



EMPLOYMENT OPPORTUNITY

Position: *Inclusive Employment Advisor*

Department: *Disability Inclusion Advisory Unit*

Place of work: *Uganda - Kampala*

Reports to: *Head of Disability Inclusion Advisory Unit*

Advert Code: *REC-125-01*

Application Deadline: *February 3, 2025*

Application Links: *Both links must be filled. You must copy the links and open them in a web browser*

- *To Submit Detailed Profile:* <https://lftw.hrmagic.co/careers>
- *To Summarize Experience:* <https://forms.gle/sMQ1QiyYqkEtX5QG9>

ABOUT LIGHT FOR THE WORLD

Light for the World is a global development organisation. We empower people with disabilities and enable eye health services in low-income countries. Over the last three decades we improved health systems, enabled education for all, and amplified the voices of people with disabilities. We focus on the poorest and hardest to reach because that's where we will have the biggest impact.

Our programmes include:

- Eye Health – preventing blindness and promoting eye health for all
- Inclusive Education – ensuring children with disabilities receive quality, inclusive education
- Inclusive Economic Empowerment – ensuring that barriers are removed for men and women with disabilities to access decent work

In Uganda, our country strategy for the year 2021-2025 focuses on Eye health, Inclusive Economic Empowerment, Disability Inclusion, and Inclusive Education. Currently, Light for the World Uganda implements projects on eye health, inclusive economic empowerment, and disability inclusion with a presence in 21 districts.

ABOUT THE ROLE

Reporting to the Head of DIAU, the Inclusive Employment Advisor develops and manages partnerships that promote Inclusive Employment. The advisor fosters partnerships with Employer Organizations, Human Resource Management Associations, Universities, private sector, public and government actors in the field of inclusive employment. He/she leads Employability Training for job seekers with disabilities, and promotes inclusive hiring practices, work experience placements, and successful job placements.

MAIN RESPONSIBILITIES

Technical Advice on Disability Inclusive Employment

- Conduct training and oversee the implementation of Employability Training for job seekers with disabilities, with an initial focus on participants of the We Can Work Academy, working closely with the Program Manager -We Can Work and the We Can Work Academy Coordinator.
- Plan for and coordinate the implementation of work experience placements while ensuring that interns as well as their line managers receive adequate support and coaching or mentoring through Disability Inclusion Facilitators.

People Management

- Support the training and mentoring of Inclusive Employment Disability Inclusion Facilitators working closely together with the Head of the Disability Inclusion Advisory Unit and other Advisors.

Partnership Management

- Develop and maintain partnerships with strategic actors around Inclusive Employment in Uganda.
- Devise and implement strategies that further the growth of the Uganda Business and Disability Network and its membership to ensure technical and programmatic support that leads to a sustainable, employer led network of employers that are committed to become more disability inclusive in their workplaces.
- Participate in network events with Human Resource Managers.

Networking and representation

- Organize career fairs to match job seekers with employers that are committed to disability inclusion in close collaboration with the UBDN.
- Identify opportunities and partnerships that may be relevant for Light for the World beyond thematic and programmatic responsibility and refer them for appropriate action.

Monitoring and Evaluation

- Writing activity reports and contributing to quarterly data collection and reporting of the DIAU.
- Identify best practices in the area of Inclusive Employment in Uganda and support documentation and communication on these in close collaboration with Learning & Documentation and Communication colleagues.
- Manage a growing database of well-prepared job seekers with clear documentation of their educational background and career perspectives and engage them in job readiness training and job fairs in close collaboration with Organizations of Persons with Disabilities and Universities.

REQUIRED SKILLS AND QUALIFICATIONS

- University Degree or Higher in field relating to Human Resource Development, Social Work, or program management.
- At least 4 years of experience working in Non-Governmental Organizations, or Organizations of Persons with Disabilities.
- High level of exposure to barriers that persons with disabilities face and practical solutions to overcome those barriers, either through life experience or through previous work experience.
- Experience with networking and partnership development especially in private sector setting.
- Experienced trainer and facilitator.
- Excellent people skills with the ability to develop others and to impart knowledge and experience in an accessible and clear manner.
- Excellent written and oral communication skills.
- Demonstrated expertise in Disability inclusion is desired.
- Show great initiative and be able to work well in a team and independently.
- Ability to produce timely and deliver high-quality results.

JOB APPLICATION PROCEDURE

Follow the links below to submit your profile and application documentation:

Application Links: *(Copy the links and open them in a web browser)*

- To Submit Detailed Profile: <https://lftw.hrmagic.co/careers>
- To Summarize Experience: <https://forms.gle/sMQ1QiyYqkEtX5QG9>

NOTE: The **first link** will provide you with the provisions to share your detailed profile and the **second link** requires you to summarise your experience for the recruitment team.

You are required to fill both links. Failure to fill both links will result into automatic disqualification of your application. Filling the links more than once will also lead to automatic disqualification. High level of integrity while filling the links is required and will be considered during shortlisting.

The applications should be addressed to:

The Country Human Resources Manager,
Light for the World International,
Plot 1673 - Block 244 Kasiwukira Road,
Muyenga.

OTHERS/EXTRA DETAILS

What we can offer as an employer: We are offering an outstanding opportunity to bring about change through an international development organization with strong expertise, a growing profile, and a dedicated team.

We are looking forward to receiving your application by **5.00pm (EAT) February 3, 2025** at the latest. A complete CV and a letter of motivation are important parts of the application process. Please let us know why you would like to join our team and why you consider yourself suitable. **You can always visit <https://lftw.hrmagic.co/careers> to apply for other opportunities.**

Consider your application unsuccessful if not contacted within eight (8) weeks after the closing date of the advert. Any form of lobbying at any stage will lead to automatic disqualification. By submitting your personal information, you consent to Light for the World holding and using it in accordance with its recruitment policy and procedure. Light for the World reserves the right to verify documents attached with the relevant awarding institutions to authenticate their validity.

*Light for the world strives for inclusion and diversity and therefore considers all job applicants based on merit without regard to race, sex, colour, national origin, religion, age, marital status, and disability. **Persons with disabilities are highly encouraged to apply.** Light for the World is an equal opportunity employer committed to having a diverse work force and does not ask for money at any stage of recruitment.*