

EMPLOYMENT OPPORTUNITY

Role Position: Project Manager (National Position)

Department: Programmes

Place of work: Gulu City, UGANDA (40hrs a week)

Reports to: Head of Programmes

Advert Code: REC-2026-04

Application Deadline: March 13, 2026, 5:00pm

Application Links: <https://lftw.hrmagic.co/careers> (You must copy the link and open it 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.

Role Position: Project Manager

Department: Programmes

Place of work: Gulu City, UGANDA (40hrs a week)

Reports to: Head of Programmes

About the role

The Project Manager will lead the planning, implementation, and evaluation of an Inclusive Sports Project aimed at increasing participation, access, and equity in sport for underrepresented and marginalized groups, including people with disabilities, women and girls, and socio-economically disadvantaged communities. The role ensures that project objectives are delivered on time, within budget, and in alignment with inclusion, safeguarding, and accessibility principles.

KEY ACCOUNTABILITIES

Key Result #1 – Project Planning & Delivery (20%)

- Develop and manage detailed project plans, timelines, budgets, and risk registers.

- Coordinate inclusive sports activities, events, and training programs across multiple stakeholders.
- Ensure project milestones, outputs, and outcomes are achieved in line with funding and organizational requirements.
- Monitor progress and adapt delivery approaches to meet participant needs and accessibility standards.

Key Result #2 – Grant and financial management (20%)

- Manage project budgets, ensuring accurate tracking and control of expenditure.
- Lead project budget planning and forecasting activities.
- Facilitate project and activity planning and review meetings to improve performance and strengthen team collaboration.
- Conduct monthly budget reviews to prevent over- or under-expenditure.
- Ensure project implementation complies with funding agreements, including proper use of funds and value for money.
- Prepare and submit financial reports for funders and senior management.

Key Result #3 – Documentation, Knowledge Creation, Learning and Innovation (20%)

- Monitor and document project progress on a quarterly basis, including implementation status, impact, and challenges.
- Collect, document, and submit monthly feedback from programme participants and key stakeholders in line with Accountability to Affected Persons (AAP) standards, reporting to the Head of Programmes and the MEAL Manager.
- Facilitate bi-annual reflection meetings with key stakeholders to share progress, lessons learned, challenges, and jointly identify solutions.
- Organize annual project or programme learning events, ensuring key lessons are documented and shared with relevant staff.
- Ensure best practices and lessons learned are systematically documented and shared to support scaling and replication.

Key Result #4 – Partnership, Collaboration, and networking (20%)

- Build and maintain strong relationships with community organizations, sports clubs, schools, local authorities, and funders.
- Coordinate coaches, facilitators, volunteers, and partner organizations involved in project delivery.
- Ensure timely support to implementing partners, joint planning, technical backstopping, monitoring and follow up on partner activities.
- Identify gaps and provide technical support to partners in respective thematic areas through sharing updated information and technical documents.
- Represent Light for the World in different local/international meetings/events/Technical Working Groups/task forces/forums as may be deemed necessary.

Key Result #5 – Inclusion & Safeguarding (20%)

- Embed inclusive, accessible, and participant-centered practices across all project activities.
- Ensure compliance with safeguarding policies.
- Work with specialists to adapt sports activities for participants with diverse needs and abilities.

- Training on safeguarding, Safety & Security (S&S) for all staff under the Adidas project
- Reporting all safeguarding and S&S incidences to focal point persons at Country office

Requirements

- Bachelor's degree in Development studies , Education, Sport Sciences , Social Work & Social Administration or related fields.
- Minimum of five years of experience in development programming preferably with local or international NGOs or government institutions.
- Experience implementing inclusive sports, Inclusive Education and Economic empowerment, including business development support (BDS) activities.
- Strong planning and organizational skills, with the ability to work independently and collaborate effectively within a team.
- Excellent interpersonal skills, including cultural sensitivity, assertiveness, and negotiation.
- Strong reporting skills, with the ability to produce high-quality periodic reports.
- 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 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) March 13, 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.