ROADS DIRECTORATE

Vacancy: Director General

Background Information

The Roads Directorate was established through the Roads Directorate Act, 2010 as a body corporate with perpetual succession and is a non-profit making public institution. It is responsible to the Board of Directors. It is mandated to manage road infrastructure and ensure that existing roads and access routes are comprehensively and regularly maintained and rehabilitated when required, upgraded and extended in an efficient manner to meet the needs of the economy and the nation at large. The main functions of the Directorate are Road Network Planning; Development and Maintenance; Quality Assurance as well as construction and maintenance of the footbridges.

The Roads Directorate is now seeking to appoint a Director General to lead a competent and effective executive management team that will create, enhance and maintain road network quality standard which should facilitate the development of economy of Lesotho.

Purpose

To provide strategic leadership for the Roads Directorate (RD) in line with the policy framework of the RD Board and to participate in formulating the same. Also, to ensure that the obligations of the RD as outlined in the Roads Directorate Act 2010 are met through effective leadership. Executive management and direction of authority in liaison with the RD Board.

Scope of Responsibility

The Director General (DG) shall be answerable to the Board as per Section 10 (2) of the Roads Directorate Act, 2010. The DG is the technical, financial and managerial head of the Roads Directorate and the advisor to the Government on road infrastructure projects.

The DG has to ensure that the functions of the Roads Directorate as stated under Section 4 (1) and functions of the Director General as stated under Section 11 (1) of the Roads Directorate Act, 2010 are implemented effectively and efficiently.

Key performance areas shall cover the following:

- Strategy and leadership of the organization
- Technical mandate on road construction, supervision and maintenance
- Performance Management of the organization
- Financial Management in line with the reporting requirements
- Human Resource Management of the organization
- Engagement and Consultation with all relevant stakeholders

Qualifications and Experience:

- Degree in the following fields: Civil Engineering/Transportation/Construction Management or a qualification in Built Environment profession.

  At least fifteen (15) years of experience in construction industry and ten (10) years of which should be at an executive or senior management level

  Post-graduate qualification in Project Management will be an advantage

Other Required Competencies, Knowledge & Skills:

- Strong leadership and strategic thinking
- People management skills and networking
- Knowledge of relevant legal frameworks
- Infrastructure development and management
- Resource management (e.g. human and financial)
- Creativity in generating revenue and ensuring sustainability of the organization
- Negotiation skills

Nature of Employment:

Employment will be on three (3) years fixed term performance-based contract. Remuneration will comprise a competitive package and incentives commensurate with the demands of the job.

Interested candidates are to submit their applications which summarise how the applicant's profile aligns with the key requirements, knowledge and skills. Also to be included are the curriculum vitae, scanned certified copies of educational certificates and transcripts, scanned copy of identity document, motivational letters from at least 2 referees and scanned copies of the professional association memberships, if available.

NB:

Applications should be submitted to the following email address (only), no hard copies will be allowed: careers@rd.org.ls

Deadline for submission is the 02 June 2026.

A detailed job description is available on Roads Directorate website; www.rd.org.ls and on RD Facebook page.