

Salary Band 3T	Junior Advisor: Monitoring & Evaluation
Reports to:	Cluster Coordinator
Duty Station	Maseru, Lesotho
Duration	until 31 March 2030

BACKGROUND

The BMZ - financed programme “**Transboundary Water Management in SADC (TWM)**” supports the implementation of regional strategies for Integrated Water Resource Management. As part of TWM the “**Support to Integrated Catchment Management**” project (ICM Action) is 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

ReNOKA focuses on a people-centred, gender responsive, youth inclusive and risk-informed approach to catchment management that advances resilience by systematically considering climate risks in the catchment management and development process as well as by fostering nature-based solutions for adaptation to climate change.

The ICM Action is looking for a Junior Advisor Monitoring & Evaluation to support the monitoring & evaluation as well as quality assurance activities of the action.

ABOUT THE POSITION

Are you a young professional with a passion for numbers and statistics in green fields and love to structure and organise processes? Are you interested in livelihood or natural resource-related gender- and youth-sensitive data processing? The Joint Action “Support to Integrated Catchment Management (ICM) in Lesotho, co-funded by the European Union and the German Federal Ministry for Economic Cooperation and Development and managed by the **Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ GmbH)** is looking for a **Junior Advisor: Monitoring & Evaluation (f/m/d)**. If you also have a relevant university degree in a green field with a sound statistical background and already some professional experience, then this position is just right for you. The ideal candidate is a communicative team player who enjoys working in the field as much as processing data in the office. We are looking for someone with commitment and the willingness to persistently pursue goals and make a difference, even when obstacles must be overcome.

A. TASKS AND RESPONSIBILITIES:

- ❖ As the Junior Advisor: Monitoring & Evaluation, you are responsible for:
- ❖ Support the progress and impact monitoring of the Joint EU/BMZ financed Action “Support to Integrated Catchment Management (ICM) in Lesotho” including assisting with the design and conduct of relevant impact studies.
- ❖ Contribute to ensuring that all monitoring measures and studies integrate gender- and youth-specific approaches, collect data disaggregated by sex, age and, where possible, disability (SADDD), and analyse different outcomes and unintended effects for women and young people.
- ❖ Supporting the district coordinator in organising the implementation of activities and monitoring them.
- ❖ Collaboration with all partners involved in implementing the measure so that all partners monitor and report on the progress of the measure in a consistent manner.
- ❖ Heighten the visibility and accountability of the Action through contributions to quarterly and annual progress reports to donors and the Government of Lesotho as well as to communication products.

The job holder performs their duties partly independently, but mainly in accordance with guidelines set by their supervisor or under the guidance of experienced specialists in the team.

In this context, the position holder fulfils the following tasks:

1. Monitoring of project’s progress and achievements

- Collaborate with technical staff and partners to conduct a thorough activity and event monitoring including the regular conduct of monitoring meetings.
- Conducting data collection, processing, analysis and evaluation, including data visualisation, considering gender- and youth-specific trends, gaps and risks, and documenting the implications for adaptive management.

2. Digital M&E Tools

- Support with the further development and operationalization of the Action’s digital M&E tools and the extension of the tool to the national ReNOKA programme.
- Contribute to the regular update of the project’s M&E tools as well as digital monitoring platforms like the EU’s OPSYS.

3. Reporting and results communication

- Contribute to the elaboration of high quality and timely submitted narrative progress reports to the EU, the German Federal Ministry for Economic Cooperation and Development as well as the Government of Lesotho.

- Support and take part in the preparation of presentations on the progress of the project for steering and coordination meetings as well as other high-level meetings.
- Contribute to the compilation of factsheets and other communication and information products.

4. Operational planning

- Contribute to the coordination of annual and quarterly operational planning exercises and the finalisation of planning documents.

5. Information and knowledge management

- Contribute to the project's information and knowledge management by supporting with further developing and keeping the filing system up to date.
- Support the organisation and preparation of internal learning processes.
- Contribute to an effective internal communication within the decentralised project team including keeping the team's event calendar up to date.

6. Other duties/additional tasks

- Perform other duties and tasks at the request of management.

B. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCES

Qualifications and Assessment

Item	Exclusion criteria	Score [up to]	Documentation
Preselection criteria			
University degree in geography, biology, life sciences, agriculture, forestry, natural resource management or comparable subjects with a strong statistical component. Academic achievements or certifications in gender/youth analysis, social statistics or inclusive research methods are advantageous but not an exclusion criterion.	Yes	15	Certificates
Relevance of initial work experience or trainings for the advertised position.	No	10	References
Willingness to permanently work in the field.	Yes	-	Statement
Interview criteria			
Excellent command of written and spoken English and Sotho	No	5	Writing test
Ability to understand and explain more complex relationships	No	10	Interview

Excellent computer skills (excel, word, power point, teams etc.).	No	15	Computer test
Sound statistical knowledge.	No	20	Computer test
Good ecological knowledge.	No	10	Interview
Solution-orientated team player	No	5	Interview
Overall impression	No	10	Interview

Professional Experience:

- Relevant initial work experience, e.g. in first employment (up to two years), internships or similar in the field of monitoring and evaluation.

Other advantageous knowledge or additional competences

- Previous experience in the context of international development cooperation.
- Experience with digital tools for data collection like kobo toolbox or similar and data analysis like SPSS or similar.
- Good organisational skills.
- Specific knowledge in Natural Resource Management.
- Knowledge and/or experience in project management.
- Good diplomatic and intercultural skills and a sound awareness of gender and youth issues.

C. ADDITIONAL INFORMATION

- ❖ The place of employment for this position is the **GIZ office in the relevant rural catchment area in Lesotho**, although the exact location has not yet been finalised. Frequent travel to remote areas in various catchment areas throughout the country is required.
- ❖ The contract period for this position is until **31 March 2030** in line with the commissioning period of the project.
- ❖ 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>.

D. APPLICATION PROCESS

GIZ will only assess applications which meet the following criteria:

Suitable candidates should apply by submitting a

- ❖ **Cover/Motivation Letter** in PDF format (max. 1 page) clearly stating why they should be the preferred candidate, the value added they will bring to work of ICM Action and their **salary range expectation**.
 - ❖ A **detailed CV** in PDF format, (max 4 pages) **indicating their nationality**
- Applications should be submitted to: recruit-pretoria@giz.de, with the email subject line “**Junior Advisor: Monitoring and Evaluation – ICM**” for the attention of Head of Human Resource.

Closing date for applications: **21st of April 2026**.

Only applicants shortlisted for interview will be contacted.

Candidates on the shortlist will receive an invitation to an oral interview consisting of a computer and writing test and an interview.

Applications without a motivation letter will not be considered!

Interviews will be held in Maseru, Lesotho