



**MINISTRY OF WATER AND ENVIRONMENT
VACANCY ANNOUNCEMENT**

INTERNAL ADVERT

Background

The Government of Uganda (GOU) represented by the Ministry of Water and Environment (MWE) has received financing from the World Bank towards the cost of the implementation of the Irrigation for Climate Resilience Project (ICRP). The project development objective (PDO) is to provide farmers in the project areas with access to irrigation and other agricultural services, and to establish Operation and Maintenance arrangements for irrigation service delivery. The 6-year project will be implemented by MWE.

The Irrigation for Climate Resilience Project (ICRP) aims to support the Government of Uganda (GoU) in the shift towards more resilient agriculture through the development of sustainable irrigation services. The project intends to address Uganda's climate change vulnerabilities by: (i) promoting adoption of irrigation by small farmers, in synergy with other agriculture inputs and technologies; (ii) increasing water storage capacity; (iii) promoting drainage; and (iv) promoting sustainable catchment management. Through the introduction of irrigation services, combined to the provision of extension services and facilitated access to agri-inputs, farmers are expected to record more stable and higher yields, increase intensification (by cropping also during the dry season), and diversification (by introducing higher value crops). This change will be pulled by the market, with irrigation becoming the anchor for stronger producer organizations and development of value chains. The project recognizes the need to explore a range of irrigation models adapted to local needs.

The ICRP Project Implementation arrangements require a Project Support Team (PST) to be established under Component 3 to augment the MWE Staff capacity for the smooth implementation of the Project.

The Ministry of Water and Environment invites suitably qualified individuals, with qualifications and experience to apply for the underlisted positions.

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Post: **AGRIBUSINESS SPECIALIST**

Reports to: Project Manager

Number of Vacancy: 1 (One)

Duty Station: Kampala and Entebbe

Duration of Contract: 2years (renewable)

Duties and Responsibilities:

- Provide technical support on planning, implementation and monitoring of agribusiness activities in the schemes
- Build capacity of MAAIF, Local Governments, farmers and private sector players on implementation of agribusiness interventions in value addition and market access
- Guide and promote market linkages between farmers and off-takers in each of the target value chains
- Support linkages between farmers and financial institutions to increase access to financial services
- Provide specific Technical inputs in reviewing business plans submitted to the project, make recommendations that will enhance the quality and sustainability of the funded agribusinesses
- Identify market opportunities and build the capacity of farmers in meeting grades and standards to sustainably exploit them
- Support increased access to and use of market information
- Oversee project activities on increasing access to and use of financial services
- Guide the formation of a market platform to bring together all the key actors in the selected value chain
- Ensure gender and environmental considerations and issues are streamlined in the agribusiness activities
- Provide technical assistance in development of higher level farmers organizations
- Work closely with financial institutions to identify relevant financial services products for program beneficiaries and identify constraints to access;
- Document best practices and lessons learnt of the project and support to replicate it



- Review consultants reports and make summaries of key issues and reports to the relevant stakeholders for action

Education Qualifications:

- Master's degree Agricultural Economics, Agribusiness Management, Agricultural marketing, Rural Development, or any agricultural related degree obtained from a reputable Institution
- At least five (5) years' experience working with rural micro-to-small scale businesses providing either business development services, training and/or technical assistance
- At least ten (10) years' experience in managing market-led value chain development projects and market systems development
- Experience working in the agricultural sector in Uganda developing value chains preferably on Rice, Coffee, Banana, Vegetables, Irish potatoes, and maize value chains;
- At least five (5) years project management and budgeting experience, preferably in projects financed by the World Bank or bilateral or multi-lateral donors;
- Working knowledge of identifying opportunities for value addition and market access at the processor and household level
- Experience in working with financial institutions to improve farmers' access to financial services
- A good knowledge of the local and international marketing issues
- Demonstrated experience in nurturing public-private partnerships
- Excellent interpersonal, communication, negotiation, organizational management, and writing skills in English
- Ability to use the latest ICT technology and computer software programs

Experience:

