Job title : **Project Lead – Lesotho**

Location : The incumbent must reside in Maseru, Lesotho for the full duration of the project. The role requires travel to FPD offices in South Africa and local travel to Lesotho Ministry of Health facilities, District Health Management Teams, training institutions, professional councils and partner sites as required.

Annual salary : R620 000-00

Duration : Full-time for 36 months, subject to continued donor funding.

Reporting structure and key stakeholder relationships:

Reports to: FPD Chief Executive Officer

Key stakeholders:

- FPD Head Office Project Lead
- EGPAF Project Management team
- Lesotho Ministry of Health
- FPD departments: Academic Unit, Education Innovation Department (EID), Strategic Information and Technology (SITU), Quality Assurance (QA), Monitoring, Evaluation, Research & Learning (MERL) Unit and Operations (Finance and HR) Unit
- Technology and Digital Health Partners
- Professional Councils and Training Institutions

Purpose of the role:

The Project Lead will provide overall leadership, coordination and oversight of the ***Lesotho Digital Learning and Health Workforce Strengthening*** *project*, serving as FPD's senior in-country representative and primary interface with EGPAF – Lesotho, technology partner, the Ministry of Health and key stakeholders.

The incumbent will ensure effective implementation of all project workstreams, facilitate stakeholder engagement, oversee contractor and partner performance, manage project risks, support sustainable institutionalisation of digital learning systems, and ensure successful delivery of project objectives and contractual obligations.

The Lesotho Project Lead will work closely with the FPD Head Office Project Lead, the broader project team and project subcontractors to align implementation plans, coordinate support from Head Office departments, review project progress and resolve implementation issues.

Key responsibilities:

1. **Programme leadership and coordination**
    - Lead day-to-day implementation of the project in Lesotho.
    - Develop and maintain detailed implementation plans.
    - Coordinate all project workstreams and ensure integration across activities.
    - Monitor progress against project milestones, deliverables and key performance indicators.
    - Convene project planning and review meetings.
    - Ensure coordination between FPD, EM Guidance, EGPAF, Ministry of Health and project partners.
    - Facilitate timely resolution of implementation challenges.
    - Escalate strategic risks and issues to FPD leadership.

2. **Ministry of Health and stakeholder engagement**
    - Maintaining strong working relationships with Lesotho Ministry of Health leadership.
    - Supporting technical working groups and governance structures.
    - Coordinating stakeholder consultations and workshops.
    - Engaging professional councils, training institutions and development partners.
    - Supporting consensus-building around digital learning strategies and implementation plans.
    - Maintaining stakeholder engagement and communication plans.

3. **Governance and strategy support**
    - Support development and implementation of national digital learning and workforce development strategies.
    - Supporting governance structures.
    - Coordinating strategic planning activities.
    - Facilitating development of implementation roadmaps.
    - Supporting sustainability and institutionalisation planning.
    - Ensuring alignment with Ministry priorities and national strategies.

4. **Oversight of technical workstreams**

4.1 Digital learning strategy, content development and capacity building

- Coordinate activities lead by FPD EID, Academic department, QA and SITU.
- Monitoring content development progress.
- Supporting SME engagement.
- Coordinating Master Trainer programmes.
- Coordinating requests and approvals from all the departments.

4.2 Digital platform development and technology partner

- Managing relationships with technology partner.
- Monitoring technology partner performance.
- Facilitating communication between technology partner and Ministry stakeholders.

5. **Monitoring, evaluation, research and learning (MERL)**
    - Working closely with FPD's MERL Unit.
    - Support implementation of project monitoring systems.
    - Facilitate data collection and reporting.
    - Monitor adoption and utilisation of digital learning platforms.
    - Track learning outcomes and project impact.
    - Support quality improvement initiatives.
    - Coordinate learning reviews and reflection sessions.

6. **Financial and contract management**
    - Working closely with the FPD Operations department.
    - Monitor project budgets and expenditure.
    - Review procurement requests.

- Track contractor and consultant performance.
- Support donor reporting requirements.
- Ensure compliance with contractual obligations.

7. **Sustainability and transition planning**
    - Supporting long-term institutionalisation of project outputs.
    - Supporting Ministry ownership of systems and processes.
    - Coordinating transfer of knowledge and skills.
    - Building local implementation capacity.
    - Supporting transition planning.
    - Documenting lessons and best practices.

Requirements:

Essential:

- Master's degree in Public Health, Health Systems, Health Management, Education, Development Studies or related field.
- Minimum 8-10 years' experience managing large health programmes.
- Experience working in Lesotho.
- Experience working with Ministries of Health.
- Experience managing donor funded projects.
- Experience in stakeholder engagement and partnership management.
- Strong programme management skills.

Advantageous:

- Experience in digital health or digital learning programmes.
- Experience in health workforce development.
- Project Management or equivalent certification.

Additional requirements:

- Proficiency in reading, speaking and writing English.
- Proficiency in MS Office.
- Demonstrated competency in the responsible, ethical and effective use of Artificial Intelligence (AI) tools.

Application process:

Interested candidates should apply by accessing the following link:

https://vacancies.fpdsiu.co.za/

Closing date for applications: 30 November 2026 at 16h00

Please note:

- Only shortlisted applicants will be contacted. If you have not been contacted within four (4) weeks after the closing date of this advertisement, please consider your application unsuccessful.
- Shortlisted candidates may be required to complete a competency assessment as part of the selection process.
- FPD reserves the right not to make an appointment.