

Programme Officer - We Can work

Place of Work: Kampala, Uganda

Duration: Full-time (40hrs/week)/ fixed-term

Starting date: October 1, 2026

About Us

At Light for the World, we believe in a world where people with eye conditions and disabilities can fully exercise their rights to health, education, work, and protection in emergencies.

We are a global development organisation working to empower people with disabilities and improve eye health in low-income countries. For over 30 years, we have strengthened health systems, promoted inclusive education, and advanced economic empowerment, focusing on the poorest and most marginalised.

For more information on Light for the World, see <https://www.light-for-the-world.org/>

About the role

We Can Work Programme

In line with its economic empowerment strategy, Light for the World with funding from Mastercard Foundation will implement an 8 year project dubbed **We Can Work**, a regional signature disability program that uses a system and mindset change approach to impact the lives of at least 1,000,000 young women and men with disabilities and enables them to access dignified and fulfilling work. The program works with umbrella Organizations of Persons with Disabilities and Entrepreneurship Hubs in Uganda, Kenya, Ethiopia, Rwanda, Senegal, Ghana and Nigeria.

With our partners, we will effect change at the level of individuals (including households and communities), organizations and institutions. Young persons with disabilities will act as change agents and provide disability inclusion advisory services and confidently advocate for disability-inclusive policies and practices among key system actors.

Throughout the eight-year partnership intervention, the key ingredients of our work with young women and men with disabilities in the lead will be:

- Engaging caregivers and communities through positive and empowering messaging around disability and inclusion;
- Driving co-creation processes to inform inclusive economic development;
- Developing agency of young women and men with disabilities through the We Can Work Academy; and amplifying voices of young persons with disabilities.

About the Role

The Programme Officer supports the Programme Manager in the overall coordination, implementation, monitoring, reporting, and learning of the We Can Work Programme in Uganda. The role includes managing partners, ensuring programme quality, compliance, and systems strengthening, and coordinating the We Can Work Academy as one of the core delivery platforms.

Key Responsibilities

1. Programme Planning, Coordination and Implementation Support – 20%

- Support the Programme Manager in the overall planning, coordination, and implementation of the We Can Work Programme.
- Develop and support implementation of programme planning documents, including Detailed Implementation Plans (DIPs), annual work plans, activity concept notes, purchase requests, and activity-based budgets to ensure timely implementation.
- Coordinate timely implementation of programme activities beyond the Academy, including community engagement, co-creation processes, inclusive employment ecosystem strengthening, and partner-led interventions.
- Follow up on programme action points, implementation timelines, and deliverables to ensure quality and timely implementation.
- Support the Programme Manager in identifying implementation challenges, risks, and corrective actions to enhance programme performance.

2. We Can Work Academy Technical Coordination and Support – 30%

- Lead the technical coordination and day-to-day implementation of the We Can Work Academy in collaboration with the Programme Manager, Enterprise Support Organisations (ESOs), Core Life Skills (CLS) providers, Disability Inclusion Facilitators, and other relevant stakeholders.
- Coordinate Academy cohort planning in line with the agreed targeting strategy and ensure the diverse needs of participants are identified and addressed throughout the Academy journey.
- Ensure timely logistical arrangements for Academy activities, with a strong focus on accessibility, reasonable accommodation, and provision of assistive technology.
- Link with expert organisations and specialists required for participant assessment and facilitation of specialised modules during the Core Life Skills training.
- Coordinate the engagement of Disability Inclusion Facilitators as co-trainers during Core Life Skills and entrepreneurship pathways.
- Coordinate the contribution of trainers, mentors, and service providers supporting Core Life Skills, entrepreneurship, and employability pathways.
- Coordinate mental health and psychosocial support (MHPSS) services and promote participant-led group initiatives where appropriate.
- Support transition of participants into employment and entrepreneurship pathways and coordinate alumni engagement after completion of the Academy.
- Provide technical support and follow-up to ESOs, CLS providers, and other service providers to ensure quality implementation in line with the We Can Work programme design and agreed standards.

3. Entrepreneurship Activity Coordination: Technical Skilling and AgriTrack- 20%

- Coordinate technical skilling and AgriTrack activities, including identification and management of training partners and market-driven training opportunities.
- Provide technical oversight and quality assurance for technical skills training, enterprise mentorship, coaching, and business development support.
- Facilitate linkages between entrepreneurs and markets, financial institutions, suppliers, business development services, and other ecosystem partners.
- Coordinate start-up support by reviewing business plans, validating enterprise milestones, and ensuring technical quality of business investments.
- Lead implementation of inclusive access-to-finance initiatives, including VSLAs, SACCO and microfinance linkages, and innovative financial inclusion models.
- Coordinate AgriTrack interventions, including technical training, enterprise mentorship, and support for climate-smart agriculture and livestock enterprises.