Competence:

- Strategic Thinking
- Presentation and Report Writing
- Excellent Research and analytical skills



- Ethics and integrity
- Good oral and communication skills.
- Customer Care and public relations skills.
- Demonstrate high levels of Professionalism;
- Team leader and player
- Innovation and self-initiative
- Time Management

Post:

COMMUNICATIONS OFFICER

Reports to:

Project Manager

Number of Vacancy: -

1 (One)

Duration of Contract:

2yrs(renewable)

Duty station:

Kampala and Entebbe

Duties and Responsibilities:

(a)Oversee the Project Communications Strategy and Activities Related to Project Outreach

- i. Develop and supervise the implementation of the Project Communication Strategy in line with the Project Development Objective
- ii. Coordinate the development and production of Information, Education and Communication (IEC) materials (fliers, media supplements, project updates, newsletters etc.) in liaison with the various project staff, component coordinators and stakeholders to ensure quality and timely dissemination
- iii. Support the District Local Governments in the work-plan implementation and reporting through regular mentoring visits, including meetings with District Technical Support Teams (DTSTs); document the best practices and approaches for deepening the knowledge base of the achievements of the results
- iv. Collaborate with implementation partners, support interactions with project component units, and provide timely and appropriate interventions to address implementation issues and bottlenecks
- v. Coordinate efforts to strengthen the relations with media practitioners to promote a positive image of the Project and



to enhance visibility of the activities; and access of the target population; and organize media events such as press conferences and talk-shows

- vi. Assist in the preparation and review of various project documents

Participating and effectively represent the Project in internal and external meetings related to the implementation of the project

(b) Promote and Create Awareness on Project Objectives, Activities and Results

- i. Facilitate the engagement of key stakeholders and partners in project implementation and follow-up investment
- ii. Promote close coordination with other similar Projects in Uganda, particularly those supported by the World Bank (WB), to create synergy and consolidation in accordance with project requirements
- iii. In close coordination with the M & E specialist, develop results and impact stories

(c) Knowledge building and knowledge sharing on procurement, and under the guidance, on financial management matters

- i. Identify and analyze project training needs, and contribute to capacity building of project staff in procurement, project implementation and financial management
- ii. Preparation of short analytical knowledge management reports on relevant themes to promote knowledge sharing among Project management and implementing teams
- iii. Facilitate awareness trainings or workshops as required on major project issues to ensure adherence to policy
- iv. Facilitate relevant training to ICRP partners/stakeholders

Education Qualifications:

- i. Holder of Bachelor's degree in Communication or related discipline,
- ii. At least three years of professional experience with international financial and rural development institutions and government services. Working experience in country programme design and loan/grant administration experience

with International Financial Institutions/Development Cooperation Agencies would be an asset. Field experience in a developing country, plus competency in the use of standard software like Microsoft Office, PeopleSoft, and web-based applications, and COSTAB will be a major asset.

- iii. Ability to communicate policies and procedures effectively and accurately;
- iv. Good knowledge of policy-oriented, programme-based pro-poor approaches, and loan and grant preparation
- v. Knowledge of rural project management and market development would be an asset
- vi. Excellent written and verbal communication skills in English, including the ability to set out a coherent argument in presentations and group interactions
- vii. Excellent working knowledge of Microsoft packages and electronic communication
- viii. Analytical thinker: you have analytical ability and thorough understanding of socio-economic issues in agricultural and rural development; and capacity to lead specific analytical work
- ix. Team worker: you have the capability to foster and coordinate teamwork; and establish harmonious working relationships in a multicultural environment

Self-developer/Innovator: you are willing to learn, share and acquire new competencies and seek new challenges by exploring new approaches

Experience:

Competence:

- Strategic Thinking
- Presentation and Report Writing
- Excellent Research and analytical skills
- Ethics and integrity
- Good oral and communication skills.
- Customer Care and public relations skills.
- Demonstrate high levels of Professionalism;
- Team leader and player
- Innovation and self-initiative



