



The Republic of Uganda

MINISTRY OF WATER AND ENVIRONMENT

VACANCY ANNOUNCEMENT

ADVERT

Background

The Government of Uganda (GOU) represented by the Ministry of Water & Environment, and the National Water & Sewerage Corporation (NWSC) is implementing Integrated Water Management & Development Project (IWMDP) financed with a loan and grant from the World Bank. Though, the Current IWMDP which is closing on 31st January 2026, GoU has requested for an Additional Financing (AF) of IWMDP. The proposed AF aims to address a portion of cost overrun which otherwise have resulted in a list of water supply and sanitation infrastructures scope under the project not being constructed, thus enabling the completion of originally planned subprojects and the achievement of the Project Development Objective (PDO). According to the IWMDP Project Appraisal Document (PAD) and renegotiated Additional Financing Agreement, a Project Support Team (PST) shall be established under Component 4 to support the smooth implementation of the Project.

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

- 1. Job Title:** ENVIRONMENTAL SPECIALIST
- No. Vacancy:** 1(One)
- Reporting to:** Project Manager
- Duty Station:** Head Office
- Contract Duration:** 2 years (Renewable)

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Objective of the job;

The objective of this role is to ensure that the implementation of sub-projects /activities are in conformity with Uganda's environmental policies and laws, and the World Bank (WB) environmental safeguards policies. Special attention shall be paid to environmental risks that can occur before construction, during construction, and ensure implementation of environmental, health and safety mitigation measures stipulated in the project's Environmental and Social Frameworks (ESMF) and related documents.

Duties and Responsibilities;

The Environmental Specialist shall conduct the activities below in accordance to the Environmental and Social Management Framework (ESMF) and the Project Implementation Manual.

- a) Provide conceptual and operational leadership on the core IWMDP environmental, health and safety (EHS) development activities.
- b) Support implementation of EHS issues as part of the Project Support Team of IWMDP and provide support to other implementing departments within MWE and NWSC.
- c) 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.
- d) 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.
- e) Provide guidance on implementation of project mitigation measures as per approved safeguards documents.
- f) Undertake environmental monitoring and supervision of project works, including update of monitoring checklists, compilation of periodic (quarterly, semi-annual, and annual) progress reports, to ensure compliance with relevant environmental requirements.
- g) 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 MWE and NWSC project implementation teams.
- h) 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.
 - i) Together with the MWE and NWSC project implementation teams, advise on the establishment and operationalization of project Grievance Redress Mechanism(s).
 - j) Undertake documentation and engagements with the implementing agencies in incident reporting and investigation. Support reporting preparation of Environmental, Health and Safety incidents linked to the IWMDP following the World Bank Environmental and Social Incident Response Toolkit. Incidents (ESIRT) classified as severe (e.g. fatalities and major environmental contamination) shall be reported to the Bank within 24 hours after notification of the incident
 - k) Act as a link between MWE, National Water and Sewerage Corporation (NWSC), Consultants, Contractors, Communities and respective local governments on environmental matters.
 - l) 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.
 - m) 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.
 - n) 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.
 - o) Carryout training on environment issues during implementation of the project and associated works to the MWE and NWSC project implementing staff, Contractors and other relevant project stakeholders;
 - p) Just in time refresher clinics on key identified thematic areas to improve skills and address implementation challenges – targeting at least one per quarter
 - q) Coordinating and participating in community engagement and feedback activities aimed at disseminating and sharing lessons learned from the implementation of the project.
 - r) Providing input to the project completion reporting;
 - s) Documentation of thematic areas for attention from the review of monthly progress reports and field missions. A monthly compilation of key issues with



- recommended action will be shared with MWE management and the Bank and discussed during progress review meetings
- t) Review of key thematic project assessments like the beneficiary satisfaction survey (BSS) and Environment and Social Audit (ESA);
 - u) Prepare and share monthly report to include performance on tasks, workplan for next month and key thematic areas for attention with recommended action;
 - v) Perform any other related tasks that may be assigned from time to time.