- Support the establishment, strengthening, and graduation of inclusive VSLA groups through financial literacy, group governance, and linkage to formal financial services.
- Ensure safeguarding, disability inclusion, and gender equality are integrated across all entrepreneurship and AgriTrack activities.
- Monitor enterprise and VSLA performance, document lessons learned, and contribute to programme learning, reporting, and continuous improvement.

4. Partnership Management, Collaboration and Stakeholder Engagement – 10%

- Support the management of relationships with Organisations of Persons with Disabilities (OPDs), ESOs, CLS providers, district local governments, private sector actors, and other strategic stakeholders.
- Jointly implement strategic and key programme activities with partners and other external stakeholders.
- Monitor partner implementation through regular field visits and provide recommendations to improve quality and effectiveness.
- Follow up with ESOs and CLS providers to ensure activities are implemented in line with programme design, partnership agreements, and agreed work plans.
- Prepare and submit monitoring reports and partner follow-up updates to the Programme Manager.
- Promote collaboration with other Light for the World programmes and interventions to strengthen synergies and contribute to a holistic approach to inclusive employment.
- Represent Light for the World in local and international meetings, technical working groups, task forces, forums, and events as delegated by the Programme Manager.

5. Monitoring, Evaluation, Research, Learning, Adaptation (MERLA) and Reporting – 10%

- Ensure regular monitoring and quality assurance of We Can Work Programme activities, including Core Life Skills and partner-led interventions.
- Monitor Academy participant attendance, participation, retention, progression, and follow up on irregular attendance or dropouts.
- Maintain and timely update beneficiary databases and programme records in collaboration with the MERLA team.
- Support data collection processes, including assessments, pre- and post-tests, interviews with participants and caregivers, and other monitoring activities as guided by the MERLA team.
- Document programme achievements, case studies, best practices, lessons learned, and success stories.
- Prepare and submit timely monthly reports, including disaggregated reach data, to the Programme Manager and MERLA Officer.
- Contribute to the preparation of quarterly and donor reports.
- Ensure appropriate filing and availability of documentation required for internal and external communication, accountability, audits, evaluations, and reporting.
- Take quality action photographs and collect visibility materials from programme implementation activities in line with organisational communication guidelines.

6. Budget Management, Compliance and Risk Management – 5%

- Support the development of programme budgets and work plans.
- Monitor programme budgets, particularly Academy, Core Life Skills, and ESO-related activities, and recommend revisions where necessary.
- Liaise with the Finance Officer to review budget versus expenditure and ensure effective utilisation of resources.
- Ensure compliance with donor requirements, organisational policies, and partner agreements.

- Identify implementation, operational, and financial risks and support appropriate mitigation measures.

7. Knowledge Management and Learning – 5%

- Document and share innovative approaches, good practices, and lessons learned from programme implementation.
- Support internal learning, reflection meetings, and knowledge-sharing sessions with partners and programme teams.
- Contribute to continuous improvement of programme approaches based on evidence, learning, and emerging needs.

Your Profile

- Bachelor's degree in Development Studies, Social Sciences, Social Work and Social Administration, Economics, Business Administration, Entrepreneurship, or a related field.
- Minimum of three (3) years of relevant experience in programme implementation and grant management within a similar INGO or recognised NGO, preferably involving donor-funded projects.
- Experience in youth employment, livelihoods, entrepreneurship, Core Life Skills delivery, or inclusive economic empowerment programmes.
- Strong understanding of disability inclusion, barriers faced by persons with disabilities, and practical approaches to addressing those barriers.
- Experience working with Organisations of Persons with Disabilities (OPDs), government institutions, private sector actors, or community-based organisations is highly desirable.
- Demonstrated experience in partnership management, stakeholder engagement, and coordination with government structures.
- Excellent interpersonal skills with the ability to coach, support, and transfer knowledge in an accessible and inclusive manner.
- Strong planning, coordination, budget monitoring, and problem-solving skills.
- Innovative and critical thinker with a willingness to learn and adapt.
- Proficiency in MS Office software packages.
- Excellent written and verbal communication skills.
- High levels of integrity, accountability, professionalism, and honesty.
- Ability to work independently and collaboratively within multidisciplinary teams.
- Ability to produce timely, high-quality outputs and manage multiple priorities.
- Ability and willingness to travel regularly to field locations.

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.

Light for the World is an Equal Opportunity Employer and highly values diversity and inclusion in our organisation. We particularly welcome applications from candidates with disabilities.

By applying for this role, you agree to our [Data Privacy Policy](#).

We are looking forward to receiving your application by **5.00pm (EAT) August 21, 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.** *Light for the World does not ask for money at any stage of recruitment.*

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. Light for the World reserves the right to verify documents attached with the relevant awarding institutions to authenticate their validity.