- Time Management

Post: **ENVIRONMENTAL SPECIALIST**

Reports to: Project Manager

Number of Vacancy : 1 (One)

Duration of contract: 2yrs(renewable)

Duty station: Kampala and Entebbe

Duties and Responsibilities:

- i. Provide conceptual and operational leadership on the core ICRP Environmental, Health and Safety (EHS) development activities.
- ii. Serve as a focal point person on EHS issues as part of the Project Support Team of ICRP and provide support project implementing teams.
- iii. Develop Terms of Reference (TORs) for Environmental Assessments, including but not limited to Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), Environmental Audits, etc.
- iv. Supervise and undertake technical review of Environmental and Social Impact Assessments (ESIAs), Environmental Audits, and Environmental and Social Management Plans (ESMPs) by Consultants, and Contractors, and follow-up on acquisition of any relevant GoU and World Bank Approvals.
- v. Provide guidance on implementation of project mitigation measures as per approved safeguards documents.
- vi. Undertake environmental monitoring and supervision of project works, including development of monitoring checklists, compilation of periodic (quarterly, semi-annual, and annual) progress reports, to ensure compliance with relevant environmental requirements.
- vii. Provide feedback to the Planning and procurement process for the project to ensure that (a) the Environmental, Health and Safety requirements are properly reflected and costed in contract

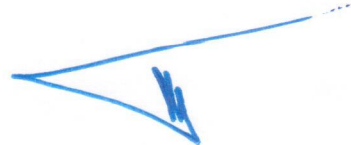
- documents, (b) environmental safeguards milestones are included in the contractor's certificates for payment, and (c) conditions of approval for the NEMA certificates and other statutory approvals are well considered, implemented and accordingly advise the project implementation teams.
- viii. Undertake capacity development of Consultants, and Contractors during project implementation with respect to planning and implementation of environmental safeguards, including conduct of project awareness, communication and sensitization activities.
 - ix. Together with the project implementation teams, advise on the establishment and operationalization of project Grievance Redress Mechanism(s).
 - x. Undertake reporting preparation of Environmental, Health and Safety incidents linked to the ICRP following the World Bank Environmental and Social Incident Response Toolkit. Incidents classified as severe (e.g. fatalities and major environmental contamination) shall be reported to the Bank within 24 hours after notification of the incident.
 - xi. Act as a link between project implementation teams, Consultants, Contractors, Communities and respective local governments on environmental matters.
 - xii. Review and provide advice on contractors' TORs, proposals and plans for temporary works, camps site, equipment storage yards, quarries, murrum borrow pits, temporary access roads etc.
 - xiii. Liaise with relevant authorities, government agencies and ministries to ensure adequate implementation of all requirements in line with World Bank and Ugandan environmental safeguard policies and laws.
 - xiv. Where necessary, ensure that relevant Permits are obtained prior to project implementation, including but not limited to Wetlands Use Permit, Forest Permits, Registration of Work-Place (for Camps), Heavy Equipment Certification, Waste Handling Permits, etc.



- xv. Developing training plans and providing training on environment issues during implementation of the project and associated works to the project implementing staff, Contractors and other relevant project stakeholders;
- xvi. Coordinating and participating in community engagement and feedback activities aimed at disseminating and sharing lessons learned from the implementation of the project.
- xvii. Perform any other duties that may be assigned by his/her Supervisor from time to time in furtherance of the above responsibilities.

Education Qualifications:

- i. The Environmental Specialist must have a Master's Degree in Environmental Sciences, Natural Resources Management or a related field from a recognized University/Institution with strong Water and Sanitation background
- ii. Postgraduate qualifications and experience in Environmental Impact Assessment/ Environmental Audit (EIA/EA) and monitoring are added advantages.
- iii. A minimum of 5 years' experience in areas of conducting a comprehensive Environment and Social Impact Assessments and Analyses
- iv. She/he must have significant practical experience with the World Bank safeguard policies and/or IFC Performance Standards evidenced from similar work carried out in the past works.
- v. Registration with NEMA as Environmental Practitioner or an equivalent body for 3-5 years of post-qualification experience
- vi. The Environmental Specialist's summary competencies & functions among others include the following: Understands environmental risk analysis and management; Understands occupational health and safety management; Understands environmental, occupational health, and safety laws, regulations and requirements of Uganda; Identifies safeguard compliance issues and proposes strategies for assuring compliance; Provides sound advice on the design and implementation of mitigation strategies in areas of risk; Understands how environmental safeguards fits into project



cycle; Ability to effectively communicate and provide guidance to project implementing teams

