



JOB ALERT

CHIEF EXECUTIVE OFFICER

The **Lesotho National Olympic Committee (LNOC)** which also serves as the **Commonwealth Games Association of Lesotho** invites suitable candidates to apply for the roles of **Chief Executive Officer (CEO)** to provide strategic, operational and organisational leadership to the organization. The CEO also functions as the **Secretary General** of the Executive Board.

S/he will lead the Secretariat and work closely with the President and the Executive Board, National Federations, the Government of Lesotho, Sponsors, the national, regional, and international sports community and other partners. Supported by the Board, the CEO will be responsible for translating the LNOC's strategy into measurable results, ensuring that the organisation is well governed, financially sustainable, professionally managed and capable of delivering lasting value to athletes and the wider sporting community.

This is a high-profile leadership position requiring a combination of strategic vision, strong governance, commercial acumen, stakeholder diplomacy and a commitment to the Olympic Movement.

Key priorities will include:

- Overseeing the development of the LNOC Strategic Plan through effective management of the secretariat office.
- Development of athletes, coaches, and technical officials.
- Providing clear strategic leadership and implementing the LNOC's strategic plan.
- Strengthening relationships with National Federations, athletes, government, Lesotho Sports and Recreation Commission, sponsors, development partners and international sporting organisations.
- Supporting athletes and federations in their preparation for Olympic Games and other major international competitions.
- Developing sustainable commercial, sponsorship and partnership opportunities.
- Ensuring strong financial management, risk management and organisational sustainability.
- Promoting high standards of governance, ethics, integrity and accountability.
- Strengthening athlete welfare, safeguarding and inclusion across the Olympic movement.
- Building the capability, culture and performance of the NOC Secretariat.
- Oversee quality control and that data integrity is not compromised in all LNOC reports.
- Enhancing the public profile and reputation of the National Olympic Committee.
- Identifying opportunities for Olympic Values and sport to contribute to national development, economic empowerment, youth engagement, health and social inclusion.
- Acting as the spokesperson for the organization and representing the organization at national, regional and international forums as required.

Candidate Profile:

The successful candidate will be a strategic and values-driven leader with a proven record of leading complex organisations, ideally within sport, the public sector, international development, professional services, business or another stakeholder-intensive environment.

Essential:

Candidates should demonstrate:

- Significant senior executive leadership experience.

- A track record of developing and delivering organisational strategy.
- Strong financial and commercial management capability.
- Experience working effectively with boards and senior stakeholders.
- Excellent relationship-building, negotiation and communication skills.
- Demonstrated understanding of governance, risk and organisational accountability.
- Experience leading, developing and motivating professional teams.
- The ability to operate effectively in complex political, institutional and stakeholder environments.
- High levels of personal integrity, discretion and professionalism.
- A strong commitment to athletes, sport development and the values of Olympism.

Desirable:

Experience in one or more of the following will be an added advantage:

- National or international sport administration.
- Major sporting events and Games operations.
- Athlete development or high-performance sport.
- Sponsorship, fundraising or commercial partnerships.
- International development or donor-funded programmes.
- Government or public-sector engagement.
- Safeguarding, sport integrity or athlete welfare.

Minimum Qualifications:

- A Degree in Business Administration, Management, Sport Administration, Public Administration or a related discipline. Masters Degree preferred.

Related Experience:

- 5 year's successful experience in executive or managerial role.

Term of Contract:

- Fixed term contract of 4 years; with possibility for renewal.

How to Apply:

- Candidates should submit a current CV; a cover letter outlining their suitability for the role; and contact details for three traceable professional referees.
- Applications should be submitted as a single file to **jobs@lnoc.org.ls** by **Tuesday, the 13th October 2026** before **1700hrs** with a subject: Application for Chief Executive Officer.

The Lesotho National Olympic Committee is committed to **equal opportunity, diversity and inclusion** and encourages applications from suitably qualified candidates from all backgrounds; who are legally allowed to work in Lesotho.

Only shortlisted candidates will be contacted.

About the organization

The **Lesotho National Olympic Committee** is the recognised national organisation representing the Olympic Movement in Lesotho. The Committee works with National Federations, athletes and partners to support participation and performance at the Olympic and Commonwealth Games and other major international sporting events, while promoting the Olympic Values of excellence, friendship, respect. **www.lnoc.org.ls**.