional expert on Decision Support Systems. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH therefore invites suitably qualified and experienced individuals to apply for the following position:

1. REGIONAL ADVISOR ON DECISION SUPPORT SYSTEMS (DSS)

Job Title   : Regional Advisor on Decision Support Systems
Job Category : Professional, Band 4
Location   : Gaborone, Botswana
Place   : GIZ Cluster "Climate – Energy – Natural Resources" TWM Office
Duration   : 01.04.2026 until 31.03.2028

Under the supervision of the Project Manager, the (Regional) Advisor on Decision Support Systems assumes and carries out the following responsibilities and duties.

A. RESPONSIBILITIES:

He/she will take over the technical lead of specific components of the project and closely collaborate with an international DSS expert. He/she will conceptualize, plan and independently steer the implementation of activities towards the achievement of the outlined indicators. This includes the supervision of consultancy firms and grant recipients. Building an excellent working relationship with our partners, specifically SADC and the RBOs, will be essential.

B. TASKS:

- Lead the comprehensive analysis of Decision Support Systems (DSS) and Information and Knowledge Management Systems (IKMS) across all RBOs in the SADC region, including data availability and data sharing aspects.

- Contribute to the development of a strategic concept to maximize impact of TWM VI DSS support, for the benefit of multiple RBOs.

- Technical support to RBOs and their member states on strengthening their data basis (including socio-economic data), data management practices and data governance (including data sharing agreements) by exploiting synergies and harmonization potentials including through the collaboration with TFCAs.

- Technical support to RBOs on the use of innovative technologies, such as remote sensing, geographic information systems, and artificial intelligence while considering the financial sustainability of the systems.

- Technical support to RBOs and SADC on harnessing synergies in evidence-based transboundary water management, e.g. through DSS toolkits or platforms.

- Supervise short-term and long-term consultants, including the elaboration of Terms of Reference (ToR), managing the consultants' work, and ensuring quality delivery.

- Organize and conceptualize inclusive stakeholder consultations for policy development.

- Compile progress reports about activities and progress.

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C. REQUIREMENTS:

Qualifications

- Minimum of a Master's Degree or equivalent in a relevant field, i.e. Hydrology, Water Resources Engineering, Environmental Engineering, Environmental Sciences, Applied Systems Engineering, Environmental Modelling, Hydrological Informatics, Geo-Information Science or related

Professional experience

- Minimum of seven (7) years' relevant professional experience
- Proven track record and experience in DSS for water management (including basin planning, allocation scenarios, climate risk and vulnerability, infrastructure planning)
- Demonstrable experience in hydrological and/or water allocation modelling (e.g. WEAP, Mike Basin, SWAT, HEC-HMS, RiverWare), including data quality management, gap-filling, and uncertainty handling
- Demonstrable understanding of data management, including institutional data governance and data sharing sensitivity
- Demonstrable experience in independently managing work packages and contract management
- Demonstrable experience in engaging with governmental institutions on highest levels in the regional / transboundary context
- Experience in working for an international organisation is an advantage

Other knowledge, additional competences

- Knowledge of mapping, remote sensing, geographic information systems, and artificial intelligence
- Fluency in written and spoken of English language
- Strong analytical, advisory and strategic skills
- Strong interpersonal and diplomatic communication skills
- Result-driven, independent and resource-oriented way of working
- Ability to work under time pressure and being able to multitask
- Willingness to learn independently and proactively
- Excellent working knowledge of ICT applications, like MS Office (Word, Excel, PowerPoint, Outlook)

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 *26 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.