- vii. Ability to make timely and quality judgement and decisions
- viii. Computer Literacy in Microsoft applications

Experience:

Competence:

- Strategic Thinking
- Presentation and Report Writing
- Excellent Research and analytical skills
- Ethics and integrity
- Good oral and communication skills.
- Customer Care and public relations skills.
- Demonstrate high levels of Professionalism;
- Team leader and player
- Innovation and self-initiative
- Time Management

Time Frame:

- The assignment shall be for a period of two years' subject to probation period of six months and renewable subject to satisfactory performance.

Post: MONITORING AND EVALUATION SPECIALIST

Reports to: Project Manager

Number of Vacancy: 1 (One)

Duration of contract: 2yrs (renewable)

Duty Station: Kampala and Entebbe

Duties and Responsibilities:

- i. Develop and implement the monitoring and evaluation system/ strategy that will ensure tracking of all project inputs, outputs, outcomes and impact results.
- ii. Develop and implement cost-effective and efficient data collection systems



- iii. Develop program-wide participatory M&E tools, systems and processes that increase the effectiveness and accountability of the project.
- iv. Undertake data analysis and reporting for all relevant purposes (e.g. Quarterly and annual reports, donor reports, Top policy).
- v. Train Project Implementation Team in the use of the M&E system and the application of M&E tools, including identifying and trialling innovative approaches in M&E systems.
- vi. Regularly evaluate the project; review the overall performance of the project against set objectives.
- vii. Establish and operationalize the reporting framework for all participating water schemes/towns under the project
- viii. Agree with the MWE on the reporting scheme and prepare the first (baseline) report
- ix. Communicate periodicity the reporting requirements to all concern parties/ components
- x. Establish the organizational structure for M&E and project-wide coordination and management across project areas.
- xi. Ensure good internal communication of the progress and impact of the project on M&E system.
- xii. Set up a framework for incorporating beneficiary communities in the M&E process, and for internalizing beneficiary feedback in the determination of the project's next steps.
- xiii. Facilitate the design and implementation of studies, surveys, mid-term review and end of Project and impact evaluations.
- xiv. Any other duties that may be assigned by his/her Supervisor from time to time in furtherance of the above responsibilities.

Education Qualifications

- i. Holder of Master's Degree in any of the following fields: Monitoring and Evaluation, Demography, Population Studies, Statistics, Economics, or any other related subjects from a reputable University.
- ii. Demonstrated experience in data processing and management of large scale surveys.
- iii. Demonstrated experience of at least 3 years of application of Computer statistical packages and/ or data analysis software (e.g. SAS, SPSS, and Advance Excel) and basic computer skills (word-processing, power point, and databases) are a must.



- iv. At least (Eight) 8 years' direct experience in a position of monitoring and evaluation of large-scale national Projects
- v. Possession of additional training in impact evaluation, familiarity with the operations and use of IT in monitoring and evaluation are added advantages
- vi. Strong experience in conducting a research study including the entire evaluation cycle, from design and formulation to implementation, analysis and presentation of results and recommendations.
- vii. Good oral and written communication skills. Should be fluent in English.
- viii. Proven high level of integrity in handling public resources and in executing duties.
- ix. A high level of interpersonal and management skills and ability to work with teams
- x. Must be result focused and be able to work under pressure and tight deadlines
- xi. High level of integrity

Experience:

Competence:

- Strategic Thinking
- Presentation and Report Writing
- Excellent Research and analytical skills
- Ethics and integrity
- Good oral and communication skills.
- Customer Care and public relations skills.
- Demonstrate high levels of Professionalism;
- Team leader and player
- Innovation and self-initiative
- Time Management



