



**LESOTHO MILLENNIUM DEVELOPMENT AGENCY (LMDA)  
INVITATION TO SERVE IN THE LMDA BOARD COMMITTEES ON FINANCE, AUDIT AND RISK:  
ENTERPRISE PERFORMANCE AND HUMAN RESOURCES AND REMUNERATION**

The Lesotho Millennium Development Agency (LMDA) is a body corporate and successor of the Millennium Challenge Account Lesotho Authority (MCA Lesotho), established under MCA Lesotho Authority Act No. 1 of 2008, as amended by Legal Notice (MCA Lesotho Authority (Continuation) No. 151 of 2013, effective from 15<sup>th</sup> January 2014. The MCA - Lesotho (MCA – L) was a Government entity funded by the Government of the United States of America acting through the Millennium Challenge Corporation (MCC). From 2013 the operations of MCA – L continued under the auspices of LMDA.

LMDA was granted mandate by the Government of Lesotho in April 2018 through the Strategic Plan 2018/2019 - 2022/2023 to support the Ministry of Health to design, implement and manage the Health Facilities Sustainability Programme, planned to ensure efficient and sustainable health service delivery to contribute to poverty reduction and economic growth; coordinate the sustainability strategies for Compact I investments; and develop and implement Compact II for the Government of Lesotho.

The LMDA is governed by the Board of Directors. The Board is a decision making body that has an overall authority and responsibility for the oversight, direction and decisions of the Agency. The Board also has the general power to establish the underlying standards and principles by which the LMDA mandate is executed.

The Board has established within it the **Finance, Audit and Risk Committee; Enterprise Performance Committee and Human Resources and Remuneration**. The LMDA requires three (3) suitably qualified external candidates to supplement the existing membership of the Committees. The following are the key roles of the Committees and requirements for qualification for appointment to the committees:

NAME OF COMMITTEE	KEY ROLES	REQUIREMENT FOR QUALIFICATION	ATTRIBUTES
<b>Finance, Audit and Risk Committee</b>	Evaluation of the adequacy and efficiency of the internal controls, accounting practices, information systems, financial risk assessment, management and mitigation measures and auditing processes; review the risk management progress and ability to mitigate challenges, effectiveness of risk management activities; review key risks facing the organization, and	Chartered Accountant or Master’s degree or equivalent in Financial Management, Business Administration, Accounting and/or a Chartered Accountant certification or equivalent. with minimum of 15 years’ experience, in financial management; accounting; auditing; information technology systems or risk management; Knowledge of Government of Lesotho treasury and financial management processes; management enterprise risks and oversight of mitigation processes; oversight of financial management process relating to donor agencies; and experience in service in Board committees of statutory bodies or projects;	A good understanding and practice of: <ul style="list-style-type: none"> <li>• corporate governance and Board oversight;</li> <li>• role of Board Committees and control function; and</li> <li>• oversight of management’s financial and risk planning and legal; regulatory and financial compliance;</li> </ul>

	the responses to address them.		
<b>Enterprise Performance Committee</b>	Oversight role to Management regarding organisation's strategic and operational direction; review projects, contract and procurement management tools; review quality management structure and tools; and monitor the procurement and project performance.	Master's Degree in Engineering, Project Management, Business Administration or equivalent, with at least fifteen years' experience in project management at senior management level. Extensive practical knowledge of project and contract management of construction and maintenance infrastructure activities. Knowledge of control and monitoring of organisational strategy, implementation of key organisational mandate and strategy; procurement management; and experience in service in Board committees of statutory bodies or projects; Specific professional qualification in project management will be an added advantage.	A good understanding and practice of: <ul style="list-style-type: none"> <li>• corporate governance and Board oversight;</li> <li>• role of Board Committees and control function; and</li> <li>• oversight of overall enterprise and project planning and implementation;</li> </ul>
<b>Human Resources and Remuneration Committee</b>	Review Human Resources Policies including Industrial Relations Policies and provide advice; assist the Board in the execution of its duties with regard to general administration and governance of the Organization.	Advanced degree in Human Resource Management or equivalent, plus 15 years' experience in a senior human resource management position; 10 years' of which experience in strategic HR policy development and implementation; at least 5 years' experience in the position managing not less than 80 people; 5 years' of which experience in alignment of strategic human resources and business objectives; plus 5 years' experience in the implementation and coordination of a performance management system. Knowledge of corporate management practices and oversight and experience in service in Board committees of statutory bodies or projects.	A good understanding and practice of: <ul style="list-style-type: none"> <li>• corporate governance and Board oversight;</li> <li>• role of Board Committees and control function; and</li> <li>• oversight of overall human resources control and labour law compliance;</li> </ul>

The candidates should send written application with appropriate motivation, accompanied by a comprehensive CV and traceable professional references by hand to:

**The Chief Executive Officer**

**LMDA**

**5<sup>th</sup> Floor, Post Office Building**

**Kingsway, Maseru 100**

**The closing date for submission of applications is 3<sup>rd</sup> July 2020**