

CAREER OPPORTUNITIES WITH UGANET

The Uganda Network on Law, Ethics and HIV/AIDS (UGANET) is a non-governmental organization established in 1995 with a mandate to contribute to national efforts to address human rights, ethical, and legal challenges arising in the context of health, HIV, and gender.

UGANET specializes in promoting social and legal protection for vulnerable and marginalized populations, with a particular focus on health rights, HIV, and gender equality.

UGANET invites applications from qualified, committed, and motivated professionals to join her team in the following field positions:

Programme Area: Refugee Response / Field Operations

Duty Stations: Adjumani, Palorinya, Palabek, Kiryandongo, Rhino Camp (Madi-Okollo), Imvepi (Terego), Bidibidi, Nakivale (Isingiro), Oruchinga (Isingiro) and Kyangwali (Kikuube)

About the Opportunity

UGANET is recruiting 34 field staff across ten refugee settlements and host-community duty stations. Successful candidates will support programme implementation and field operations at their designated duty stations, working with refugee and host communities, service providers and partners.

Applicants should clearly indicate their preferred position and duty station in their application.

Positions Available

1. Project Co-ordinator | 1 position

Duty Station: Kiryandongo

Role Summary: Coordinate field activities, work planning and team support; engage stakeholders; and oversee reporting and follow-up on programme deliverables.

Education: Bachelor's degree in Social Sciences, Social Work, Development Studies, Project Planning and Management, Law or a related field. A Master's degree is an added advantage.

Experience: At least three years' experience in project management and coordination preferably in a humanitarian and multi cultural setting. Technical skills in project implementation and delivery, working in a consortium and coordination with different stakeholders.

2. Monitoring and Evaluation (M&E) Officer | 1 position

Duty Station: Kiryandongo

Role Summary: Support activity monitoring, data collection and quality checks; track indicators; and contribute to reporting and learning that inform programme implementation.

Education: Bachelor's degree in Statistics, Social Sciences, Development Studies, Economics, Project Planning and Management or a related field. Training in M&E and data collection tools is an added advantage.

Experience: At least two years' hands on experience in monitoring and evaluation with a non-governmental organisation or CSO in Gender related work. Technical skills in data management, online data management tools and systems. (Kobo Collect, Google Sheets and Comm Care)

3. Gender Officer | 8 positions

Duty Stations: Adjumani, Palorinya, Palabek, Rhino Camp, Imvepi, Bidibidi, Oruchinga and Kyangwali (1 per station)

Role Summary: Support gender-responsive programming and gender analysis; prevention of and response to gender-based violence; community engagement; referrals; and coordination with relevant service providers.

Education: Bachelor's degree in Gender Studies, Social Work and Social Administration, Social Sciences, Development Studies, Human Rights, Law or a related field. Experience in implementing SASA! Together Methodology is an added advantage.

Experience: At least two years' experience in a Gender related work with a national or international organisation.

4. Legal Officer | 6 positions

Duty Stations: Adjumani, Rhino Camp, Imvepi, Bidibidi, Nakivale and Kyangwali (1 per station)

Role Summary: Provide legal information and assistance within the programme's mandate; support referrals and access to justice; document cases appropriately; and liaise with relevant legal and protection actors.

Education: Bachelor of Laws (LLB) from a recognized institution. A Postgraduate Diploma in Legal Practice (Bar Course). Applicants MUST possess a valid Practicing Certificate.

Experience: At least two years' experience in Legal Practice.

5. GBV Case Worker | 10 positions

Duty Stations: All 10 duty stations (1 per station)

Role Summary: Provide survivor-centred GBV case management, including intake, assessment, safety planning, psychosocial support, referrals and follow-up; and maintain confidential case records in line with organizational procedures.

Education: Diploma or Bachelor's degree in Social Work and Social Administration, Social Sciences, Counselling, Psychology, Community Development or a related field. Training in GBV case management or psychosocial support is an added advantage.

Experience: At least one year experience in GBV Case Management preferably in a Humanitarian Setting.

6. Child Protection Case Worker | 10 positions

Duty Stations: All 10 duty stations (1 per station)

Role Summary: Identify, assess and manage cases of children at risk or affected by abuse, neglect, exploitation and violence; apply the best interests principle; make referrals and follow-up; and coordinate with child protection actors.

Education: Diploma or Bachelor's degree in Social Work and Social Administration, Social Sciences, Psychology, Community Development, Education, Law or a related field. Training in child protection case management is an added advantage.

Experience: At least one year experience in Child protection Case Management preferably in a Humanitarian Setting.

General Qualifications & Requirements

- Relevant education, training, and experience for the position applied for.
- Strong communication, teamwork, organisation, and report-writing skills.
- Ability to work respectfully with diverse communities and stakeholders.
- Commitment to safeguarding, confidentiality, accountability, non-discrimination, and the prevention of sexual exploitation, abuse, and harassment.
- Willingness and ability to live and work at the selected duty station and to undertake field travel where required.

Mode of Application

Interested persons should send their applications via e-mail to applications@uganet.org, addressed to the Executive Director, UGANET, Plot 19 Valley Road, Ministers Village, Ntinda, Kampala, not later than **October 26, 2026**.

Applications should include: (i) an updated CV; (ii) a cover letter stating the position and preferred duty station; and (iii) copies of relevant academic and professional documents. The e-mail subject line should read: **Application – [Position Title] – [Preferred Duty Station]**.

Note: Only files in Word or PDF formats will be accepted. Only shortlisted candidates will be contacted. UGANET is an equal opportunity employer committed to safeguarding and a safe working environment.

It is our policy to conduct all businesses in an ethical manner.

UGANET takes a zero-tolerance approach to Sexual Exploitation, Abuse and Harassment