



The Office of the Auditor-General (OAG) is an independent Supreme Audit Institution in Lesotho. It is responsible for promoting accountability, transparency, and value for money in the use of public funds by providing quality audit services to improve the economic, efficient and effective service delivery to the citizens of Lesotho. OAG achieves this through audits, and reports on the Government of Lesotho's Consolidated Fund and Public Stores, in order to provide an overall opinion on the accounts.

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

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 EXPERIENCE REQUIRED

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

Job Application Submission

Applicants must submit a motivation letter, CV, certified educational certificates, transcripts, and ID to the Human Resources Office, Office of the Auditor-General, 4th Floor, Finance House, Maseru, Lesotho. The closing date for applications is **12th July 2024** at 5:00 pm, **only** shortlisted candidates will be contacted.