



## **Career Opportunity at CARE International in Uganda**

### **About CARE International**

CARE International has been active in Uganda since 1969 and working in the country continuously since 1979, implementing a diverse portfolio of programs and projects ranging from emergency services to economic development and civil society building. Our current programming targets Women, Girls and youth as well as vulnerable groups such as the extreme poor, internally displaced people, children to provide assistance and opportunities for empowerment and sustainable development through addressing the underlying causes of poverty grounded on careful and thorough analysis of power relations between different groups in society and the local context in which they live and work. Our programming is guided by our core values of transformation, Integrity, Diversity, Equality and excellence.

CARE International in Uganda **seeks to recruit highly motivated and qualified development professionals with genuine commitment to fill up the following positions:**

### **1. Gender and Agriculture Coordinator (1 position)**

#### **JOB SUMMARY**

The Gender Coordinator will be responsible for engendering and ensuring Gender transformative approaches are adopted and applied in the implementation of BR & NRG initiative. He/she will be conversant with women's economic empowerment models and gender transformative approaches. The position will also ensure all interventions under Building Resilience and Natural Resource Governance initiative are gender responsive. The position will also from time to time provide relevant support to other WECC initiatives such as ECO DRR, PFR SP to ensure adherence to gender transformative approaches and promote equitable sharing of resources and opportunities.

The Gender Coordinator will work closely with the National Advocacy Advisor to ensure gender equality in the policy and practice using CARE Transformative approaches to inform policy and practice within the Ministry of Water and Environment, the National Climate Smart Agriculture Programme, the Ministry of Agriculture, Animal Industry and Fisheries, civil society and the private sector. This includes influencing change in attitudes of staff, partners, groups & institutions on the importance of conducting evidence based gender justice advocacy to achieve CARE's mission. The position holder will also support engender design of programmatic strategies, studies monitoring and evaluation and field activities to ensure gender considerations are adhered to and adopted. The position holder will work with CO and program staff to ensure the most efficient way of linking specific donor needs with CARE Global requirements (e.g. Gender marker). He/ She will provide overall Programme level technical guidance in gender and ensure gender transformative practices, through training, coaching and mentoring program staff and partners.

**Responsibility 1: Lead in providing gender programmatic technical assistance to BR&NRG Initiative. Gender transformation to ensure CARE and partners effectively target refugees, women and youth. 30%**

#### **Tasks**

- Ensure Gender transformative approaches among partner and CARE interventions.
- Lead and ensure gender analysis/audits are undertaken with specific interest to the agricultural sector in the geographical areas of the BR &NRG program.

- Work with in the Programme team, in particular BR&NRG to ensure that gender analysis findings informs Programme design and management, and identify strategic actions to be undertaken to improve the quality of Programme implementation.
- Facilitate identification and implementation of appropriate strategies to increase the capacity of staff, partners, and community groups to mainstream gender transformative approaches in climate smart agriculture, enterprise promotion and natural resource governance.
- Lead the implementation of actions to ensure that empowered project participants, families and community groups develop confidence in their own capacities and also own their development initiatives for enhancement of their social and economic wellbeing.
- Operationalize the national and international gender protocols and ensure the CARE Women Empowerment framework is adhered in implementing project actions,
- Participate in streamlining gender equity in groups and individual families to ensure that all families members participate in project activities and also share the benefits equitably. Pay special attention to ensure women and youth are benefiting from the program activities.
- Prepare briefing and policy materials for the MWE, MAAIF, MOGLSD, and MOFPED on Gender action learning (GAL) in relation to selected themes such as building resilience, Climate change risks and the nexus of women and youth empowerment and Natural Resource Governance.

**Responsibility 2: Support partners to undertake Gender transformation approaches that build community /group/household resilience in Climate Smart Agriculture and Natural Resource Governance 35%**

- Support capacity building of partners and groups to implement a CAAP, GCVCA, and other defined tools in CSA.
- Work with the other Staff and partners ensure gender transformative approaches are adhered to in composition and performance of the selected groups or associations.
- Formulate detailed work plans to implement activities which address identified CSA, CAAP, NRG development needs of project participants.
- Ensure beneficiaries (women and youth) good knowledge in CSA, Entrepreneurship, and diversified livelihood options on farm, are followed up regularly and re-training programs in identified capacities in collaboration with partners.
- Exercise quality assurance, oversight and institute screening tools such as gender marker, gender audit to increase uptake of gender actions within BR&NRG and other initiatives in WENG.
- Provide technical assistance to partners in assessing the strength of their approach to gender transformation across the Programme cycle

**Responsibility 3: Support Country Office and project documentation, reporting and learning 25%  
Tasks**

- Lead documentation of success stories , publications, program briefs and other relevant program impact documentation processes to tell CARE Support the collection of stories,
- Build the capacity of project partners through coaching, mentoring and training in gender transformative approaches.
- Participate in Country office activities
- Work with the M&E specialist to generate periodic reports.

