



Career Opportunity at CARE International in Uganda

ABOUT CARE INTERNATIONAL

CARE is a global leader within a worldwide movement dedicated to ending poverty. We are known everywhere for our unshakeable commitment to the dignity of people. CARE works around the globe to save lives, defeat poverty and achieve social justice. We seek a world of hope, tolerance and social justice, where poverty has been overcome and all people live with dignity and security. We put women and girls in the centre because we know that we cannot overcome poverty until all people have equal rights and opportunities. CARE has been working in Uganda for 50 years and in 2019/2020, we improved the lives of 2.6 million people (60% women). Our goal for the next five years is to reach ten million people, through our gender transformative, resilience building, and lifesaving programs

ABOUT THE WENG PROGRAM

CARE's Women Empowerment in Natural Resource Governance (WENG) program is one of the most established programs at CARE Uganda, with over 20 years of progressive programming aimed at empowering women and girls in natural resource governance. The program is well known for its ground breaking work in community forest and wetlands management across different districts and at national level working with Ministry of Water and Environment (MWE), National Forestry Authority (NFA), National Environment Management Authority (NEMA) and the Parliament of Uganda to influence policies and practices. The focus of this program in the coming years is to consolidate the gains in natural resource governance and climate change, and further develop its new frontiers including disaster risk reduction, green value chains, renewable energy and waste management, through innovative, sustainable and scalable models. It will require the program to strengthen its strategic engagement with the government, evidenced-based advocacy institutions and the private sector. It will require the program to diversify its funding and program portfolio across: natural resource governance, climate change, disaster risk reduction, green value chains and renewable energy. It will require the program to expand its advocacy and convening role.

CARE International in Uganda therefore seeks to recruit a Ugandan professional who is passionate about gender transformation, building resilience and empowering women and girls to join this noble fight against poverty and injustice by filling up the following position:

1. Program Manager-Natural Resource Governance, 1 Position, Location: Kampala with 50% travel to the field.

JOB SUMMARY

The Program Manager is responsible for providing strategic direction for the program, providing technical leadership in defining the program strategies, approaches and models, providing management oversight of program delivery, ensuring program quality and learning, engaging in strategic networks, maintaining strategic relationships, generating evidence and influencing policies and practice. S/he is responsible for ensuring robust program strategy and delivery models, program funding is secured, stable and sustainable, program delivers high quality results with good value for money, program empowers women and girls and program evidence is generated and used for influencing policies and practices at the highest level.

PERSON SPECIFICATIONS: EDUCATION, EXPERIENCE, KNOWLEDGE AND SKILLS

Essential:

- 1) Masters in Natural Resources, Environment, Climate Change, Climate SMART Agriculture or Renewable Energy from reputable university. Applicants with Bachelor degree in similar field, plus 15 years of relevant experience will be considered.
- 2) 10-15 years of relevant experience with reputable international organisations or private sector managing similar programs with similar complexity.
- 3) Experience in gender transformative approaches, including specific experience in working with and empowering women and girls and amplifying their voice.
- 4) Experience in developing program strategies, approaches and models.
- 5) Experience in program design, proposal writing, resource mobilisation.
- 6) Experience in managing a diverse and complex team of professionals.
- 7) Experience in networking and strategic relationships management.
- 8) High conceptual abilities, strategic thinking and analytical writing skills.
- 9) Good presentation, public speaking, discussion and negotiations skills.
- 10) Good research, evidence-generation, policy debate and advocacy skills.

Desired:

- 11) Professional training and experience in project management, Monitoring and Evaluation.
- 12) Professional training in budget management, people management and communications.
- 13) Professional training in research, analytical writing, advocacy and policy influencing.
- 14) Professional experience in working with young people, displaced & refugee communities.
- 15) Professional experience in economic empowerment models including financial inclusion.

Application Procedure:

Interested and suitable candidates should submit their applications and CVs including the names, daytime telephone contacts and email addresses of three work related referees to ugarecruitment@care.org by **27 April 2020**. Please indicate job title in your email subject line.

CARE IS AN EQUAL OPPORTUNITIES and GENDER SENSITIVE EMPLOYER WITH ZERO TOLERANCE TO CORRUPTION, SEXUAL EXPLOITATION AND ABUSE. AS SUCH, THE SELECTION FOR THESE ROLES WILL BE COMPETITIVE AND TRANSPARENT

Please Note that CARE does not ask any applicant payment for any recruitment process.

