

## EMPLOYMENT OPPORTUNITY

**Position:** *Head of Programmes*  
**Department:** *Programmes*  
**Place of work:** *Uganda - Kampala*  
**Reports to:** *Country Director*

**Advert Code:** *REC-2026-01*

**Application Deadline:** **February 16, 2026, 5:00pm**

**Application Link:** <https://lftw.hrmagic.co/careers> (You must copy the link and open in a web browser)

### **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.

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### **PRIMARY PURPOSE OF ROLE**

The Head of Programmes (HoP) will be responsible for the effective and efficient execution of ongoing programs, nurture the growth of portfolio in Uganda, as well as providing capacity development related support to project teams. He/she ensures compliance with Light for the World's policies, donor requirements and national laws.

The HoP will report to and work under the guidance of the Country Director, and in close coordination with the Head of the Disability Inclusion Advisory Unit and implementing partners, Monitoring Evaluation Research Learning and Adaptation teams as well as the Operations and Finance teams.

## **Key Duties & Responsibilities**

Reporting to the Country Director, the Head of Programmes will be actively involved in direct project management of specific projects and day-to-day implementation of the more complicated and strategic contracts. This includes:

### **Programme Management**

- Lead project/programme planning together with relevant partners and stakeholders (activity and budget), in collaboration with the Grant Lead (where applicable) and Grant Officer.
- Support partners in the preparation of detailed activity implementation plan and financial utilization according to the agreed budget.
- Hold overall responsibility for the programme's workplan and budget, including planning, monitoring and forecasting.
- Maintain the overview of implementation progress of a given programme(s) towards its goals, identifies challenges in the implementation and facilitates solutions to overcome them (activity and budget).
- Ensure that narrative and financial reports are received from the partners in line with agreements, review reports and provides feedback and follow up where needed.
- Draw up qualitative narrative reports for donors in line with agreements or provides the necessary information to the Grant Lead.
- Fulfil the role of "Implementation Manager" in our internal processes and ensures appropriate documentation and process steps are completed for the programmes under their responsibility, in collaboration with the Project Administrator.
- Ensure compliance of programme planning and implementation with LFTW-'s policies and relevant donor requirements.
- Facilitate contracting processes with relevant partners.

### **Partnership Management and capacity strengthening**

- Manage Partnership portfolio for respective mandate areas.
- Create and nurture partnerships with key government and other stakeholders in their area of responsibility, and in close collaboration with Country Director.
- Facilitate collaboration and exchange among Light for the World partners.
- Identify capacity gaps of partners that need strengthening interventions, and coordinate with relevant colleagues (where available Capacity Strengthening Officer) to develop a response.
- Identify technical challenges and quality optimisation potential in programmes and coordinate with relevant advisors and technical staff to find solutions.
- Supporting partner's self-assessment result and evaluation.
- Provide technical support to partners in the respective thematic areas through dialogue and sharing information and documentation.
- Strengthen project management capacity of partner staff throughout the collaboration (effective execution and monitoring of activities).
- Provide strategic guidance and advice to partners on the preparation of project proposal development focusing on identification, development (planning), feasibility and budget development.

### **Networking and Representation**

- Represent Light for the World in relevant meetings, networks, taskforces and fora in line with thematic and programmatic responsibility.

- Identify opportunities and partnerships that may be relevant for Light for the World beyond thematic and programmatic responsibility and refer to appropriate colleagues.
- Represent the Country Director in their absence where needed.
- Conduct joint planning, exchange and strengthen collaboration with like-minded organisations.
- Where available, collaborate on advocacy initiatives. Where not available, the Head of Programmes might be requested to lead advocacy initiatives in their area of responsibility.

### **Proposal Development processes**

- Support the design team during proposal development by providing relevant information on partners, previous experiences, approaches, gaps, etc.
- Upon request, lead or review programme proposals.

### **People Management**

- Lead, manage, and support programme staff through effective recruitment, performance management, coaching, capacity building, and development plans.
- Foster a positive team culture, ensuring clear communication, staff well-being, accountability, and alignment with organisational values and policies.
- Ensure efficient team structures, delegation of responsibilities, regular feedback, and coordination across programme teams to deliver quality results.

### **Safety & Security**

- Maintain and update safety & security plans, risk assessments, contingency plans, and ensure clear communication of changes to staff.
- Provide security advice and support for project planning, incident management, travel safety, and staff training.
- Oversee security equipment, engage with local security networks, liaise with third-party providers, and collaborate with global security teams.

### **Requirements**

- Master's degree in development studies, International Development, Sociology, Social Sciences, Programme Management or related field.
- Minimum of 7 years' project management and grant 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 experience of disability inclusion and/or working with organizations of persons with disabilities.
- 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 link below to submit your profile and application documentation:

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

- To Submit Detailed Profile: <https://lftw.hrmagic.co/careers>

**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) February 16, 2026** 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.*