Qualifications and Competences

- a) The Environmental Specialist must have a Master's Degree in Environmental Sciences, Natural Resources Management or a related field from a recognized University/Institution.
- b) Postgraduate qualifications and experience in Environmental Management, Impact Assessment/Environmental Audit (EIA/EA) and monitoring are added advantages.
- c) A minimum of 10 years' experience in areas of Environment and Social Impact Assessments and Analyses
- d) She/He must have significant practical experience of not less than 9 years with the World Bank safeguard policies and/or IFC Performance Standards or International Organisations evidenced from similar work carried out in the past works.
- e) Good oral and written communication skills. Should be fluent in English.
- f) Proven high level of integrity in handling public resources and in executing duties.
- g) Good interpersonal and management skills and ability to work with teams.
- h) Must be result focused and be able to work under pressure and tight deadlines
- i) High level of integrity
- j) The Environmental Specialist's summary competencies & functions among others include the following: Understands environmental risk analysis and management; Understands occupation 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.
- k) Ability to make timely and quality judgement and decisions
- l) Computer Literacy in Microsoft applications



2. Job Title: PROJECT ADVISOR - MONITORING AND EVALUATION

No. Vacancy: 1(one)

Reporting to: Project Manager

Duty Station: Head Office

Contract Duration: 2 years (Renewable)

Objective of the Assignment:

The objective of the assignment is to provide specialist technical advice to the project implementing entities (MWE & NWSC) in the overall management, coordination, monitoring & evaluation, and reporting of progress of implementation, synthesis of lessons learnt and documentation of results according to the IWMDP project results framework.

The detailed or specific activities to be performed by the Project Adviser during the extension period will be as follows:

Duties and Responsibilities

- a) In liaison with the respective IWMDP component/sub-component focal points, ensure data collection, analysis and quarterly update of the project results monitoring framework.
- b) Prepare quarterly status reports showing the trend of improvement for all the indicators under the project results framework.
- c) Assist the Project Coordinator to convene monthly component level progress review meetings (involving Bank participation as may be necessary) which are aimed at addressing any issues and identification of remedies for improved performance.
- d) Provide a synthesis of all identified issues by the different PST experts (social, environment, and technical) and include them on the agenda for the monthly progress review meetings and in the quarterly progress reports.
- e) Provide specialist advice to the Project Coordinator and component focal points on financial management, including regular reports on available financial resources, commitments and disbursements compared to Projections. This includes advising on preparation of the annual and



quarterly project budget(s) component budget allocations and annual workplans/budgets.

- f) Preparation of quarterly and annual progress reports for the project (based on inputs from the project implementing departments of MWE & NWSC) with a view of ensuring completeness and compliance with agreed reporting requirements as stipulated in the financing agreement and project implementation manual.
- g) Provide input into the Beneficiary Satisfaction Survey (BSS), and the annual Environment and Social Audits (ESA)
- h) In close consultation or liaison with Project Coordinator, coordinate World Bank Implementation support missions.
- i) Carry out field visits project works and other sites to monitor progress and collect any necessary data to verify results and identify any constraints/challenges to progress.
- j) Provide support in the development of the different communication products for the project
- k) Maintain an on-line repository of all project documents (e.g. reports, E&S instruments, and communication products)
- l) Provide support to the MWE project implementing departments during the annual audit by the Office of the Auditor General (OAG)
- m) Review and quality assure completion reports for the various IWMDP sub-projects implemented by both MWE & NWSC and identify any lessons learnt to feed into the final project completion report, and to inform the next preparation process for Bank support to the sector.
- n) Carry out any other assignments as requested by the Bank, Project Coordinator and/or MWE Top Management.

Qualification and Experience Required

Educational Qualifications: A bachelor's degree in civil engineering, with a master's degree in water and sanitation.

Relevant Experience and Skills:

- a) Strong management skills, including ability to provide strategic guidance, technical oversight, mentor staff, build strong teams, develop work plans, manage budgets and Project expenditures.



- b) Demonstrated leadership in the development of performance monitoring and learning plans as well as data collection and synthesis and reporting. And track record of use of routine learning from projects monitoring and evaluation to adapt activities.
- c) Demonstrated leadership in the compilation, analysis and disseminating of projects information
- d) Good negotiation, multi-cultural and interpersonal skills, with experience and demonstrated skills in networking with ministry-level partners, donors and private sector
- e) Knowledge of GoU and World Bank procurement, financial management and safeguard requirements is an added advantage.
- f) A successful track record of at least 10 years working experience of relevant Project coordination/management
- g) Should have at least five years (5) experience in management of World Bank funded Projects with demonstrable knowledge of the financial management and procurement requirements under World Bank funded projects.
- h) Understanding of Government of Uganda planning, management, implementation and reporting processes is an added advantage.