Post: **PROCUREMENT SPECIALIST**

Reports to: Project Manager

Number of Vacancy: 1 (One)

Duration of Contract: 2yrs(renewable)

Duty Station: Kampala and Entebbe

Duties and Responsibilities:

- i. Coordinate Procurement Function between the component Coordinators and the Procurement and Disposal Unit on behalf of the Head Procurement and Disposal Unit.
- ii. In consultations with the Project Coordinator and Component Coordinators, the Procurement Specialist will prepare, update, and monitor the implementation of the Project procurement plan.
- iii. In close liaison with the Project Coordinator, ensure timely preparation/updating, and submissions of the project Procurement plans for review and approval of the World Bank.
- iv. In consultation with Project Coordinator and Head Procurement and Disposal Unit, prepare bidding documents for acquisition of goods, works and non-consulting services, and the REOI and RFP for consulting services.
- v. Ensure that procurement procedures follow those prescribed in the Project Implementation Manual in accordance to the Procurement Regulations for IPF Borrowers July 2016 revised November 2018 are followed.
- vi. Take a lead in the bidding and selection processing, including organizing pre-bid or pre-proposal meetings, providing clarifications, coordinating the Receipt of bids/proposals, leading and participating in the opening of bids/proposals/expressions of interest
- vii. In close consultation with Project Coordinator and Head Procurement and Disposal Unit, participate in Evaluation of Expression of Interest, Quotations, bids and Proposals.



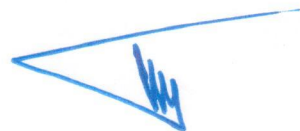
- viii. In close consultation with the Project Coordinator and Head Procurement and Disposal Unit, prepare and make submissions to the Contracts Committee.
- ix. Coordinate/make arrangements and participate in Contract negotiations for consultancy services and technical discussions for goods and Works, where applicable, to provide technical guidance.
- x. Working closely with the user department, if need arises, draft contract for Contracts Committee and IDA review, and clearance of the Attorney General and ensuring timely signing of contracts
- xi. Verify that Procurement requests are in accordance to the approved Procurement Plan.
- xii. Prepare and timely publish general and specific procurement notices/ invitation for bids and contract award notices.
- xiii. Work closely with Component Coordinators to ensure that Terms of Reference or technical specifications are obtained timely from relevant Technical Departments.
- xiv. In consultation with the Technical Departments, take a lead in the preparation of bidding documents, request for proposals, consultant's shortlists and other documents based on relevant procedures for the procurement of Goods, Works and on Consultant Services and for the selection of consulting services
- xv. Support capacity building in procurement management of staff that deal with procurement issues in using World Bank and PPDA Regulations, ensuring the differences between the two procedures are clarified.
- xvi. Ensure that clearance/No-objection(s) from World Bank is obtained if required.
- xvii. Preparation of Procurement progress reports at a minimum on monthly basis, highlighting among others the progress on processing various contracts, constraints met and any other issues that require Management attention;



- xviii. Participate in Contract monitoring and administration by ensuring that in close liaison with the Technical Departments that all procurement contracts are efficiently managed, monitored and timely completed in order to get the value for money (good quality at a lower cost).
- xix. To enhance the efficiency and effectiveness of the Procurement Data Management system and in particular set up a filing and record keeping system that ensures that procurement records are easily retrievable and available for procurement audits and Post Procurement Reviews (PPR) exercise and follow up implementation of PPR recommendations working closely with the Head PDU.;
- xx. Maintain complete procurement files and records including all correspondence related to procurement activities; seek legal advice where appropriate.
- xxi. Prepare procurement inputs to quarterly FMR progress reports.
- xxii. Monitor and track contracts being processed, identify constraints/challenges/issues especially deviations from agreed procurement schedules and seek to resolve issues in a timely manner in appropriate consultation with the Project Coordinator
- xxiii. Compile procurement files to facilitate the,
- xxiv. Prepare and update the Procurement/Contracts Register (List of all procurement contracts awarded).
- xxv. Report immediately any noted fraud and corruption or governance issues with Procurement and other staff, Bidders and Consultants.
- xxvi. Any other duties that may be assigned by his/her Supervisor from time to time in furtherance of the above responsibilities.

