



Lutheran World Federation (LWF) is part of the Lutheran World Federation Department for World Service (LWF-DWS), an international humanitarian and development agency. LWF Uganda works to reduce people's vulnerability, supporting them to realize their potential, to build on their assets, and to respond to their own problems and needs. LWF Uganda currently has five areas of operation in Pader, Kitgum, Adjumani, Katakwi, Sembabule, Kampala and Kamwenge Districts: LWF values a diverse workforce and welcomes applications from all sections of the community and seeks to recruit dynamic, innovative development leaders for the following positions:

Job Title: Project Officer (SGBV/Protection and Economic Empowerment Project)

- Support programme quality on Sexual Gender Based Violence (SGBV), Protection and Legal, either standalone or mainstreaming.
- Overseeing inclusive activities on social and economic empowerment initiatives opportunities for communities that aim to reduce and prevent violence.
- Conduct needs / gaps and capacity assessments on GBV/Protection in close coordination with any on-going joint / common assessments being conducted in the early stages of emergency response.
- In close collaboration with the protection and programme teams, establish multi-sectoral GBV prevention and response mechanisms as a life-saving priority; ensure that they are mainstreamed in mid- to long-term protection planning.
- Ensure close collaboration and monitoring of referral trends with the health, and psychosocial, Livelihoods for survivors and Protection actors.
- Define and maintain strategic oversight of organizational priorities in the areas of gender diversity, social protection and economic empowerment and inclusion and work with management to design appropriate interventions to achieve them throughout the workforce.
- Put in place a core referral mechanism for response services through consultative development of basic Standard Operating Procedures (SOPs) and GBV strategy that is entrenched in the comprehensive protection framework.
- Develop and maintain strong working relationships with all stakeholders including community leaders, NGOs, UN agencies, and community based organizations to enhance multi - agency and multi-sectoral cooperation and coordination.

- **Minimum qualifications and professional experience required**
- University degree in development studies, international law, sociology, political science, leadership and management or any relevant field with authoritative knowledge of issues relating to refugee women, gender, humanitarian and development issues, and SGBV prevention and response Work experience in Results Based Management, including monitoring and reporting
- At least 3 years' experience in humanitarian program management, community mobilization SGBV projects with strong program/technical and budget management skills.
- Awareness and knowledge of GBV/Protection issues and economic empowerment activities and experience in participatory methods for community mobilization.
- Experience in working with refugees and local communities to promote community-based structures and institutions for self-management;
- Proficiency in computer programming; word processing, spreadsheets etc.;

Livelihood Program Officer

Effective date: Immediately

Key Role: The Livelihood Program Officer will be responsible for the development of high quality implementation strategies and plans for the agricultural which includes food security and livelihoods, crop production, agro business development and agricultural related income generating activities, and pastoralism. The strategies and plans will include tools for participatory planning, implementation and monitoring of the sector strategies and plans. He/she will be responsible for providing technical support and strategic direction to Area Coordinators and field-based livelihoods staff who oversee programme implementation.

Minimum Qualifications, Experience / Competencies

- ✓ A bachelor's degree required but a post graduate degree is preferred in agriculture, animal science, or other discipline that provides an understanding of food security and livelihood programming /or equivalent practical experience;
- ✓ A minimum of 4 years' experience in the management of Food Security and Livelihoods projects, including a mature understanding of humanitarian and sustainable livelihoods programming in a variety of livelihoods intervention areas, in particular understanding of pastoral livelihoods preferred
- ✓ Proven practical experience in two or more of the following: food security assessments and nutritional surveys, cash based interventions, agriculture and livestock interventions, small business / micro-credit interventions; market analysis;



- ✓ Community development skills, including participatory community assessment and planning techniques, with skills in capacity building of communities and experience of working with livelihoods groups/community-based structures
- ✓ Have experience in monitoring and evaluation of programs, in particular livelihoods analysis.
Sensitivity to cultural differences and the ability to work in a wide variety of cultural contexts.
- ✓ Ability to work independently and under pressure in a rapidly changing professional environment. Diplomacy and good interpersonal skills, together with the capacity to remain calm under pressure and not lose sight of strategic priorities
- ✓ Strong competencies in people management, capacity building and coaching;
- ✓ Willingness to travel frequently and at short notice, often in difficult circumstances, and to spend adequate periods of time in the field, if security permits;
- ✓ Excellent verbal and written communications skills in English required;

APPLICATION PROCESS

Interested applicants are invited to send their application via email to recruitment@lwf.or.ug addressed to the Office of Administration/Human Resources **Please submit your application by 4PM EAT on April 22, 2016**

The attachments **must** include:

- One page cover letter, explaining the candidate's suitability for the position
- Curriculum vitae (CV): **Please do not include certificates for education, trainings, etc.**
- List of three professional references (name, title, relationship to applicant, telephone number, email address)

The complete documents can be uploaded online at uganda.lutheranworld.org

LWF/DWS is an equal opportunity employer, irrespective of gender, race or religious affiliation. Female candidates possessing the above requirements are encouraged to apply. LWF/DWS is a signatory to the Code of Conduct for humanitarian agencies. Our recruitment and selection procedures reflect the organization's commitment to the prevention of abuse and exploitation of beneficiaries. Only short-listed candidates will be contacted