

Internship	Internship: Support to ReNOKA (ICM II)
Reports to:	Component Manager – Enabling Environment
Duty Station	Maseru, Lesotho
Duration	until 30 November 2026

BACKGROUND

The BMZ - financed programme “**Transboundary Water Management in SADC**” supports the implementation of regional strategies for **Integrated Water Resource Management**. In its fifth and upcoming sixth phase, one focus lies on continuing support towards the national programme **ReNOKA for Integrated Catchment Management (ICM) in Lesotho (ICM Action)**, which is co-financed by the **EU**. **ReNOKA** is a multi-stakeholder initiative that includes ministries, civil society and the private sector. **ReNOKA** aims to develop capacities of Basotho stakeholders and implement measures for rehabilitation of degraded land and water resources as well as prevention at catchment level.

The ICM Action under phase I followed a harmonised approach by piloting catchment planning processes at the catchment levels and implementing climate resilient rehabilitation and prevention measures and strengthening the livelihoods of local communities. Under the second phase (**Support to ReNOKA - ICM II**) which is anticipated to run from April 2026 to March 2030, the main objective is to ensure **long-term sustainability** of the **ICM approach** piloted under ICM I in Lesotho. This Action aims to achieve **sustainably managed land and water resources** in Lesotho, addressing the interconnected **water-energy and natural resources nexus** while advancing **climate resilience**. It further focuses on **strengthening national water sector capacities** to enhance service delivery and foster cooperation at the **community, catchment, and transboundary levels**, ensuring inclusive and effective resource management. With a strong focus on **creating a business case for ICM** in Lesotho, the project activities will also further focus on supporting the implementation of ICM measures and Water-Energy Nexus piloting projects, setting up Decision Support Systems and enhancing Human Capacity Development.

A. ABOUT THE POSITION

The objective of this internship is to provide technical and administrative support to the projects different workstreams while offering to the intern practical experience in natural resource management within an international development context. The intern will be versatile and provide support in various workstreams (data and research, communication and visibility, policy and institutions, as well as implementation unit). This is a way to fully expose the intern to the integrated approach to catchment management.

The Intern will be based in Maseru and report to the Component Manager-Enabling Environment. The position requires an understanding of natural resource management and integrated catchment management and their interfaces to Human Capacity Development, Data Management and/or Policy and Institutions as well as implementation and the collaboration with stakeholders and third parties that support ICM in Lesotho.

B. TASKS AND RESPONSIBILITIES:

The intern will support related project activities, including but not limited to the following areas:

1. Technical support

- ❖ Support the design of the HCD activities for ICM II
- ❖ Support TVET stakeholder identification and composition of a TVET working team. This includes identification of industry players that will provide a working space for TVET candidates to undertake practical work.
- ❖ Support a baseline study on the TVET landscape in Lesotho liaising with the Ministry of Education and Training. This entails logistical arrangements for consultative engagements with the key stakeholders by the consultants.
- ❖ Support development of a road map for implementation of recommendations from the baseline study.
- ❖ Assist in reviewing technical documents such as draft reports, project documents, sub-catchment profiles, deliverables from consultants and ReNOKA drafts for implementation of ICM measures.

2. Knowledge management support

- ❖ Support communication and visibility team with project internal and external communication material in line with GIZ communications guidelines.

- ❖ Support knowledge management processes, including documentation of activities, filing, and maintaining shared GIZ workspaces.
- ❖ Assist in capturing lessons learned, best practices and success stories from ReNOKA initiatives.

3. Monitoring and Evaluation

- ❖ Assist in tracking related (HCD, data management, etc.) indicators and maintaining relevant databases.
- ❖ Support data collection, analysis, and reporting on related activities.
- ❖ Participate in evaluation exercises and feedback collection.

4. Logistics and Administrative support

- ❖ Support planning and execution of meetings, workshops, and outreach activities with stakeholders (venues, materials, communication).
- ❖ Capture key messages from project meetings and events.

C. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCES

Qualifications:

- ❖ Master's degree in environmental sciences, Integrated Water Resources Management, Integrated Catchment and Water Resources Management, natural resource management, geography or related fields.

Competencies and Professional Experience

- ❖ Proven ability to undertake research and prepare reports.
- ❖ Basic knowledge of data management concepts and tools.
- ❖ Demonstrated good interpersonal skills in communication and teamwork:
- ❖ Willingness to learn and take initiative.

Other knowledge, additional competences

- ❖ Excellent command of English, both technical writing and verbal.
- ❖ Confident use of MS Office, experience in processing data sets with the help of relevant statistical programs (Excel or similar data analysis tools); user experience of MS SharePoint.
- ❖ Process management skills.
- ❖ Additional training in GIS, data management, or environmental monitoring in an asset.

- ❖ Academic or practical exposure in the context of international development cooperation and/or internship experience with development partner agencies.

D. ADDITIONAL INFORMATION

- ❖ The position will be based at the **GIZ** in **Maseru, Lesotho**.
- ❖ At GIZ, you will be offered 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 would like to increase the proportion of employees with disabilities. Applications from people with disabilities are most welcome.
- ❖ For more information on the ICM action please visit the national ReNOKA programme page: <https://renoka.org>.

E. APPLICATION PROCESS

GIZ will only assess applications which meet the following criteria:

Suitable candidates should apply by submitting:

- ❖ **Cover Letter/Motivation Letter** (max. 1 page) clearly detailing why they should be the preferred intern and the value they will bring to work of the ICM II programme.
- ❖ A detailed CV (max. 3 pages), **indicating their nationality**.
- ❖ Proof of eligibility to work in Lesotho.

Please quote the job title in the email subject line as follows: “Application for Internship: Support to ReNOKA (ICM II)” for the attention of Head of Human Resource.

Closing date for applications: **24th of April 2026**.

Interviews will be held in Maseru, Lesotho

Only applicants shortlisted for interview will be contacted.

Applications without a motivation letter will not be considered!