- Supporting Organizing Learning events.

**Responsibility 4: Any other duties-5%**

**Qualification and experience:**

- BSc in Agriculture, agricultural extension, rural development, environmental science, soil and water management, rural development or other related field
- Over 5 years of experience supporting Gender mainstreaming livelihoods, agriculture and climate change related programmes.
- Experience and knowledge of Climate Change, Building resilience and Natural Resource Governance.
- Knowledge of government structures and policies at local and national level (particularly within the field of gender, Environment and Natural resources, Agriculture, humanitarian
- Experience at field level having undertaken community development.
- Experience of leading, supporting, managing, inspiring and coaching staff with different disciplines and backgrounds.

## **2. Innovation and Youth Empowerment Specialist (1 position)**

**JOB SUMMARY**

The Innovation and Youth Empowerment specialist will have strong youth friendly mobilization skills and analytical skills. He/She should have in depth analysis of policy, structural and systemic constraints faced by youth. He/She will be conversant with youth empowerment models and national youth frameworks and policies that will inform interventions in this project. He/She will take lead in developing the project's youth empowerment strategies and approaches that will be mainstreamed in resilience building, economic empowerment, and climate smart Agriculture and advocacy work in natural resource governance. This includes assisting youth in earning and saving income, managing money, and allocating household resources for improved household security and engaging in agriculture as a business.

The Specialist will work with the CO and program staff to ensure the most efficient way of adhering to specific donor requirements and programming principles. He/ She will provide overall Programme level technical guidance in ecologically friendly entrepreneurship, private sector engagement, innovations, market information and viable linkages. He /she will offer skills development through youth based training, coaching and mentoring approaches staff and partners in private sector engagement and business development service. This initiative will be implemented in Kyegegwa and Arua targeting both refugees and host communities as well as Kyenjojo in selected sub counties.

**Responsibility 1: Provide technical support to Youth empowerment, livelihoods activities, and innovations in line with building resilience of the targeted community groupings to address needs. 35%**

**Tasks**

- Ensure all livelihoods improvement strategies are youth sensitive ,
- Provide mentorship and establish incubation centers for youth to grow entrepreneurial skills and promote youth innovations
- Monitor uptake of enterprise development and innovations by recording information of youth activities Ensure youth involvement; by identifying strategic entry points for engagement.
- Develop codes of conduct and youth performance indicators and influence the formulation of youth related policies in BR, CC and NRG.
- Provide access to opportunities and platforms for youth and engage with activities regarding CC, BR & NRG
- Spearhead Advocacy for youth specific concerns targeting key actors such as communities, local government and private sector.

- Lead and contribute to community based work directly with refugees, women and youth, through facilitation strategic linkages and networking for groups.
- Lead in monitoring and maintaining relevant manuals, training materials and reports relevant to entrepreneurship and livelihoods improvement.
- Lead the process of guiding youth grouping and clusters (refugees, host communities, Natural Resource dependent groups of women and youth) in selection, planning and management of enterprises.
- Engage in regular monitoring visits, coaching, mentoring of project beneficiaries to evaluate resilience and livelihoods Improvement effectiveness.
- Work closely with BR &NRG team to ensure integration of women and youth economic empowerment activities as core competencies for the project team and partners.

**Responsibility 2: Lead in identifying private sector partnerships and champion innovations 40%**

- Lead in identifying private sector partners and undertake due diligence of the private sector partners
- Provide effective, innovative and technical leadership in the Livelihood & resilience project management.
- Ensure that business processes, standards and guidelines related to Livelihood & resilience initiatives are effectively applied in project implementation.
- Facilitate adoption of best practice/approaches/models in the course of the implementation of the project.
- Facilitate the target groups with viable market linkages, information and networks.
- Design appropriate strategies to address capacity and assets of the targeted groups based upon the needs assessments.
- Undertake capacity building for CARE staff and partners in entrepreneurship with a focus on ECO entrepreneurship in resilience building.
- Collaborate with relevant line ministries to implement economic empowerment interventions within the defined strategies of resilient livelihoods, CSA and Women Economic Empowerment.
- Together with partners, conduct regular reflection and learning events
- Work with private sector partners, University Research institutions to identify, pilot, test or promote innovation that increase community resilience.

