



# Career Opportunity

## at CARE INTERNATIONAL in UGANDA

### About CARE International

CARE International is a leading global development and humanitarian organization. In 2014, CARE worked in 90 countries around the world, supporting 880 poverty-fighting development and humanitarian aid projects, reaching more than 72 million people.

CARE International in Uganda (CARE) works with others to make a sustainable improvement in the lives of the very poor, with a focus on women and girls. Our current program focusses on women and girls' economic rights, particularly financial inclusion and governance of natural resources women and girls depend upon, and on their sexual and reproductive health rights, including a life free of violence. Our programming is guided by our core values of excellence, accountability, respect, integrity and transparency.

CARE International in Uganda seeks highly motivated and qualified development professionals with genuine commitment to gender equality and women and girls' rights to fill up the position of **Program Senior Initiative Manager (SIM)** for its Northern Women Empowerment Program

### 1. Job Title: Senior Initiative Manager (SIM)

#### Overall summary of post:

The Senior Initiative Manager (SIM) is responsible for managing and **Capacity Development Coordination** of the Uganda component of the Learning for Change (L4C) which will enable NGOs and CARE country-office staff, grassroots organisations and government agencies to successfully promote and enhance gender equality in their own poverty reduction programmes. Indirectly, this will impact the lives of the vulnerable women and girls that partners and CARE work with. The SIM will also provide oversight for the other CARE Austria/ADA initiatives which include the Sexual and Reproductive and Maternal Child Health (SRMCH) and Policy Dialogue projects. Within L4C the SIM supervises (locally) the L4C technical thematic lead unit led by the Women's Leadership Cross Country Thematic Leader. This role is undertaken in coordination with the CARE Austria L4C Coordinator based in Vienna. The SIM also supervises the L4C Training and Capacity Building Officer. In their primary L4C role, the SIM ensures that capacity development at CARE organizational and partner level effectively translates into enhanced gender equality-focused impact at program intervention level. . The SIM coordinates closely with the NUWEP Program Quality and Learning Manager to ensure that effective monitoring, evaluation, accountability and learning (MEAL) systems are in place for the initiatives that they manage; that advocacy technical support is provided to supervise projects and that the NUWEP Program Manager provides necessary technical guidance related to partnerships. The SIM works closely with the CARE Uganda Human Resources Manager in planning for organizational capacity development of staff in transformative gender equality approaches. The SIM has a local reporting line to the NUWEP

Program Manager but under this matrix management set up, coordinates closely with the CARE Austria L4C Coordinator.

### Minimum Job and person specifications

- At least a Bachelor's degree in Social work and / or Social development, Public health, gender, Sociology or related field (though a Master's degree is preferred)
- A relevant Post graduate qualification is an added advantage
- Advanced knowledge and at least 5 years of proven practical senior program management experience (managing at least three different initiatives and grants), including Strong skills and experience in M&E, advocacy, report writing, participatory planning, financial management, Human Resource Management.
- People manager with proven experience managing diverse teams and individuals' performance for success, Expert level knowledge and at least five years practical experience working with Civil Society Organizations, particularly in Institutional Development and Organizational Strengthening (IDOS);
- Excellent verbal and written communication skills in English.
- Computer literate (email, word processing, spreadsheets,)
- Personally committed to gender equality and women and girls' empowerment with ability to lead to organizational change processes that aim at making organizations more gender aware, gender committed and gender competent.
- Both a team player as well as able to work independently with minimum supervision.

### Required Competencies

Planning ,Proactive problem solving ,Contributing to team success, Managing work ,Building partnerships, Communicating with impact, Initiating action ,Information monitoring ,Adaptability, Stress tolerance, Respect ,Integrity ,Diversity ,Excellence & Accountability

### Application Procedure:

Applications should be submitted on line by logging on to <http://thornsoft.com/recruitment/login/>. Click on the "Job Application" icon, fill the application form and attach a motivation letter clearly articulating alignment with the above profile and an updated detailed CV ( candidates should scan the CV and motivation letter as one document before attaching ). Applications will only be received on line and until **20th of May 2016**.

You can also access more details on the following websites:

1. <http://reliefweb.int/jobs>

For any questions please call our office on 0312258100/121

**CARE IS AN EQUAL OPPORTUNITIES, GENDER SENSITIVE & CORRUPTION  
INTOLERANT EMPLOYER**