



# LESOTHO-BOTSWANA WATER TRANSFER PROJECT

## Advertisement

The Orange-Senqu River Commission (ORASECOM) (the Recipient) has received financing from its State Parties towards the Preparation of the Lesotho-Botswana Water Transfer Project (L-BWT) and intends to apply part of the agreed amount to payments under a contract for the position of an **Environmental and Social Safeguard (ESS) Specialist** within the Project Management Office (PMO) of the L-BWT, based in Maseru, Lesotho.

### Responsibility

ORASECOM, through appointed Environmental and Social Impact Assessment (ESIA) Consultants for both the 140m high dam and the 700km water conveyance system, will undertake the feasibility-stage ESIA studies for the Lesotho-Botswana Water Transfer Project. The Environmental and Social Safeguard (ESS) Specialist is required to provide strategic environmental, social and governance support to the PMO and Project Sponsors throughout the feasibility, environmental and social assessment, project preparation, and financing readiness phases of the Lesotho-Botswana Water Transfer Project (LBWTP). The Specialist shall ensure that environmental and social safeguards considerations are adequately integrated into project planning, decision-making, risk management, stakeholder engagement, and lender due diligence processes. The ESS Specialist is expected to fulfill the following roles and responsibilities:

- Ensure environmental and social considerations are integrated into all feasibility assessments.
- Ensure that Environmental and Social Risk Assessment and Management are integrated into the overall project risk management framework.
- Ensure stakeholder engagement complies with regulatory and lender requirements.
- Monitor compliance with lender standards relating to resettlement and livelihood restoration as well as social impact management.
- Oversee development of Environmental and Social Management Plans (ESMPs).
- Review climate change risk and vulnerability assessments and ensure alignment with climate finance and sustainable infrastructure requirements.
- Ensure cumulative impacts are reflected in mitigation measures and planning processes to ascertain basin-wide sustainability considerations.
- Ensure compliance with applicable transboundary water agreements and regional frameworks.
- Ensure community safety considerations are integrated into risk management planning.
- Ensure compliance with environmental and social legislation requirements throughout the footprint of the project.
- Ensure project readiness for financing and lender due diligence by ensuring alignment with:
  - International Finance Corporation (IFC) Performance Standards.
  - World Bank Environmental and Social Framework.
  - African Development Bank Integrated Safeguards System.
  - Equator Principles.
  - DBSA Environmental Safeguard Guidelines requirements.

### Requirements

- Master's Degree in Environmental Science or Natural Resources Management;
- The ESS Specialist must demonstrate professional experience of at least 15 years post-qualification experience in Environmental Impact Assessment, Environmental Audit, Ecological Assessment, Environmental and Social Management Plan, Safety Assessment, and Climate Change Assessment;
- The candidate must demonstrate strong experience of not less than ten 10 years working with large water infrastructure projects that deal with issues of resettlements and compensations;
- He/she must be fluent in English and be able to work in a team environment;
- Prior experience in a similar role and familiarity with the Orange-Senqu River Basin will be an added advantage;
- **Term:** Twelve-month contract, renewable based on performance and possibility of extension of the project (tentatively estimated to cover the period January 2027 to December 2027);
- **Payment:** A cost-to-the-company monthly remuneration will be negotiated with the successful candidate based on budget and experience;
- **Duty Station:** The position will be based at the PMO office in Maseru, Lesotho. The ORASECOM Secretariat will help a successful candidate obtain a work permit, if required. The successful candidate will be required to reside in Maseru at his or her own cost.
- **Application Submissions:** Interested candidates should submit their applications and comprehensive CVs to: [pmo@orasecom.org](mailto:pmo@orasecom.org); not later than 30 October 2026. Only short-listed candidates will be notified.