

CAREER OPPORTUNITY

The National AIDS Commission has been mandated to develop and coordinate policies, strategies and programmes for combating, containing and ending AIDS in Lesotho by 2030. As an employer of choice, we are committed to foster inclusiveness, respect for our employees and their diversity, to inspire innovation and to encourage work/life balance. NAC seeks to employ A Chief Executive, on a full-time four-year renewable contract basis.

National AIDS Commission Chief Executive (NAC CE)

Ref: HR /ADVERTS NO: 01/2026

The Chief Executive (CE) will account to the Board of Commissioners (BoC) for the strategic management of the organization, the achievement of objectives, ensuring that adequate systems and controls are in place and effective coordination of stakeholder relationships.

KEY RESPONSIBILITIES

- Account to the Board of Commissioners on key strategic management, performance and operations of the organization
- Provide strategic direction and management of the organization in compliance with applicable policies and legislation
- Ensure that policies and strategies are current, remain current and relevant to the strategic objectives of the organization
- Ascertain compliance to the organizational policies always including financial policies
- Foster a high-performance culture across operational areas of the organisation
- Advise and make recommendations to the BoC on policy, strategic and operational matters on an ongoing basis
- Ensure sound corporate governance within all facets of the organisation including effective and reliable risk management and governance systems and processes
- Provide strategic inputs in the budgeting process guided by informed projections of revenues and expenditure, as well as oversee sound financial management and control
- Develop and maintain effective teams and performance management system and processes that enable the organisation to function optimally
- Implement Board decisions and execute specific tasks expeditiously as mandated by the Board
- Develop, foster, maintain and review key and strategic relationships with stakeholders
- Mobilise resources both domestically and internationally to finance the mandate of the organisation
- Oversee operations of the organisation

Minimum Requirements

- A highly accomplished individual who has a master's degree in any of the following;
- **Health Sciences:** (MPH) Public Health; Epidemiology; Healthcare Management OR

- **Management & Business:** Master of Business Administration (MBA) with a focus on Project Management or Health Management OR
- **Social Sciences:** Development Studies OR
- **Legal:** Law (LLM), particularly with a specialization in Human Rights or Public Policy.
- **Top Management Level:** At least **5 to 10 years** of experience in senior leadership or executive roles, preferably within a public organization or large-scale health program.
- **Specialized Domain Knowledge:** A minimum of **7 years** specifically within the HIV & AIDS environment at a senior technical level/role.
- **Technical Expertise:** Verifiable experience in Policy Formulation, strategic planning, and managing large donor-funded projects (e.g. Global Fund).
- Strategic thinking and management skills with ability to develop and implement strategies
- Exceptional ability to drive execution and meet deliverables
- Knowledge of performance management including monitoring and evaluation
- Fundraising experience and abilities
- Understanding of applicable legislations
- Experience in stakeholder management, networking and organisation in the health sector
- Diversity management
- Adequate understanding of the NGO sector
- Good communication, negotiation, conceptual and analytical skills
- Planning and problem-solving skills
- Report writing and presentation skills
- Interpersonal skills
- Assertiveness

Detailed Curriculum Vitae, motivated application letter and certified copies of all certificates **MUST** be sent to info@nac.org.ls OR hand deliver to NAC Offices Tona-Kholo Road adjacent World Vision Maseru West on or before the 18 September 2026. For more information, please visit the NAC website: www.nac.org.ls or contact NAC at 22326794. Late applications will not be considered.

Note that correspondence will only be extended with the short-listed candidates. If you have not been contacted within two (2) months of the closing date of the advertisement, please consider your application as unsuccessful. The Board of Commissioners reserves the right to make an appointment.

NAC complies with the Labour Act 2024 and gives preference to candidates who meet the job requirement and who will add value to the organisation. Suitable candidates will be subjected to a personnel suitability assessment.

NAC reserves the right to withdraw or alter this advertised position at any time.