For any questions please call our office on 0312258100/150

N.B: Refer to the Job description below for more details about the job

JOB DESCRIPTION

Job Title: Program Manager -Natural Resource Governance
Supervisor: Program Director
Location: Kampala, with 50% Field Travels
Supervises: Initiative Managers and MEAL Advisor

The Program Manager-Natural Resource Governance is responsible for providing strategic direction for the program, providing technical leadership in defining the program strategies, approaches and models, providing management oversight of program delivery, ensuring program quality and learning, engaging in strategic networks, maintaining strategic relationships, generating evidence and influencing policies and practice. S/he is responsible for ensuring robust program strategy and delivery models, program funding is secured, stable and sustainable, program delivers high quality results with good value for money, program empowers women and girls and program evidence is generated and used for influencing policies and practices at the highest level. The

SPECIFIC RESPONSIBILITIES

1. PROGRAM STRATEGY, APPROACHES AND MODELS (10%)

The Program MANAGER (PM) is responsible for developing and reviewing the program strategy every five years ensuring that it is aligned with CARE International (CI) program strategy, relevant government of Uganda national and sector development plans, global goals, local context, regional and international development landscape. Based on the program strategy, the PM is responsible for developing innovative, sustainable and scalable program delivery models, aligned with CI program delivery approaches and models. This will require the PM to be constantly exploring new innovations and scaling tested models.

2. PROGRAM FUNDING RESOURCE MOBILISATION (20%)

The PM is responsible for securing diversified funding for the program through strategically positioning the program results, approaches and models with potential funding partners, gathering early intelligence on upcoming funding opportunities, establishing winning teams and partnerships for responding to these opportunities, developing competitive and winning proposals and ensuring repeat funding from current donors by exceeding their expectations. This will require the PM to be strategically engaged with potential funding partners to be first to know about upcoming funding opportunities. The PM should be able to influence funding priorities by pro-actively sharing off-the-shelf ideas with potential funding partners.

3. PROGRAM DELIVERY MANAGEMENT OVERSIGHT (20%)

The PM is responsible for ensuring that all projects under WENG program delivers high quality results on time, with good value for money by ensuring effective planning, coordination and

oversight of program operational delivery efficiencies at field level. The PM will ensure that all projects under WENG program receives appropriate technical guidance and support. The PM will ensure that sub-grants are awarded on time, implementing partners are well managed, activities implementation is on schedule, budget utilisation is on track, and there is ZERO tolerance for No-Cost Extensions (NCE) across the entire WENG program. This will require the PM to ensure that the Initiative Managers secures the require staff and partners in time, and project budgets are effectively planned, utilized, monitored and reported.

4. PROGRAM QUALITY, ACCOUNTABILITY and LEARNING (20%)

The PM will ensure program quality assurance, accountability and learning for all projects under WENG program by ensuring that all projects delivers what was promised, delivers it well, and reaches the desired impact of empowering women and girls. This will require the PM to establish a solid and consistent field presence and footprint across all the locations where WENG program is implemented across the country. It will require the PM to adapt and domesticate CARE program quality standards across all the projects under WENG, and this includes gender, resilience and inclusive governance standards. The PM will ensure constant research and learning through regular reviews, reflection and learning events held together with program staff and partners. Moreover, the PM will establish and implement an effective reporting mechanisms which allows all the projects under the program to be accountable for the beneficiaries, government of Uganda, CARE and to the donors about the resources entrusted to them and the results expected from them. The PM will ensure timeliness, quality and consistency of these reports and the reporting mechanism.

5. PROGRAM STRATEGIC NETWORKS AND RELATIONSHIPS (7.5%)

The PM is responsible for positioning the program in strategic networks at field level, district level, national level and international level including technical working groups, research, advocacy and policy networks, think tanks and media engagement networks. The PM is also responsible for establishing strategic relationships for the program, specifically government of Uganda, donors, research institutions, policy and advocacy institutions, private sector and CARE member partners. This will require the PM to establish a structured and consistent strategy and structure for engaging and reporting back about the engagement on these strategic networks and relationships. The end goal for networking and relationship building is to secure and expand CARE's visibility, reputation and funding streams.

6. PROGRAM EVIDENCE-BASED ADVOCACY AND INFLUENCE (7.5%)

The PM is responsible for influencing systemic change at the highest level in order to improve outcomes for women and girls by generating credible evidence from the programs and using the evidence generated to influence policy and practice. The PM should ensure thought leadership, remain engaged and inform policy debates and discussions through thought pieces, research and publications generated from the program.

7. PROGRAM TEAM LEADERSHIP AND PEOPLE MANAGEMENT (15%)

The PM is responsible to hiring, training and retaining a competent, cohesive, committed and motivated team of professionals by establishing a collaborative, cohesive and coherent team culture, high team performance standards and transparent team performance management practice with appropriate combination of reward, recognition and reprimand. The PM is the first ambassador and is required to ensure gender equality and diversity within the team and nurture CARE's core values and code of conduct in the team. The PM will promote continuous learning and professional development of the team through on-job learning, online studies, relevant exposures and appropriate stretch assignments.

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