



**Revenue
Services
Lesotho**

Career Opportunities within the Revenue Services Lesotho

The Revenue Services Lesotho was established by an Act of Parliament in 2001 and became operational in 2003. The purpose of our existence is to **Positively impact Basotho’s livelihoods** by investing in our people and technology. The RSL has therefore put in place a three-year strategy for 2024 – 2027 themed “**Lesokoana**”.

Improved Employee experience, Value-driven Processes, Digitalization and Combined Assurance are our strategic pillars building up to the real RSL value. We are therefore known as one of the most professionally exciting and challenging employers in Lesotho.

The RSL is searching for experienced, passionate, energetic, and resilient Lesotho Citizens to occupy the positions below. The positions provide excellent career opportunities for suitable candidates who can make a difference to the dynamic RSL Team through remarkable leadership and contribution towards revenue services in Lesotho.

DURATION – 12 MONTHS

POSITION	SUMMARY OF PURPOSE	QUALIFICATIONS & EXPERIENCE
<p>1. Scrum Master (1)</p>	<p>To be responsible for supervision of applications and software design, development and acquisition, in order to provide solutions that deliver business value and are aligned with the Application Architecture</p> <p>Key Responsibilities:</p> <ul style="list-style-type: none"> ➤ Guide and coach the Scrum Team on how to use Agile practices and principles to deliver high quality products and services to the Taxpayers. ➤ Get team to a high performing level by recognizing areas of strength and improvement and employing appropriate coaching and development techniques. ➤ Ensure Scrum principles are understood, and the team adheres to Scrum methodology, practices, and guidelines. ➤ Lead and support team to achieve sprint goals. 	<p>A Bachelor's Degree in Computer Science/ Engineering or Information Technology/ Systems or related field.</p> <p style="text-align: center;">Plus</p> <p>Two years (2) years of demonstrable and progressive work experience as a Scrum Master. Strong knowledge of Agile Scrum principles and practices.</p> <p>Competences Excellence in execution - Agile Innovation - Judgment & decision making - Behavioral change and Influence/persuasion - Analytical ability - Ethical - ITIL Foundation</p>

- Provide guidance, secure resources, and eliminate obstacles.
- Foster collaboration between teams and product owners to ensure the successful delivery of sprint objectives.

2. Business Analyst (2)

To be responsible for performing business analysis tasks through specialization in the business usage of information technology systems and facilitating benefits realisation of technology investments

Key Responsibilities:

- Prioritize requirements based on factors including business value, cost to deliver and time constraints.
- Verify and validate requirements with stakeholders and obtain approvals on requirements. - Manage changes to requirements and resolve any arising issues.
- Assess solution proposals and demonstrate which proposal will be most effective.
- Negotiate innovative business solutions that satisfy client needs that are consistent with architectural guidelines and conform to security standards.
- Collaborate with Applications Developers to conduct Factory Acceptance Test (FAT).
- Collaborate with business partners to conduct User Acceptance Test (UAT).
- Manage changes to requirements and resolve any arising issues.
- Define requirements to support transition to new solutions.
- Collaborate with multiple stakeholders to facilitate deployments and minimise disruption to services.

A Bachelor's in Information Technology/Systems or similar relevant field.

Plus

Two (2) years of demonstrable and progressive work experience in Business Application and Process Analysis in different types of projects.

Competences:

Strategic thinking - Analytical and problem solving - Business Process Model & Notation - Unified Modelling Language - Stakeholder Analysis and Management

How to apply: Interested candidates who meet the above criteria should submit **Application Forms found on the RSL website** via email, indicating the name of the position they apply for in the 'Subject' area. Applications should be addressed to **Head Human Capital Management, Revenue Services Lesotho** and sent to the following email address; recruitment@rsl.org.ls

Please note that hard copy applications and applications not in prescribed forms will not be accepted. The deadline for applications is on **Monday, 30th December 2024. Incomplete or late applications will not be considered.**

For a detailed job description for this position, visit our website at: www.rsl.org.ls/opportunities/job_profiles