

LAND AND EQUITY MOVEMENT IN UGANDA (LEMU)



JOB ADVERTISEMENT

10th December, 2025

Position: Director of Programs (DOP)

ABOUT LEMU

Land and Equity Movement in Uganda (LEMU) is a national NGO formed in 2003, with its work focused on recognition and protection of Land Rights under Customary Tenure in Uganda. Based on grounded action and research since 2003, LEMU has over the years engaged relevant stakeholders (State, non-State, traditional institutions and academia) to identify dynamics of socio-political and cultural issues that make customary land tenure rights vulnerable, and worked collectively with these stakeholders to devise solutions that ensure that customary land owners retain their land, which is the basis of their livelihoods and sustainability.

Besides being rooted in the local realities of land struggles in Uganda, LEMU's work has shaped National Policy formulation and international dialogues and narratives around the politics of land governance. LEMU's offices are located in Kampala/Wakiso, Soroti and Apac districts but its work covers the regions of Lango, Teso, Acholi, Karamoja, Bunyoro, West Nile and at the National Level. LEMU is looking for a Director of Programs who will steer program design and implementation and carry out administrative functions as Deputy Executive Director. Visit www.land-in-uganda.org for more details about LEMU's work.

About the Position

Duty station:	Kampala, with at least 30% travel to all operational areas and offices in Lango, Teso, Karamoja.
Type of appointment:	Fixed-term Contract
Contract duration:	12 months, renewable based on performance and availability of funds.
Work schedule:	Full-time (40 hours per week)
Reports to:	Executive Director
Start date:	March 1, 2026
Deadline for applications:	January 10, 2026

Job Purpose

The Director of Programs (DOP) provides a strategic direction, leadership, and management of the LEMU programs; and deputizes the ED. The DOP provides strategic leadership and guidance in the development,

implementation, monitoring and evaluation of all LEMU programs and initiatives within the organization's strategic framework and policies. The Director of Programs through leadership, management and knowledge will ensure that LEMU delivers quality programming and continuously work towards improving the impact of its programming and strengthening strategic partnerships. LEMU expects that the Director of Programmes should be able to support the Executive Director in providing leadership to the strategic, oversight and management functions of the institution and ensuring that LEMU's work remains relevant in the land sector in Uganda. The DOP is a member of the Senior Management Team in LEMU. The Program Director shares in the overall responsibility for the direction and coordination of LEMU. In the absence of ED, under delegated authority, the DOP chairs the SMT and guarantees business continuity. The DOP reports to the Executive Director and will manage program staff and work closely with LEMU Board of Directors and its committees, associates and partners. The DOP ensures close collaboration and coordination with external stakeholders including similar CSOs; LEMU Partners, consortium members, government authorities, donors, and other I/NGOs.

KEY RESPONSIBILITIES

<p>KRA 1: <i>Deputize the Executive Director</i></p> <p><i>Strategy and Vision:</i></p> <ul style="list-style-type: none"> •Support Executive Director to communicate a clear vision of present and future program goals of LEMU to team members and stakeholders; •Recognize opportunities for innovation and create an environment that promotes it. <p><i>Influence, Representation & Fundraising:</i></p> <ul style="list-style-type: none"> •Identify and lead on fundraising opportunities for the sustainable growth of LEMU programs, including proposal design and development that contributes to the strategic objectives of the organization's strategy; •Identify, build and manage collaborative partnerships with donors (both traditional and corporate), Government of Uganda representatives, consortium partners, sub-grantees, and other stakeholders; •Communicate with international and local NGOs, UN agencies, donor community officials, national government, vendors, media and the general public in a way that fosters linkages and optimizes networks; •In agreement with the Executive Director, take on a representation role on specific coordination working groups or forums. <p><i>Governance and Institutional Development</i></p> <ul style="list-style-type: none"> •Develop, review and ensure implementation of policies, guidelines and procures that promotes the realization of the organization's mission, vision and strategy •Develop periodic program and finance status reports for the Executive Director to report to the Board of Directors <ul style="list-style-type: none"> • Management and supervision of staff, ensuring high levels of adherence to project designs, efficient utilization of resources, and effective representation of LEMU <p><i>Other Duties:</i></p> <ul style="list-style-type: none"> •Carry out any other tasks as required by the Board of Directors and the Executive Director. •Carry out any other duties as may be delegated by the Executive Director from time to time.
<p>KRA 2: <i>Providing Oversight Function</i></p> <ul style="list-style-type: none"> • Provide overall oversight that focuses on planning, organizing, leading and controlling delivery of work in all relevant departments and programs <ul style="list-style-type: none"> •Strengthen program implementation, reporting and accountability in accordance with LEMU and donor policies and frameworks. • Undertake and coordinate planning activities including strategic planning and operational planning. • Review and ensure alignment of program priorities and activities to broader LEMU strategies and plans. • Address staff and skill gaps in the department in liaison with the Executive Director

