

## EMPLOYMENT OPPORTUNITY

**Position:** *Head of Disability Inclusion Advisory Unit*  
**Department:** *Disability Inclusion Advisory Unit*  
**Place of work:** *Uganda - Kampala*  
**Reports to:** *Country Director*

**Advert Code:** REC-2025-05

**Application Deadline:** August 29, 2025, 5:00pm

**Application Links:** 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/X621vXDEtZ7ia2qz8>

### **ABOUT THE ORGANIZATION**

Light for the World is a global development organization sparking lasting change for disability rights and eye health in sub-Saharan Africa. Our vision is a world where people with disabilities, and people with avoidable eye conditions, fully exercise their rights to health, education, work, and protection in emergencies. They are the drivers of change. Our history of improving health systems, enabling education for all, and amplifying the voices of people with disabilities – spans three decades.. Over the last three decades we improved health systems, enabled education for all, and amplified the voices of people with disabilities.

Our programmes in Uganda 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.

We focus on the poorest and hardest to reach because that's where we will have the biggest impact. In Uganda, our country strategy for the year 2021-2025 focuses on Eye health, Inclusive Economic Empowerment, Disability Inclusion, and Inclusive Education and implements projects in 15 districts.

We are looking for a committed person to fill the role below and be part of this growth.

**Role Position:** Head of Disability Inclusion Advisory Unit

**Reports To:** Country Director

**Duty Station:** Kampala, Uganda

**Department:** Disability Inclusion Advisory Unit

### **PRIMARY PURPOSE OF ROLE**

The Head of Disability Inclusion Advisory Unit (DIAU) will be responsible for supporting and enabling Light for the World to strengthen its position as a leading expert organization on disability inclusion, with the Disability Inclusion Facilitator (DIF) Model as a key feature. You will, among others, play a leading role in supporting the country implement its Mastercard Foundation supported multi-country and multi-year *We Can Work* Project in Uganda that seeks to enable young women and men with disabilities to access dignified and fulfilling work by 2030. Uganda serves as a Hub to support other focus countries to not only develop this role but support disability Inclusion across the board. The Head of DIAU is part of the Management Team, overseas and guides the work of the unit.

The Head of DIAU will report to and work under the guidance of the Country Director directly manage the Disability Inclusion Advisors (DIAs) and work in close coordination with the other teams.

### **Main responsibilities**

The Head DIAU will focus on managing partnerships on disability inclusion in Uganda that will look at enhancing disability inclusive practices amongst NGOs, Government actors and private sector actors while ensuring compliance with Light for the World's policies, donor requirements and national laws. S/he will also directly oversee projects focusing on disability inclusion under her/his jurisdiction

This includes:

- Leading the strategic development and maintenance of Disability Inclusion partnerships, ensuring alignment with the LFTW's Disability Inclusion framework
- Oversee integrating evidence-based practices and innovative approaches in program design and implementation.
- Quality control of the Disability Inclusion Facilitator (DIF) model, represent LFTW in meetings to share information about the DIF model and ensure other countries implement the model with quality and rigor.
- Managing and providing technical supervision to the DIA and DIF teams ensuring cross-project support and learning while maintaining regular checks so that they develop in line with their potential.
- Collaborating with cross-functional teams, including Programmes, finance and operations Finance as well as learning and Impact to ensure cohesive management of the Disability Inclusion portfolio.
- Co-ordinating inclusion support amongst project teams by responding to technical requests
- Sharing insights on emerging trends and issues in Disability Inclusion, contributing to the LFTW's thought leadership in the sector.
- Building networks, collaborations, and partnerships with organizations led by youth with disabilities, Organizations of Persons with Disabilities, and other stakeholders to advance interventions aligned with the Disability Inclusion strategy.
- Supporting knowledge and information management by gathering and disseminating relevant information regarding disability mainstreaming and documenting lessons learned, case studies and stories of change.
- Ensuring close linkages with disability structures in Uganda as well as beyond.
- Line management of the DIAU team and provision of supportive supervision to the DIAs in their support to the DIFs
- Supporting resource mobilisation through identifying disability inclusion advisory service opportunities and together with leadership develop narrative and financial proposals, ensure quality and timely deliverables.
- Participate in relevant external Disability Inclusion working groups, to build the LFTW's thought and initiative like WCW on disability inclusion requirements.

### **REQUIREMENTS**

- Master's degree in Development Studies, Sociology, Disability Studies, Social Sciences, Programme Management, International Development or related field.
- Minimum of five years' project management experience in a similar INGO or recognized NGO role which explicitly involved donor-funded projects.
- Excellent people skills with experience in collaborating in a diverse and dynamic team.
- Knowledge and at least 5 years' experience of disability inclusion and/or working with organizations of persons with disabilities
- Impeccable management, presentation and communication skills
- Experience in partnership management, including government liaisons.
- Proven effectiveness in leading and coaching professionals.

- Professional intensive experience and hands-on knowledge on broader capacity building, with excellent facilitation skills.
- Innovative and strategic thinker always ready to adapt and learn.
- Technology savvy with proficiency in the use of MS Office software packages.
- High levels of integrity, accountability, and honesty.
- Commitment to Light for the World's mandate and values.

## **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 summarise experience: <https://forms.gle/X621vXDEtZ7ia2qz8>

**The applications should be addressed to:**

The Country Human Resources,  
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) August 29, 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.*