Education Qualifications

- i. A University degree in Procurement, Business Administration, Economics, Engineering or other related courses with a Master's Degree in either Procurement, Economics, Business Administration, Project Planning and Management or other related courses with extensive and demonstrated experience in



procurement in all aspects of procurement of goods, non-consulting services, Works and consulting services;

- ii. A strong experience of at least 6 years' general experience in procurement services with 3 years' experience in public sector and at least 2 years working experience handling processing under a World Bank financed project with a demonstrated strong track record;
- iii. Previous experience in processing high value contracts subject to international competition, and in working with multi-sectoral/cross departmental teams are added advantages.
- iv. Good oral and written communication skills. Should be fluent in English. Proven integrity in handling public resources and in executing duties.
- v. Working knowledge of the PPDA procurement rules and procedures.
- vi. Demonstrated proficiency in World Bank Funded Procurement management.
- vii. A high level of interpersonal and management skills and ability to work with teams in the organization at all levels.
- viii. Must be able to work under pressure and tight deadlines
- ix. Computer knowledge and skills in Microsoft packages and internet/email is a mandatory requirement.
- x. Proven integrity and confidentiality in handling public resources

Experience:

Competence:

- Strategic Thinking
- Presentation and Report Writing
- Excellent Research and analytical skills
- Ethics and integrity
- Good oral and communication skills.
- Customer Care and public relations skills.
- Demonstrate high levels of Professionalism;
- Team leader and player



- Innovation and self-initiative
- Time Management

Post: **SOCIAL SAFEGUARDS SPECIALIST**

Reports to: Project Manager

Number of Vacancy: 1 (One) Vacancy

Duration of Contract: 2yrs(renewable)

Duty Station: Kampala and Entebbe

Duties and Responsibilities:

- i. Providing conceptual and operational technical guidance on the core ICRP social development activities
- ii. Support the development and review of social instruments, checklists, guidelines and tools relevant to the implementation of environmental and social safeguards
- iii. Participating in projects implementation of all social issues including safeguards; facilitate the preparation of action plans and review implementation of social issues and preparation of any documentation and reports required by the project implementing entities and the World Bank to ensure that social issues have been adequately addressed and that the project is in compliance with the World Bank and Government of Uganda Safeguard Policies, particularly those on Involuntary Resettlement and social inclusion.
- iv. Promoting and contributing substantively to analyses of strengthening social aspects such as gender, child protection, Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA). HIV/AIDs, social inclusion, land acquisition and compensation under the project.
- v. Advising the Project Implementation staff on major or sensitive matters relating to social impacts and risks during implementation



- vi. Advising and/or providing quality operational support on safeguards and non-safeguards related social development issues at both the design review and implementation phases, including advice on identification of social impacts associated to the environmental assessment process in close collaboration with the Project Environment Safeguard Specialist.
- vii. Advising and/or participating on project teams in the design and implementation of operational mechanisms that take into account social opportunities, impacts, constraints and risks of individual projects implemented by the Components.
- viii. Coordinating the mainstreaming of social issues in project design and implementation in accordance with agreed safeguard instruments (Environmental and Social Management Framework (ESMF), Environmental and Social Management Plan (ESMP) and Resettlement Policy Framework/Resettlement Action Plan (RPF/RAP).
- ix. Support facilitating stakeholders including district and community members in identification, prioritization and mitigation of social, equity and gender issues during the project design and implementation, as well as monitoring and evaluation of social impacts of the projects.
- x. Identifying potential sources of grievances, design and implement appropriate grievance redress mechanisms with special attention to land related matters.
- xi. Continuous monitoring of social, equity and gender issues concerning the project and participate in assessment and evaluation of the social impact of project interventions.
- xii. Conducting awareness creation and sensitization of the communities on social, equity and gender dimensions of the project along with suggested safeguards.
- xiii. Advising and/or providing quality operational support on safeguards and non-safeguards related social development issues at both the design review and implementation phases, including advice on identification of social impacts associated



with the environmental assessment process in close collaboration with the Environmental Specialist.