**Responsibility 3: Facilitate Learning, building Synergies and strategic alliances for Project delivery-20%**

- Facilitate periodic Learning (vertical and Horizontal) across BR &NRG partners and the private sector for sound engagement with the government at various levels.
- Lead the documentation of best practices in private sector engagement, innovations and youth empowerment.
- Identify points of convergence between the private sector and CSO advocacy initiatives in forestry.
- Document models viable models for CARE engagement with the Private sector in the Environment and Natural component.
- Design appropriate business and economic empowerment models for the refugees community
- Participate in key Country Office events.
- Support fundraising initiatives under WENG

**Responsibility 4: Any other duties-5%**

**Qualifications and experience**

- Graduate degree in business administration, Agriculture Economics development studies, Economics or another relevant discipline from an accredited university;
- At least 5-7 years of experience in development work, with a focus on private sector engagement and facilitation of public-private partnerships;

- Knowledge on building resilience, climate Smart Agriculture, and gender transformation.
- A proven ability to identify high-value partnerships with the private and Civil Society Organizations to leverage private investment and benefits.
- Experience of working youth and economic development activities will be an added advantage
- A proven ability to initiate, negotiate and maintain effective working relations with private sector, research institutions, Government departments, and Civil Society Organizations
- Ability to work independently and effectively within tight deadlines;  
Experience designing capacity Development initiatives, excellent facilitation, communication and team work skills, Coaching and mentoring and Partnership nurturing skills

### **3. Monitoring and Evaluation Specialist (1 position)**

The Monitoring and Evaluation Specialist will be responsible for setting up and leading the technical roll out of the M & E framework, spearhead and significantly contribute to the quality of the program through detailed analysis and synthesis of data and results. He/She will undertake the Programme level impact measurement system and ensure that specific initiatives M&E systems are in place to enhance vertical and horizontal accountability to beneficiaries, donors and other critical stakeholders. He/She will be skilled in consolidating Programme level impact data and reporting, indicator mapping, benchmarking, theory of change formulation and reporting against significant stories of change. The position holder will also take leadership in designing key programmatic studies including Gender analysis, Climate Vulnerability and Capacity Assessment studies, action research, and monitoring and evaluation studies such as the baseline and end line surveys, organize periodic reviews and learning sessions based upon the donor requirements. The position holder is expected to oversee the quality control aspects of Programme implementation.

The M&E Specialist will work with CO and program staff to ensure the most efficient way of linking specific donor M&E systems with CARE Global requirements (e.g. PIIRS, CD Performance Dashboard). He/ She will provide overall Programme level technical guidance in documentation, and knowledge management systems and practices, through training, coaching and mentoring WECC program staff and partners.

**Responsibility 1: Design and implement Programme level M&E system and lead data collection, analysis and conducting studies on existing Program Strategy documents. (30%)**

#### **TASKS**

- Lead the design and conduct all baseline studies, midterm and annual reviews, impact assessment processes and End line evaluations.
- Initiate the write up of periodic reports (Quarterly, annual and situation reports) for the BRNRG and coordinate processes of developing annual and periodic reports in collaboration with initiative managers.
- Innovate, propose and or test / modify simple, user-friendly and effective M&E system consistent with policies and procedures set forth in the CARE Uganda M&E Framework that will allow the BR&NRG initiative to track both the individual and cumulative impact of its interventions
- Ensure that key Programme principle indicators are well captured with specific attention to gender issues as manifested in the different reports and results.
- Ensure outcomes from Program specific studies strategically inform future programming and documentation of lessons learnt and as well improving program quality.

**Responsibility 2: Provide quality Assurance to initiatives (30%)**

#### **Tasks**

- Ensure timely collection, analysis, compliance with Programme strategies such Climate Smart Agriculture, Natural Resources Governance information are utilized for program M&E related information;
- Monitor work plan implementation, progress and changes related to Programme indicators and advice appropriate adjustments.

