Terms of Reference – External SEA-H & Gender Equality Focal Point & Advisor

Hirundo Group of Companies | Mohale's Hoek Wind Farm Project

Introduction

Hirundo Lesotho (Pty.) Ltd. is a renewable energy developer within the Belgian-rooted Hirundo group. Its focus is supporting the development of the proposed 60 MW Mohale's Hoek Wind Farm, working for the dedicated project company (SPV), Mohale's Hoek Wind (Pty.) Ltd., Hirundo Lesotho coordinates in-country development activities, including stakeholder and community engagement, permitting, land coordination and technical studies. The project aims to strengthen Lesotho's electricity supply, reduce reliance on imports and create local economic opportunities.

Purpose of this document

Hirundo Lesotho seeks an independent external professional to serve as its confidential focal point for Sexual Exploitation, Abuse and Harassment (SEA-H) matters and to provide targeted advisory support on gender equality and implementation of Hirundo's Gender Equality Plan (GEP).

Scope of services

SEA-H focal point / confidentiality person

- Act as an independent, confidential and accessible **contact point** for SEA-H concerns raised by employees, consultants, contractors, project workers or community members.
- Provide a survivor-centred **first response**, including attention to immediate safety, explaining available options, obtaining informed consent for next steps and facilitating access to appropriate medical, psychosocial, legal or social support where relevant.
- **Report, channel or escalate** matters appropriately to either Community Relations Officer, contractor/site SEA-H representatives, external services or Hirundo management, while respecting confidentiality, survivor consent and applicable mandatory reporting requirements.
- Support SEA-H **prevention and awareness** through occasional (support to) inductions, yearly refreshers, pre-construction toolbox talks or community awareness activities.
- Provide input to management about **possible procedural improvements** based on recurring risks or procedural gaps identified.

External gender equality advisory support

- Provide **specialist advice** on improvement of Hirundo's Gender Equality Plan and its implementation, such as
    - practical measures supporting equal opportunities, gender balance, inclusion and respectful workplace practices

    - appropriate handling of complaints or concerns, or
    - policy implementation in interactions with contractors, partners or host communities.
- Provide or support occasional **training and awareness sessions** on gender equality, inclusive workplace practices and unconscious bias.
- Advise on appropriate **monitoring** of gender equality indicators and actions, including workforce composition, recruitment and promotion practices, and documentation of training or awareness activities.

Profile sought

- Relevant educational and/or professional background
- Practical familiarity and experience in at least some or all of the following areas: gender equality programming, organisational policies, training or advisory, work with survivor-centred approaches, confidentiality, referral pathways and workplace grievance or safeguarding mechanisms.
- Knowledge of relevant Lesotho context
- Ability to communicate clearly and sensitively in English and Sesotho.
- Demonstrated commitment to the highest standards of personal and professional integrity, with a clean criminal record.

Working arrangement

The role is envisaged as an external, on-call assignment rather than a full-time position. The advisor should be reachable through a dedicated and confidential contact route and available for case-related support when required. Preventive, training and SEA-H/GEP advisory activities will be agreed periodically with Hirundo management. The appointment will cover activities connected to the Mohale's Hoek Wind Farm Project in Lesotho.

Expression of interest

Interested candidates are invited to provide a short CV/profile and a brief indication of relevant experience, availability, proposed fee structure, and any potential conflicts of interest. Submission can be sent to jacob@hirundo.energy soonest possible, but latest before November 20th, 2026, 5pm SAST.