- xiv. providing in-house expertise to the project implementation teams in the design and implementation of operational mechanisms that take into account social opportunities, impacts, constraints and risks of individual projects implemented by the PMU.
- xv. Ensuring that all social issues including safeguard implementation are assessed and reported in the periodical reports and in the Midterm Review and Project Completion Report.
- xvi. Operationalizing the social safeguards instrument including Resettlement Policy frameworks and support preparation of the resettlement actions plans including instituting appropriate mechanism of consultations and information dissemination on rights and legislation on involuntary land acquisition, stakeholder engagement, complaint handling mechanisms, etc.
- xvii. Integrating social inclusion (with respect to gender, age, ethnicity or any other relevant factor) into analysis, policies, institutions and operations.
- xviii. Ensuring relevant government MDAs, including Ministry of Gender, Labour and Social Development, the Ministry of Finance, the World Bank, and other stakeholders and partner agencies are well informed on issues related to the implementation of RAPs and required support for timely implementation
- xix. Undertake project site visits to assess and enforce compliance and make the necessary remedies;
- xx. Provide technical input to the procurement Planning and procurement processing for the works and construction supervision consultancy services contracts to ensure that (a) the Social safeguard requirements are properly reflected in the procurement plan; (b) the Social provisions including the Code of conduct in the bidding documents are complete; and (c) the Social safeguard provisions are comprehensively incorporated




in the contract documents, and (d) participate in evaluation of bids to assess the adequacy of the contractor's offers on Social safeguard requirements.

Education Qualifications

- i. A Master's degree in sociology or other related field of Social Sciences from a recognized University/institution. Training in land management, acquisition, resettlement and rehabilitation, and social inclusion is an added advantage.
- ii. He/she shall have at least 3 years of experience in implementing social safeguards arrangements on infrastructure projects in a large-scale national Project.
- iii. He/she should have experience in development/management of community engagement activities as well as in depth knowledge of participatory community engagement methodologies.
- iv. Practical experience in implementing Social safeguard policies for the World Bank or other international development agencies.
- v. Experience or previous work on social sector programming in a public institution/ intervention. Knowledge of policies relevant to Land Acquisition and resettlement i.e. Livelihood restoration, vulnerable groups, etc. will be an added advantage.
- vi. He/she must possess adequate communication and documentation skills.
- vii. Good oral and written communication skills. Should be fluent in English.
- viii. Proven high level of integrity in handling public resources and in executing duties.
- ix. A high level of interpersonal and management skills and ability to work with teams
- x. Must be result focused and be able to work under pressure and tight deadlines
- xi. High level of integrity

Experience:

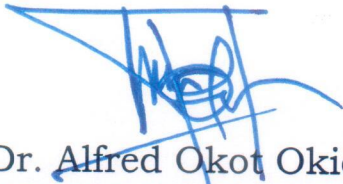
Competence:

- Strategic Thinking
 - Presentation and Report Writing
 - Excellent Research and analytical skills
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- Ethics and integrity
- Good oral and communication skills.
- Customer Care and public relations skills.
- Demonstrate high levels of Professionalism;
- Team leader and player
- Innovation and self-initiative
- Time Management

All applications must be accompanied with recent (3) passport size photographs and CVs detailing work experience, current remuneration, professional and educational qualifications. Applicants must also include contact details (telephone and email) of three (3) referees.

Applications should be addressed to the Permanent Secretary, Ministry of Water and Environment, Old Port Bell Road, Luzira P.O Box, 20026, Kampala and should be delivered to the Ministry Headquarter not later than **Friday 4th May, 2026.**



Dr. Alfred Okot Okidi
PERMANENT SECRETARY