- Lead in developing program/project detailed implementation, monitoring and evaluation plansø Detailed implementation plans, Indicator tracking matrices etc., PIIRs and CO dash board.
- Ensure High quality reports are generated internally and externally by partners and consultants through provision of technical assistance, review and feedback.
- Lead Specific Project detailed Implementation.
- Work with Initiative managers / Program Manager to significantly contribute to collating and analysis of gender disaggregated data to ensure donor compliance and high quality accountability of Program results.

**Responsibility 3: Capacity building of Program staff and partners in monitoring, evaluation and knowledge management skills (20%)**

**TASKS**

- Lead and spearhead the establishment and maintenance of learning and knowledge hub for WENG.
- Conduct M&E, technical needs assessments and training sessions for CARE and partnerø staff on DM&E and related initiatives;
- Advise the Program Manager and program staff on issues related to ME&L for better decision making;
- Conduct capacity building sessions (training, mentoring and coaching) for partners to develop and effectively implement monitoring, evaluation and documentation plans including development of appropriate tools and methods
- Undertake and facilitate others to implement the M&E plan, regularly revising and updating performance questions, indicators, methods, formats and analytical processes in order to provide overall quality control on M&E system and reporting.
- Work closely with the initiative and Program Manager to build capacity of program staff and Partners to ensure quality of impact measurement strategies, methodologies and activities across all programs

**Responsibility 4: Facilitate program learning and reflection to form a basis for sustainability and continuity of programs: ensuring that monitoring and review outputs are mainstreamed and adopted by the program for learning and performance improvement (15%)**

**TASKS**

- Lead development and operationalization of systems and tools to promote reflective practices in program initiatives (projects), and the program as a whole for learning and program quality improvement;
- Work closely with the WENG Program Manager and Program Director to align the entire WENG program and specific projects (PFR SP, BRNRG, ECO DRR, HOA & any Other) to the CI impact indicators.
- Use studies, research process and learning events to collect and document key evidence / information that will inform CAREøø advocacy program.
- Lead documentation of success stories , publications, program briefs and other relevant program impact documentation processes to tell CAREøø Support the collection of stories,
- Lead data collection, entry and submission of high level reporting requirements and ensure strict compliance to reporting requirements especially for the CD Dashboard and PIIRS.
- In collaboration with partners, other CARE Uganda and CARE Global programs, spearhead and implement periodic learning events to allow room for creativity, innovation and peer to peer experience sharing and learning.
- Take part in country office program quality and learning events and networks such as the Program Quality and Learning meetings
- Support fund raising initiatives under WENG.

**Responsibility 5-Any other duties**

**Qualifications and experience**

- Strong writing, research and analytical skills,

- Strong programme Monitoring, Evaluation, documentation and Learning skills
- A post-graduate degree or post graduate diploma in Project planning and management/M&E with statistical knowledge in ODK, KOB tools, SPSS, advanced Excel, Epiinfo,
- Above 5 years experience in a similar position.
- Experience and knowledge of organizational capacity building processes, tools and methodologies
- Excellent facilitation, communication and team work skills
- Coaching and mentoring and Partnership nurturing skills

#### **4. Initiative Manager (Livelihood Specialist)-One position**

##### **Job summary:**

The Initiative Manager (Livelihood Specialist) is responsible for managing projects that include livelihood components, in partnership with local partners where relevant. S/he seeks guidance from other Specialists on the team for other technical components, such as Protection, GBV, EMB & RMM, shelter etc and s/he provides technical support to other members of the humanitarian team on livelihood. The IMLS will manage a number of projects, the number will vary over time. As Initiative Manager, the IMLS is responsible for managing all aspects of a given initiative or project, including Human Resource Management of staff assigned to that particular initiative, planning and timely and quality implementation of initiatives in line with approved proposals and work plans, financial management of grants in line with approved budget, overall compliance of initiatives in line with organizational and specific donor rules and regulations, management of assets assigned to the initiatives, monitoring, evaluation and reporting. The IMLS reports to the Emergency Team Leader and is part of CARE's West Nile Humanitarian Management Team (HMT).

