

JOB DESCRIPTION

Position Title: Head Planning and Development

Department/Unit: Technical Services

Location: Lubovane Dam, Siphofaneni, Eswatini

Reports To: Technical Services Manager

Closing Date: 12 July – **Re-advertisement**

Employment Type: ☒ Contract [3 Years]

1. Background

The Established in 2020, the Joint River Basin Authorities – Project Board (JRBA-PB) is a strategic institution under the Ministry of Natural Resources and Energy. It serves to coordinate and support the country's five River Basin Authorities (RBAs) with the goal of ensuring the sustainable, equitable, and efficient use and management of water resources at both sub-national and basin levels. The JRBA-PB's mission is rooted in technical coordination, stakeholder engagement, regulatory oversight, and strategic planning.

2. Job Purpose

To provide strategic leadership and technical oversight in the planning, development, implementation, monitoring, and evaluation of river basin plans and Integrated Water Resources Management (IWRM) initiatives for the Joint River Basin Authorities Project Board (JRBA-PB). The role is responsible for coordinating planning and development activities, supporting the implementation of basin-wide programmes and projects, strengthening collaboration with River Basin Authorities (RBAs) and stakeholders, and ensuring that effective systems, procedures, and quality standards are in place to promote sustainable and coordinated water resources management. The position also supports the Manager: Technical Services and contributes to national and basin-level planning processes to advance the objectives of the JRBA-PB.

3. Summarised Key Responsibilities

- Lead the development, implementation, monitoring, and reporting of river basin plans and Integrated Water Resources Management (IWRM) projects.
 - Support the Manager: Technical Services in the preparation, implementation, monitoring, evaluation, and reporting of annual plans and budgets for the Planning and Development Office.
 - Supervise, coordinate, and appraise the performance of staff within the Planning and Development Office.
 - Assist and act on behalf of the Manager: Technical Services during their absence and provide support in technical and administrative functions.
 - Lead the development and implementation of standard operating procedures (SOPs), systems, and quality control measures related to planning and development.
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- Support the CEO and Manager: Technical Services in representing and coordinating the organisation with national and international stakeholders, and contribute to national and basin-level forums on policies, strategies, master plans, laws, and standards related to IWRM.
- Coordinate and support River Basin Authorities (RBAs) in basin planning processes, including basin assessments, stakeholder consultations, formulation of basin plans, development of investment and financing proposals, and monitoring the implementation of basin plan projects.

5. Required Qualifications and Experience

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| <ul style="list-style-type: none"> • Master's Degree in Natural Sciences, Civil Engineering, Hydro(geo)-logy, Water Resources Management or equivalent AND | <ul style="list-style-type: none"> • 3 years of professional experience |
| <ul style="list-style-type: none"> • OR | <ul style="list-style-type: none"> • |
| <ul style="list-style-type: none"> • Bachelor Degree in Natural Sciences, Civil Engineering, Hydro(geo)-logy, Water Resources Management or equivalent AND | <ul style="list-style-type: none"> • 6 years of professional experience |
- A post-graduate degree, diploma or certificate in executive management or equivalent will be of added value;
 - Member of a relevant professional body or professional registration will be of added value.
 - Experience in a management position will be of added value;
 - Specific experience in Decision Support Systems (DSS), Geographical Information Systems (GIS), Remote Sensing (RS), surface water and/or groundwater models, telemetry are required;
 - Specific experience in government liaison and in the water, environmental and/or infrastructure sectors are required.

6. Required Knowledge, Skills, and Attributes

Knowledge:

- Knowledge of irrigated agriculture, forestry, river works, water supply, watershed management, hydropower, tourism and recreation, climate change, flood control and management are required in at least 6 of the mentioned areas
- Knowledge of corporate government, Integrated Water Resources Management, the Water Act (2003), the Environmental Management Act (2000) and other water related laws, regulations, guidelines and standards, policies (e.g. 2019 National Water Policy, 2016 Climate Change Policy), strategies and sector/master plans are required
- Knowledge of project cycle management, logical framework analysis, objective oriented project planning and/or project result-level framework are required

Skills & Competencies:

- Problem solving and conflict resolution;
- Computer (MS Word, Excel, Outlook, PowerPoint)
- Communication (verbal and written) skills
- Action Research (Data collection, consolidation, analysis, interpretation)
- Public Participation (Stakeholder Analysis, Participatory Process)
- Networking, establishing strategic alliances
- Facilitation, consultation, dialogue (meetings/workshops, team building), negotiation
- Project design, financing, planning, implementation, monitoring

7. Budget & Resource Information

- Remuneration: E383,958.24 rising to E396,244.92 per annum.

8. Approved by:



Ms Precious Simelane

JRBA-PB Acting CEO

How to Apply

Interested candidates should submit their CV, certified copies of relevant academic qualifications and cover letter to humanresoures@jointrbas.org

Closing date:12 July 2026.

Successful candidates will be contacted within 2 weeks after the application deadline.





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