



renoka

We are a river



ICM Professional Exchange Programme - 2023

Programme description

WaterNet will run an International Professional Exchange Programme to 5 Basotho Nationals who are already working in the relevant organisations in Lesotho. The successful candidates will be attached to relevant organisations in the SADC region for a period ranging from 3 - 6 months. The intention is to build the capacity of the practicing natural resource management professionals in Lesotho through exchange of knowledge and experiences from Lesotho with those of other professionals abroad. It is anticipated that at the end of the exchange programme, these professionals will go back to their organisations with wide experiences that will benefit long-term implementation of ICM programme in Lesotho. The focus areas that are aligned to the ICM implementation are as thus:

- Transboundary water resources management
- Rangelands management
- Forest management
- Soil and water management
- Freshwater (surface and ground water) management including environmental flows
- Natural resources governance
- Adaptation to climate change
- Catchment Management

About the project

Natural resources of the Southern African Development Community (SADC) region play a vital and important role in maintaining the rich diversity of the region's natural ecosystems and in achieving sustainable economic and social development of the region. The SADC continues to explore avenues aimed at enhancing the sustainability and management of these natural resources. In recognition of the fact that water is a scarce natural resource upon which both the economy and the environment are dependent, the SADC Regional Strategic Action Plan (RSAP), V 2021 – 2025 provides processes and mechanisms to entrench cooperation and improve regional governance, to strengthen approaches to water resources management through the building of capacity and the exchange of knowledge. Suffice it to say that human capacity development in natural resource management through relevant academic programmes and training of already practising professionals, among others, is of critical importance for the sustainable management of region's natural resources.



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Although Lesotho hosts the main sources of the Orange-Senqu River, one of the longest rivers in the region, the country has continued to suffer degradation of watersheds, loss of topsoil and destruction of water sources. Considering Lesotho's geographical setting, the sustainable management of its catchments is of critical importance for water, energy and food security, not only in Lesotho itself, but in the entire Orange-Senqu Basin and Gauteng Province in South Africa, an economic hub for Southern Africa. This infers that the destruction of Lesotho's catchments threatens the sustainability and access to water in the entire Orange-Senqu Basin and beyond. In order to curb this, the Government of Lesotho, with support of international partners, has embarked on an ambitious national programme for Integrated Catchment Management (ICM) under the brand name "ReNoka" which when translated from Sesotho means – we are a river. The European Union (EU) and the German Federal Ministry for Economic Cooperation and Development (BMZ) has commissioned the Deutsche Gesellschaft für International Zusammenarbeit (GIZ) to support the Government of Lesotho in the implementation of ICM. The Action aims to implement ICM in line with climate change adaptation principles that will rehabilitate degraded watersheds across the country and to put in place prevention measures that halt further degradation of Lesotho's catchment areas. At present, implementation has started in six (6) priority sub-catchments (PSC); Khubelu, Senqunyane, Makhalaneng, Likhethla, Hlotse and Maletsunyane PSC. Target areas of implementation include policy harmonization; institutional development; **human capacity building**, behavioural change communication; implementation of watershed rehabilitation measures; and support for data and monitoring.

To contribute to the ICM target area of human capacity building, WaterNet, which is a subsidiary institution of SADC Water Division that is tasked for human capacity development in IWRM in the region, has been contracted by GIZ to implement a project on **Human Capacity Development for Lesotho in Integrated Catchment Management (ICM): A Focus on the Tertiary Sector and Short Professional Courses**.

The overall goal of this project is:

To build the knowledge capacity in IWRM/ICM for Lesotho for the effective and sustainable natural resources management.

The project activities that drive towards this goal have been organised into four (4) work packages, as thus:

- 1. Work Package 1:** Assessment of capacity gaps in IWRM/ICM in tertiary education institutions (i.e. NUL, Lerotholi Polytechnic and the Lesotho Agricultural College) and among natural resources management professionals.
- 2. Work Package 2:** Educational capacity building at graduate and postgraduate levels.
 - 2.1 Sub-work package 2.1:** Establishment and Strengthening of an Academic Coordinator for IWRM/ICM at NUL
 - 2.2 Sub-work package 2.2:** Establishment of Introductory Courses in IWRM/ICM at Diploma and Undergraduate Levels.
 - 2.3 Sub-work package 2.3:** Setting up and running of a Postgraduate programme, i.e. MSc in Integrated Water Resources Management/ Integrated Catchment Management at NUL.
 - 2.4 Sub-Work Package 2.4:** Provision of Post-Graduate Scholarships in Lesotho.
 - 2.5 Sub-work package 2.5:** Internships for Basotho Nationals.
 - 2.6 Sub-work package 2.6:** Post-doctoral programme.
- 3. Work Package 3:** Implementation of short professional courses for professionals from different sectors.
- 4. Working Package 4:** Outreach and Dissemination.

Eligibility

The successful candidates should:

- Be Lesotho nationals younger than 35 years (and at least 18 years old) at the time of taking up the offer for professional exchange.
- Be employed in an IWRM/ICM relevant position in government, NGO and private sector.
- Be able to demonstrate practical skills and knowledge in their field of specialisation.
- Be in possession of at least a diploma in ICM related fields.
- The candidate should be driven, disciplined and able to work as a member of a team.

Financial Package

WaterNet will provide a monthly stipend as well as travel, health and visa expenses.

How to Apply

Interested eligible persons should submit the following:

- Motivation letter which details the following:
 - activities that the candidate wants to undertake during professional exchange;
 - skills to be gained from the host institution;
 - skills to be shared with the host institution;
 - how the internship will benefit their organisation in Lesotho and the country at large; and
 - the expected outputs at the end of the professional exchange, e.g., report, and outcomes, i.e., knowledge.
- A filled application form which can be accessed on <https://ee.kobotoolbox.org/x/Xc4z1wwM>
- A confirmation letter from your employer at the home institution which should indicate the following:
 - the willingness of your institution to offer you a leave covering the period of Professional Exchange should you be successful (NB: This is a fulltime programme which may require the successful candidate to take time off their duties from their home institutions).
 - a confirmation that the applicant will return to their employment after completion of the programme and that they will play a role in the IWRM/ICM implementation in Lesotho.
- a Curriculum Vitae.



Applicants should indicate the focus area in which they wish to be attached so that WaterNet can link the applicants with an organisation that is at an advanced stage in that focus area of interest.

These should be sent no later than 31st July 2023 to the WaterNet Executive Manager jmkileshye-onema@waternetonline.org with a copy to trainings@waternetonline.org

Short-listed candidates may be interviewed via telephone or any virtual platform. In case of queries, you may send an email to waternet@waternetonline.org with a copy to trainings@waternetonline.org

For more information contact

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