3. Job Title: SOCIAL SAFEGUARDS SPECIALIST

No. Vacancy: 1(one)

Reporting to: Project Manager

Duty Station: Head Office

Contract Duration: 2 years (Renewable)

Duties and Responsibilities

- a) Continuous monitoring of social, equity and gender issues concerning the project, and participation in the assessment and evaluation of the social impact of project interventions.
- b) 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, and land acquisition and compensation under the project.
- c) Provide support to operationalising the social safeguards instrument, including Resettlement Policy frameworks, and support implementation of the resettlement action plans, including instituting appropriate



mechanisms for consultation and information dissemination on rights and legislation on involuntary land acquisition, stakeholder engagement, complaint handling mechanisms, etc.

- d) Support the review and update of Project frameworks/Guidelines/template/ checklists for Social Safeguards to adequately manage emerging Social Safeguards requirements on the project
- e) Provide technical support in the preparation of terms of reference as well as review of the Annual Beneficiary and Stakeholder Satisfaction Survey (s) for IWMDP
- f) Provide technical support in the preparation of terms of reference as well as review of the Annual Environmental and Social Audit (s) for IWMDP
- g) Review of key thematic project assessments from the beneficiary satisfaction surveys and Environment and Social Audits for each project component
- h) Conduct follow-up on the compliance action plans and recommendations of the respective ESA and BSS reports for the sites/ components
- i) Undertake technical reviews and provide guidance on the various Contractors' Environment and Social Management Plans (CESMPs) and follow up with the project implementation teams to ensure that social requirements in the CESMPs are incorporated, updated and monitored.
- j) Review and provide guidance on social aspects of contractors' Terms of Reference for Environment and Social Impacts Assessments for Auxiliary Sites such as campsites, barrow sites, etc.
- k) Participate in E&S Safeguards Coordination meetings for IWMDP
- l) Undertake Social Safeguards Trainings for MWE/NWSC, Contractors and consultants
- m) Undertake just-in-time refresher clinics on key identified thematic areas to improve skills and address implementation challenges on social performance targeting at least one per quarter
- n) Ensure that the IWMDP Progress Reports on Social Safeguards Implementation are consolidated and presented in the overall Quarterly Project Reports
- o) Review the progress reports of contractors and consultants to provide guidance to MWE on the required actions to improve performance to meaningful engagement of stakeholders
- p) Provide guidance on the management of risks associated with labour influx including but not limited to HIV/AIDS, Gender Based Violence, Child protection, and grievance management to communities and project workers at the various project sites
- q) Provide technical guidance and support to the management of project workers for contractors/ sub contractors and consultants to address the prevailing workers' / service providers' issues at the project sites
- r) Support the project teams in the management and reporting of social incidents related to IWMDP across the project sites
- s) Provide technical guidance on the integration of social inclusion (with



respect to gender, age, ethnicity or any other relevant factor) into analysis and operations.

- t) Provide guidance regarding the strengthening inclusion provisions and grievance management under the project
- u) Undertake project site visits to assess the level of compliance with social safeguards and recommend the necessary remedies at the site
- v) Identification of stories and communication of project results. Working with the communications team within the MWE to ensure enhanced project profiling and results reporting, with at least one communication product prepared and disseminated per month
- w) Documentation of thematic areas for attention from the review of monthly progress reports and field missions.
- x) Participate in Project Review Meetings for IWMDP
- y) Review and provide guidance on the social requirements in the decommissioning plans for the various project sites
- z) Provide input to IWMDP Project Completion Report on Social Safeguards Implementation as part of project closure
- aa) Perform any other duty that may be assigned from time to time.

Academic qualification and experience:

- a) 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.
- b) He/she shall have at least 5 years of experience in implementing social safeguards arrangements on water supply and sanitation or related activities in a large-scale national Project.
- c) He/she should have experience in development/management of community capacity building and awareness project as well as in depth knowledge on sustainable sanitation promotion and technologies, hygiene education methodologies in Uganda.
- d) Practical experience with the World Bank safeguard policies and their application in similar projects is an added advantage.
- e) Knowledge of policies relevant to Land Acquisition and resettlement i.e. Livelihood restoration, vulnerable groups, etc. will be an added advantage.



- f) Good oral and written communication skills. Should be fluent in English.
- g) Proven high level of integrity in handling public resources and in executing duties.
- h) Good interpersonal and management skills and ability to work with teams
- i) Must be result focused and be able to work under pressure and tight deadlines
- j) High level of integrity

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 Monday 4th May, 2026.



Dr. Alfred Okot Okidi
PERMANENT SECRETARY