



EXTERNAL VACANCY ANNOUNCEMENT

21 SEPTEMBER 2023

The Office of the Auditor-General (OAG) is an independent and autonomous body and is the Supreme Audit Institution in Lesotho. OAG is responsible for auditing government revenue and spending and overseeing public funds' management, quality, and credibility of the government's reported financial data.

OAG invites applications from suitably qualified local candidates for the following position:

JOB TITLE	STRATEGY & PERFORMANCE MANAGER
NO OF POSTS	1
RESPONSIBLE TO	DIRECTOR STRATEGY & COMMUNICATIONS
RESPONSIBLE FOR	SENIOR STRATEGY

CORE DESCRIPTION

The Strategy and Performance Manager is responsible for leading the development and implementation of the strategic planning and reporting framework, directs implementation of planning processes for the OAG and facilitates the preparation of departmental plans that align with the strategic plan and meet the strategic goals and objectives.

JOB RESPONSIBILITIES

- a) Coordinates the development of the planning process, and develops planning manual based on the most appropriate process
- b) Directs the conduct of research into the political, economic, social, technological, and legislative environment, analyse and interprets strategic trends to identify likely impacts on the OAG to inform the executive decision-making and strategic planning processes
- c) Facilitates and consolidates the strategic review and planning, including budgeting processes with the top, senior, and operational leadership to enable the development of aligned and integrated departmental business plan
- d) Updates, monitors and evaluates the implementation of the OAG Risk Management Framework at both the strategic and business levels
- e) Develops and produces reporting analytics/metrics to identify key trends in the OAG that inform the organization's strategy
- f) Directs the alignment of corporate reporting systems, key performance indicators and high-level targets, communication and promotional strategies and processes for review and evaluation, to facilitate identification of variations from the plan and necessary remedial actions
- g) Promotes the production of accurate, time-bound, and high-quality performance reports within OAG and consolidates the Annual Performance Report

- h) Identifies opportunities and drive changes to improve implementation and evaluation of strategic and business planning processes in the OAG to enable better performance tracking and reporting capacity
- i) Participates in the review and re-design of performance management systems.

QUALIFICATIONS AND EDUCATION REQUIREMENTS

A Master's degree in Economics plus 5 years experience in Economic Planning 3 years of which at the middle management level.

COMPETENCIES

- a) Excellent problem-solving capability and analytical skills.
- b) Strong interpersonal and leadership abilities
- c) Articulate with excellent verbal and written communication skills
- d) High level of trust and reliability.
- e) Excellent organizational skills
- f) Analytical Thinking & Results driven
- g) Strategic thinking
- h) Team working and networking
- i) Leading innovation