



## Lesotho Highlands Development Authority

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The bi-national Lesotho Highlands Water Project (LHWP) of the Kingdom of Lesotho (KOL) and the Republic of South Africa (RSA) is aimed at harnessing the water resources of the highlands of Lesotho for the mutual benefit of Lesotho and the Republic of South Africa.

The LHDA Board is looking for suitably qualified individuals to serve on the Technical Sub-Committee for Three (3) years. The Sub-Committee oversees Phase II project implementation activities. It consists of multi-disciplinary experts in Civil, Mechanical, and Electrical Engineering, Environmental and Social Experts, and Experts in Contract Law, Dams, Hydropower, Tunnels Finance, and Project Management. Membership may be extended for a further term.

<b>TECHNICAL SUB-COMMITTEE MEMBER</b>	
<p><b>PURPOSE:</b> To advise the LHDA Board and Phase II Division on appropriate strategies and decisions to ensure optimal performance in meeting LHDA's Treaty and Phase II Agreement obligations relating to water delivery, hydropower generation, and discharge of social and environmental responsibilities in an efficient, sustainable, and cost-effective manner.</p>	
<p><b>QUALIFICATIONS:</b></p>	
<p><b>1. <u>Dam or Tunnel Specialist</u></b></p> <p>A bachelor's degree in civil engineering, Geotechnical engineering, water resources, or a related discipline.</p> <p><b>Experience:</b> At least fifteen (15) years of experience working in a specialist capacity on large multi-disciplinary infrastructure projects and expertise in, dams, or Tunnels.</p> <p><b>Essential Requirements for the Post:</b></p> <ul style="list-style-type: none"> <li>• Ability to think strategically and to guide technical and management decision-making.</li> <li>• Should have in-depth knowledge of dam/tunnel design or construction with Geotechnical Engineering as an added advantage.</li> <li>• Should have in-depth knowledge of regulations and guidelines governing dam or tunnel construction and management.</li> <li>• Should have knowledge of a large infrastructure project's planning, design, and implementation requirements.</li> <li>• Should have relevant knowledge to lead and guide project management and evaluate decisions in a multi-disciplinary operations environment.</li> <li>• Previous Board committee membership in a similar organisation will be an added advantage.</li> <li>• Should be committed to serving for the contract period and have sufficient time available to prepare for meetings and attend scheduled meetings thoroughly and will also be required to devote at least 5 hours per month to LHDA activities, excluding travel time.</li> <li>• Experience working in Lesotho or the Region on similar projects will be an added advantage.</li> </ul>	<p><b>2. <u>Contracts/ Construction Law Specialist</u></b></p> <p>A bachelor's degree in law (LLB). LL.M and Admission as Attorney/Advocate is an added advantage.</p> <p><b>Experience:</b> At least fifteen (15) years of experience working at an Executive level on a large multi-disciplinary project environment.</p> <p><b>Essential Requirements for the Post:</b></p> <ul style="list-style-type: none"> <li>• Ability to think strategically and to guide technical and management decision-making.</li> <li>• Should have in-depth knowledge of FIDIC contracts.</li> <li>• Should have experience in contract drafting, negotiation, and administration.</li> <li>• Should have experience in arbitration and adjudication.</li> <li>• Should have relevant knowledge to lead and guide project management and evaluate decisions in a multi-disciplinary operations environment.</li> <li>• Previous Board committee membership of a similar organisation will be an added advantage.</li> <li>• Should be committed to serving for the contract period and have sufficient time available to prepare for meetings and attend scheduled meetings thoroughly and will also be required to devote at least 5 hours per month to LHDA activities, excluding travel time.</li> <li>• Upon engagement, the preferred candidates shall sign a performance agreement for the Sub-Committee to the Board and a code of conduct.</li> <li>• Experience working in Lesotho or the Region on similar projects will be an added advantage.</li> </ul>

### 3. **Hydropower Specialist**

A bachelor's degree in engineering, preferably mechanical, electrical, hydropower, or a related discipline. Experience in renewable energy is an added advantage.

#### **Experience:**

At least fifteen (15) years of experience working in a management capacity for a large multi-disciplinary project with expertise in hydropower design/construction or operations and maintenance.

#### **Essential Requirements for the Post:**

- Ability to think strategically and to guide technical and management decision-making.
- Should have a proven track record of successful involvement in hydropower project development (either from concept to project close-out ) or construction or operations management of the facility or both.
- Should have expert knowledge of hydropower technologies, including turbines, generators, and dam infrastructure.
- Should have knowledge of a large project's planning, design, and implementation requirements.
- Should have relevant knowledge to lead and guide project management and evaluate decisions in a multi-disciplinary operations environment.
- Previous Board committee membership of a similar organisation will be an added advantage.
- Should be committed to serving for the contract period and have sufficient time available to prepare for meetings and attend scheduled meetings thoroughly, and will also be required to devote at least 5 hours per month to LHDA activities, excluding travel time.

#### **Major Tasks & Performance Requirements:**

- Reports to the LHDA Board on a periodic or agreed frequency basis through the Sub-Committee Chairperson.
- Provides advice on all aspects of the implementation of Phase II of the LHWP.
- Attends periodic Sub-Committee meetings as scheduled.
- Adds value to the Sub-Committee meetings and, ultimately, the Board and the LHDA
- Undertakes *ad hoc* assignments as required by the Sub-Committee and the Board.
- Attends to any other matters of interest within the context of the Phase II Agreement, the Treaty, and the Law.

Upon engagement, the preferred candidates shall sign a performance agreement and a code of conduct.

#### **Remuneration:**

Remuneration for Sub-Committee members will be market-related and will cover preparation for and attendance at Sub-Committee meetings, Sub-Committee work, and ad hoc work, such as special delegated tasks or investigations. Members of the Sub-Committee will be fully reimbursed for authorised expenditures incurred in the performance of their duties. Typical expenses include travel, accommodation, telephone, secretarial and courier services.

#### **Reply Instruction:**

Applications and CVs are to be hand-delivered to the Reception, Ground Floor, LHDA Tower, Maseru, Lesotho, or posted to the Corporate Secretary, Lesotho Highlands Development Authority, P.O. Box 7332, Maseru, Lesotho. Applications can also be submitted by email in PDF format to [ramollom@lhda.org.ls](mailto:ramollom@lhda.org.ls)

**Closing Date: 08 May 2026**

#### **Disclaimers:**

- Applications received after the closing date will not be considered.
- Correspondence will only be conducted with short-listed candidates.
- Selection interviews for short-listed candidates will be conducted on a date, time, and place determined by LHDA.
- Short-listed candidates will be required to authenticate the information provided in the CV.
- LHDA reserves the right to leave an advertised position unfilled if no suitable candidate is identified.
- The employment of successful candidates is subject to positive security clearance.