



Revenue Services
Lesotho

Exciting Career Opportunity at the Revenue Services Lesotho (RSL)

POSITION: COMMISSIONER GENERAL

The Revenue Services Lesotho was established by an Act of Parliament in 2001 and became operational in 2003. The RSL has a five year strategy in place for 2018 – 2023 themed “Rea Aha – We are building”. The Guiding Policy for this Strategy is “Building Automatic Compliance by harnessing strategic partnerships and developing business acumen”. The purpose of Rea Aha Strategy is to achieve four outcomes: Improved Revenue; Improved Quality of Service; Automatic Compliance and Reduced Cost of Collection.

The RSL has become known as one of the most professionally exciting and challenging employers in Lesotho. Service first, we care, we are responsive, and shared ownership are our corporate values providing for the organization’s overarching approach to its bigger mission and vision.

The RSL is searching for experienced, passionate, energetic and resilient Lesotho Citizens to occupy the position of Commissioner General. The position provides 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.

1. Purpose of the Job

The Commissioner General reports to the RSL Board of Directors. He/she will be the Chief Accounting Officer responsible for providing strategic direction to the Organization, aimed at achieving the strategic outcomes of maximising revenue collection, promoting the culture of voluntary compliance, enhancing the quality of service and reducing the cost of collection through effective administration of revenue laws and tax policies.

2. Key Responsibilities: Strategic Leadership

- ❖ Create a high-performing and agile Organisation with a culture that maintains the highest ethical and governance environment that support voluntary taxpayers compliance in line with best tax administration systems.
- ❖ Provide guidance and support to the direct reports in the implementation of operations of the Organization in a manner that ensure achievement of the strategic outcomes.

- ❖ Oversee the development of annual Business Plan as the basis for defining divisional training and budgetary requirements.
- ❖ Develop performance agreements with Commissioners and Executive Support annually and mid-term in line with the provisions of the Strategic and Business plans, and specify major deliverables and accountabilities in accordance with the Performance Management System.
- ❖ Mentor and coach direct reports through setting performance targets, giving feedback and confronting limitations in performance and supporting staff to improve.
- ❖ Create meaning and value through communication of core values of the RSL in order to create a strong value driven culture.
- ❖ Ensure the integrity of the governance framework, compliance with the statutory, regulatory requirements and being responsible for the efficient administration of the Organization.
- ❖ Act as competent authority making international decisions on matters regarding the efficient administration and operations of the RSL.
- ❖ Serve as liaison between the Government's revenue related activities and the International Organizations on matters regarding revenue laws and policies.

Strategic Management:

- ❖ Effectively and efficiently exercise legal powers in order to administer and implement the provisions of the Revenue Laws, and advise government of Lesotho on the need for review of the same laws and development of tax policies.
- ❖ Administer and implement the provisions of the LRA Act (as amended).
- ❖ Set strategic direction towards achievement of the RSL strategic outcomes.
- ❖ Work with the Board on the development and implementation of the strategic plan and delivery against the strategic plan.
- ❖ Oversee formulation and implementation of strategic plans to facilitate systematic attainment of the Organization's mission, vision and accountability to the diverse stakeholders.
- ❖ Advise the Minister of Finance and Planning on matters of revenue policy and matters relating to the administration and collection of revenue.
- ❖ Act as Chief Accounting Officer for the Organization.

- ❖ Build RSL brand recognition and respect by external stakeholders in order to improve client experience.
- ❖ Liaise and agree with the Ministry of Finance and Planning, in setting the annual revenue targets and strategize towards meeting the set targets.
- ❖ Secure adequate funding to enable the Organization to finance its operations and development plans.

3. Core Competencies: Behavioural and Technical

- ❖ Visionary & strategic leadership
- ❖ Excellence in execution
- ❖ Agile innovation
- ❖ Judgment and decision making
- ❖ Orchestration and analytical
- ❖ Behaviour change and influence/persuasion
- ❖ Ethical and ambassadorship
- ❖ Excellent service culture
- ❖ Collaborative leadership

4. Qualification and Experience:

- ❖ Master's Degree in Economics/Taxation/Commerce/Public Administration/Law/Financial Management/Business Administration/Chartered Accountant or relevant and equivalent qualification plus eight (8) years of demonstrable and progressive work experience at an Executive Management level.
- ❖ Honours Degree in the above qualifications plus ten (10) years' work experience at a Senior Management level.
- ❖ Senior Management Experience in a revenue administration and relevant professional certification shall be an added advantages.

5. Essential Additional Training Required:

- ❖ Strategic Leadership and Management Development
- ❖ Service Excellence
- ❖ Strategic Risk Management
- ❖ Total Quality Management
- ❖ Change Management

6. Demonstratable Professional Experience:

- ❖ Experience in leading diverse teams and consensus building

- ❖ Demonstrated experience participating in and leading strategic development processes for both short-term and long-term planning.
- ❖ Organizational transformation experience
- ❖ Ability to lead change successfully
- ❖ Demonstrated experience in instilling a service culture
- ❖ Demonstrated ability in critical and innovative thinking

7. Remuneration Package:

The RSL offers attractive competitive market related remuneration package and incentives, commensurate with the demanding requirements of the role.

8. How to Apply:

If you are a qualifying candidate and capable of leading at this strategic leadership level, you should send an application letter, a detailed CV, names of two referees and certified copies of educational certificates and transcripts addressed to:

The Chairperson of the RSL Board of Directors
 Ground Floor Finance House Building
 Government Office Complex
 Kingsway
 Maseru 100

Application submission details: info@iggleconsulting.com or gerard@iggleconsulting.com on or before close of business on Thursday, 13th April 2023.

Enquiries may be directed to Mr. Mofolo on (+266) 62207874 / +27 73 399 4896

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

Disclaimers:

- ❖ *Applications received after the closing date will not be considered.*
- ❖ *Correspondence will be directed to short-listed candidates only.*
- ❖ *Selection interviews for short-listed candidates will be at a date, time and place determined by RSL.*
- ❖ *Short-listed candidates will be required to authenticate information provided in the CV.*
- ❖ *RSL reserves the right to leave an advertised position unfilled if no suitable candidate is identified.*
- ❖ *The employment of successful candidate is subject to 'fit and proper' clearance.*

