

Salary Band 4T	Technical Advisor: Policy Advisor for GET.transform Lesotho
Reports to:	Project Manager - GET.transform and GET.invest - Lesotho
Duty Station	Maseru, Lesotho
Duration:	Until 11 January 2028



BACKGROUND

Universal access to modern and sustainable energy – a prerequisite for economic growth and poverty alleviation – is not yet achieved in **Lesotho**. Making use of the great potential for renewable energy and developing a corresponding conducive business environment and overcoming existing regulatory and financial challenges can pave the way to achieving SDG 7 including positive impacts on the environment, climate, and a green and resilient economy.

The **Global Energy Transformation Programme (GET.pro)**, implemented by GIZ, is a European multi-donor platform delivering on international energy and climate goals. GET.pro under the Renewable Lesotho Programme funded by the **EU Delegation** in Lesotho has designed a dedicated **country window** to support energy sector development in **Lesotho**.

To this end, two initiatives are deployed in Lesotho: **GET.transform** providing technical assistance to the public sector on long-term energy planning, on- and off-grid regulation and market development as well as renewable energy grid integration. **GET.invest** mobilising investment in renewable energy by supporting project developers and companies towards investment readiness and linking them with suitable financiers.

GET.transform is looking to fill **Policy Advisor** position, to support the implementation and coordinate activities for **GET.transform (public sector support)** in Lesotho.

Further information: www.global-energy-transformation.eu; www.get-transform.eu and www.get-invest.eu.

A. CONTEXT OF ASSIGNMENT

GET.transform is looking to fill a Policy Adviser position to implement and coordinate activities to support public sector partner institutions such as the Ministry of Energy and Mining, the Lesotho Electricity and Water Authority (LEWA), the Lesotho Electricity Corporation (LEC), the Lesotho Electricity Generation Company (LEGCo), or others. The Policy Advisor will work under the supervision of the Country Window Coordinator for Lesotho and in close coordination with the EU-Delegation, the Lesotho government and other key stakeholders and will be a member of the highly motivated and agile global GET.pro team. The position provides the opportunity to undertake a highly impactful assignment, and the ability to network with multiple stakeholders in an exciting market environment. The position includes coordination with the GIZ South Africa where Lesotho forms part of the GIZ regional cluster.

The position is based in Maseru, Lesotho. Travels within Lesotho, the South African Region and to Europe are possible.

B. RESPONSIBILITIES AND TASKS

The Policy Advisor is expected to undertake the following tasks:

- Identify needs of public sector partners in Lesotho and provide expert advisory to develop a strategy for addressing them.
- Deploying and coordinating GET.transform services, particularly on topics such as energy planning, regulation and market development (on- and/or off-grid), and renewable energy grid integration.
- Cooperating with GET.transform HQ to design and coordinate technical assistance assignments of international short-term and long-term expert consulting teams, and to align these activities with the GIZ Lesotho Climate, Water, Energy portfolio.
- Preparing and/or reviewing terms of reference for consulting assignments, reviewing outputs of consultants in line with GET.transform's objectives.
- Organise events such as workshops, seminars and other means of information sharing among government decision-makers, industry representatives and other experts.
- Coordinate as required with other GIZ advisors in Lesotho and the GET.transform, GET.invest and overarching GET.pro global HQ team.
- Monitoring and evaluating project activities and impacts and contributing to reporting activities

C. REQUIRED QUALIFICATIONS, COMPETENCIES AND EXPERIENCE

Qualifications

- A university degree at the post-graduate level in Engineering, Law, Economics or Environmental Science or any other related science with a focus on the environment and/or sustainable energy that is equivalent and relevant to the nature of the assignment.

Professional Experience

- Minimum 5 years of relevant work experience in sustainable development and/or sustainable energy
- Experience in working with government regulatory bodies, IPP project developers, industry associations, consulting firms, and/or development agencies
- First experience in project management including activity planning, procurement, and implementation
- Interdisciplinary mindset with a proactive drive to identify and solve challenges
- Desired knowledge and experience in regulation and market development (e.g., for grid-connected IPPs and/or mini-grids), long-term energy planning, and/or renewable energy grid integration
- Networks and relationships with stakeholders involved in sustainable energy in the region would be an asset
- Ability to work with a range of stakeholders, including governments, private sector, financiers, and non-profit organizations
- Excellent writing and communication skills
- Experience working in Africa, specifically in Lesotho and/or the South Africa region
- Fluency in English, knowledge of Sesotho is an advantage, and other southern African languages are an asset.

D. ADDITIONAL INFORMATION

- This position is based in **Maseru, Lesotho**.
- The contract period for this position is until **11 January 2028 in line with the commissioning period of the Project**.
- At GIZ, we believe that diversity, equity, inclusion and belonging strengthen our organisation and enhance our ability to deliver sustainable impact. We are committed to

creating a workplace where all employees feel respected, valued, supported and able to contribute fully.

- We foster a culture of dignity, inclusion and mutual respect and are committed to providing equitable opportunities throughout the employee lifecycle, including recruitment, onboarding, development, promotion and leadership.
- GIZ is a signatory to the Diversity Charter. We welcome applications from suitably qualified candidates regardless of gender, gender identity, nationality, ethnic or social origin, race, religion or belief, disability, age, sexual orientation or any other aspect of identity.
- We particularly encourage applications from persons with disabilities and individuals from groups that remain underrepresented in the workforce.
- GIZ is committed to fair, transparent and inclusive recruitment practices. Selection decisions are based on qualifications, competencies, experience and potential relevant to the role. We strive to mitigate bias throughout our recruitment and selection processes and ensure that all candidates are treated with dignity, fairness and respect.
- Reasonable accommodation will be provided throughout the recruitment and selection process and during employment where required. Candidates who require accommodation are encouraged to indicate this during the application process or contact the Human Resources team for support.
- At GIZ, diversity is not only recognised - it is valued as a key contributor to innovation, learning, collaboration and organisational excellence.
- For more information on Global Energy Transformation Programme (GET.pro), please visit the website:
 - <https://www.get-transform.eu/>
 - <https://www.get-invest.eu/>

E. APPLICATION PROCESS

GIZ will only assess applications which meet the following criteria:

Suitable candidates should apply by submitting a

- ❖ **Cover Letter/Motivation Letter** in **(max. 2 pages)** clearly detailing why they should be the preferred candidate and the value they will bring to work of the Global Energy Transformation Programme (GET.pro).
- ❖ A detailed CV **(max. 4 pages), indicating their nationality and indicating work permission status in Lesotho.**
- ❖ Attach proof of eligibility to work in Lesotho (copy of Lesotho ID).

- ❖ **Internal Applicants ONLY** should submit application to: recruit-pretoria@giz.de with the email subject line “**Application for Technical Advisor: Policy Advisor for GET.transform Lesotho**” for the attention of Head of Human Resources – Dorothey Taaibosch.

NB: Applications from external applicants submitted to recruit-pretoria@giz.de **will not be considered.**

- ❖ **External Applicants ONLY** must submit their applications by following this link: <https://giz.simplify.hr/vacancy/etlot6> to be considered.

Closing date for applications: **25th of August 2026**

Applications without a motivational letter will not be considered!

Only shortlisted candidates who meet the above requirements will be contacted!!

NB! This position is only for Basotho citizens and Permanent Residence Holders of Lesotho