##### **Specific responsibilities and tasks:**

##### **Responsibility 1: Management of projects with large livelihood components (30% of time)**

- 1.1. Drawing from the objectives and agreed upon key activities in the project proposals, develop detailed yearly and quarterly implementation plans and related budgets while ensuring synergies between the different initiatives;
- 1.2. Ensure DIPs (Detailed Implementation Plans) are followed and closely monitored for each initiative to ensure timely implementation of activities and within available resources and immediately report any problems or deviations from plans;
- 1.3. Ensure logistics for all training, capacity building, research and other events have been prepared and organized in line with CARE's & donors' internal procedures and to create the best possible environment and conditions for participants in these different events;
- 1.4. Responsible for monitoring the initiatives' budget, reviewing monthly expenditure reports and ensuring budgets are used in accordance with CARE's and the donors' rules and regulations. This involves planning and designing activities in ways that fit the available budgets, reviewing monthly expenditure reports, working closely with finance to prepare accurate and timely donor financial reports and ensuring allocation of expenses to the right budget lines, preparing quarterly projection of needed funds, pipeline projections, etc.
- 1.5. Responsible for preparing procurement plans for all goods and services related to these initiatives, according to approved budgets and activity plans and in line with both CARE and the donors' procurement rules and policies
- 1.6. Ongoing identification of staffing needs in managed initiatives, recommends changes of staffing structure as needed and develops / adapts job descriptions as needed;
- 1.7. Direct supervision of staff assigned to initiatives under direct management, which includes development of annual performance objectives and proactive management of performance

through day to day guidance and coaching, formal mid-term and annual performance reviews and support to staff to achieve their personal and professional development objectives.

- 1.8. Ensures synergy across the supervised initiatives as well as efficient use of resources across initiatives and also with other initiatives under CARE's Humanitarian Program;

**Job Responsibility 2: Monitoring, Evaluation, Accountability and Learning (MEAL) and Reporting for livelihood projects under direct management (20%)**

- 2.1 Ensure projects under direct management have results based monitoring and evaluation system in place with SMART indicators, with the engagement of local partners and the development of a learning system that not only generates quantitative data but allows for ongoing collection of participants views on the programs' relevance and success;
- 2.2 Ensure that project indicators are sex disaggregated and gender sensitive;
- 2.3 Ensure each project has a database to allow keeping track of project participants in each component, without double counting across components;
- 2.4 Ensure CARE and partner staff are trained on the developed monitoring and evaluation system;
- 2.5 Coordinate and manage the design of the base line, midterm review and end line and final evaluation;  
;
- 2.6 Facilitate and document regular project reviews with key partners and ensure these reviews inform project implementation and are used to improve project quality;
- 2.7 Writes and support direct reports to write briefs, human interest stories and papers that can be used for advocacy or information purposes;
- 2.8 Supports team members and partners to write reports on their sector of intervention and coordinates process of consolidation of reports for internal purposes as well as donor reports, as per guidelines of the donor; It is critical to ensure reports are a true reflection of implementation and reflect progress as well as challenges and lessons learnt;
- 2.9 Ensure learning products are developed in coordination with relevant colleagues, with a focus on livelihood initiatives;
- 2.10 All the above is in close collaboration with and technical support from the MEAL Humanitarian Advisor.

**Responsibility 3: Management & capacity building of livelihood humanitarian partners (20%)**

**Key Tasks:**

- 3.1. **Identify** local partners with capacity and interest in livelihood programming in our humanitarian area of operations and collaborate with Grants and Contracts to conduct due diligence and organizational capacity assessments in line with policies before signing MOUs with them;



- 3.2 Ensure selected partners who will implement livelihood activities with CARE as sub grantees have clear MOUs, Scopes of Work and detailed budgets as per policy and are very clear about their role;
- 3.3 Ensure partners' capacity development plans are developed based on findings of due diligence and capacity assessments; Ensure on-going capacity building at institutional, organizational and technical level, including attention to Gender Equity and Diversity;
- 3.4 Manage relationships with these livelihood partners to ensure deliverables are met timely and with the required quality; In cases where partners also work with CARE's long term development program team, this may involve coordinating with colleagues in other parts of CARE Uganda;
- 3.5 Ongoing review and assessment of partners performance and provision of support as needed through development, implementation and monitoring of partners' capacity development plans and close tracking of progress against scopes of work, work plans and budgets;
- 3.6 Propose revisions of SOWs, workplans and budget of partners as needed;
- 3.7 Ensure partners' reports, both financial and narrative, are submitted timely and analysed and that feedback is shared with partners;
- 3.8 Ensure all partners' agreements are in line with CARE's sub agreement policy;
- 3.9 Ensure partners have in-depth knowledge of the projects' objectives and strategies;
- 3.10 Ensure that partners are involved in all critical moments and events of the projects (design phase, consultancies, planning meetings, review meetings, baseline, midterm review, endline, steering committee meetings, etc.) and that all key information is shared with them in a transparent manner and in real time;

**Responsibility 4: Quality assurance and development of gender, youth and conflict sensitive livelihood interventions (25%)**

**Key Tasks:**

- 4.1 Support team to develop, resource (through proposal writing) and implement innovative livelihood interventions with a view of building the refugee community self-reliance and increase their resilience;
- 4.2. Ensure proposed livelihood interventions:
  - Promote gender equity;
  - Reduce the risk exploitation and abuse, including of GBV by offering dignified livelihood enhancing opportunities to vulnerable groups, with a focus on refugee women and girls;
  - Are at least environmentally friendly and if possible even have a positive impact on the environment;
  - Do not exacerbate the risk of conflict between groups of refugees and between refugees and hosting communities;
  - Focus on youth and take the specific needs and potential of women, girls, men and boys into account;
  - Lead to Women and Girls Economic Empowerment and resilience;
  - Promote innovations including use of cash, use of ICT and mobile technology, pilot new ideas;
  - Build on CARE Uganda's strengths in the financial inclusion sector, in Women's Economic Empowerment and on relationships with existing partners (banks, private sector, etc);
- 4.3. Based on the above criteria, the IMLS will develop a gender, youth and environment friendly livelihood strategy for CARE's humanitarian program in West Nile, within three months;
- 4.4. The IMLS will then use this strategy to contribute to the development of proposals and budgets for livelihood programs in West Nile;
- 4.5. The IMLS will work closely with other managers and colleagues and provide them with technically support to ensure potentially livelihood components under their projects align with the livelihood strategy for West Nile. This will include conducting training of staff and partners, conducting field visits, facilitating workshops, supporting directly certain activities such as developing training modules on livelihood, etc
- 4.6. As the technical lead on livelihood, the IMLS will supervise all livelihood focussed studies, research of all projects. This may include identifying research needs, developing TORs for consultants, protocols for livelihood focussed research, supervising consultants, etc

4.7 Ensure coordination with other livelihood actors in West Nile, with a focus on areas of operations, including representation of CARE in livelihood technical working group coordinated by UNHCR and any other relevant technical working group;

**Responsibility #5 Any other duties (5%)**

**Minimum Qualification and experience:**

The IMLS will have a suitable combination of experience and relevant training in the following technical and programmatic requirements for the post

- Bachelor's degree in Economics, Rural Development, Agriculture or related field (though a Master's degree is preferred)
- Expert level knowledge and at least five years practical experience in livelihood programming in rural Uganda, preferably with refugee and / or displaced populations;
- Experience in at least two of the following fields required: cash transfer programs (cash for food, cash for work, etc), financial inclusion (VSLAs and bank linkages), market engagement and value chain approaches, on and off farm livelihood preferred;
- Experience in the use of ICT in livelihood programs required;
- Experience with youth livelihood programs preferred;
- Advanced knowledge and at least 5 years of proven practical project management experience (managing at least three different grants at once), including strong skills and experience in M&E, report writing, participatory planning, financial management, Human Resource Management.
- People manager with proven experience managing diverse teams and individuals' performance for success,
- Excellent verbal and written communication skills in English.
- Computer literate (email, word processing, spreadsheets,)
- Personally committed to gender equality and women and girls' empowerment with ability to lead to organizational change processes that aim at making organizations more gender aware, gender committed and gender competent.

Both a team player as well as able to work independently with minimum supervision

**Application Procedure:**

Candidates who are interested in the above jobs should submit an updated CV and Application letter giving a day time telephone contact and names, telephone contacts and email addresses of 3 (three) work related referees **only** through our recruitment email [ugarecruitment@care.org](mailto:ugarecruitment@care.org) clearly indicating the job title in the email subject. CVs will be received until the 13<sup>th</sup> April 2018.

**For any questions please call our office on 0312258100/150**

**CARE IS AN EQUAL OPPORTUNITIES, GENDER SENSITIVE, CORRUPTION, SEXUAL  
EXPLOITATION AND ABUSE INTOLERANT EMPLOYER**

***Please Note that CARE International in Uganda does not ask any applicant payment for any recruitment process***