- Coordinate with external actors i.e. other institutions, government MDA to ensure harmonious implementation of programs
- Lead and participate in the Senior Management Team meetings
- Lead innovative approach adaptation, to offer alternative development models

KRA 3: Institutional Strategy Development and Implementation

- Lead the conceptualization, development, implementation, monitoring and evaluation of LEMU programs in line with LEMU Strategy.
- Guide in the conceptualization and development of the LEMU Strategic Plan
- Ensure timely completion of Program processes for the release of funds
- Coordinate with the Finance and Administration Manager in monitoring cash flows and projects' budget control
- Plan and coordinate periodic reviews of LEMU's strategic plan
- Design and manage institutional and project budgets in coordination with the Executive Director and Finance Manager
- Ensure the development and review of the program and project level plans and budgets in line with LEMU strategy, guidelines, policies and existing projects.
- Coordinate program and project reviews and evaluation

KRA 4: Development of Policy Advocacy and Movement building Framework

- Guide the development of a policy and advocacy framework for carrying out effective policy advocacy in LEMU
- Draw from existing and ongoing action-research to create advocacy messages relevant for the land sector in Uganda
- Ensure that LEMU's work is understood and shaped in the context of a movement that collectively works within the movement ecosystem to push back against practices of land dispossession
- Facilitate and ensure effective participation of LEMU in relevant international, regional and national policy and advocacy platforms/spaces.
- Work with the relevant partners to identify and link with policy spaces, networks and partnerships with I/NGOs, social movements, coalitions and thematic area specialists for promoting LEMU's thematic positions and alternatives models to development and land rights protection.
- Manage and strengthen LEMU's collaboration with relevant think tanks, networks and platforms at local, national and international levels.

KRA 5: LEMU Strategic Plan Implementation

Develop and guide the implementation of the key programming areas under the running Strategic Plan.

- Provide technical guidance in the identification, design and implementation of projects and activities under the key programming areas.
- Ensure that all the key programming areas are implemented in accordance with the running Strategic Plan
- Give leadership support to staff in strengthening collaboration with Government entities (Ministries, departments, Agencies and Local governments)
- Make regular visits to the program areas and make appraisals of the progress of implementation and attainment of LEMU's strategic objectives.

KRA 6: Budget Development, Finance Management, and Compliance Management

- Ensure budgeting and budget implementation are implemented in line with Organizational policies, procedures and standards
- Coordinate the budgeting process of all departments, ensuring an effective development of the annual budget

- Ensure proper budget management, including forecasting and procurement planning through monitoring budget performance and review and approval of program/activity concepts and related budgets in accordance with overall goals of LEMU.
- Support the finance department in preparation for audits
- Ensure compliance and transparent use of resources in line with donor regulations and LEMU policies.
- Monitor adherence to grant agreements, donor budget conditions and reporting timelines
- Ensure adherence to financial and tax regulations of the Government of Uganda.
- Ensure efficiency in finance, logistics, security and administration.

KRA 7: Quality Assurance, Planning and Reporting

- Provide quality assurance to program design, implementation and reporting in line with LEMU and donor standards
- Lead the development of periodic work plans on monthly, quarterly and annual basis
- Lead the development of periodic activity, project, program, donor and LEMU institutional reporting on monthly, quarterly, an annual basis
- Provide staff and stakeholders with guidelines and templates for reporting and documentation
- Ensure that key project and institutional lessons are documented, shared and disseminated within the organization and externally through strategic media engagement

KRA 8: Donor Relations and Resource Mobilization

- Maintain oversight of all donor funded projects in collaboration with the Executive Director, Finance Manager and within the framework of LEMU and donor guidelines and regulations
- Develop, update and maintain up-to-date project tracking and contract management and tracking system: database, donor project database and contract database
- Ensure provision and documentation of field and administrative support; project implementation and timely reporting in line with policy and guidelines.
- Monitor performance and achievement of set targets, including budget utilization for programs and projects

KRA 9: Employee Relations and Staff Management

- Supervise, motivate, appraise staff in the department to achieve set performance standards
- Build a cohesive team spirit and culture among staff and delegate functions and responsibilities to them while ensuring achievement of program objectives.
- Maintain effective and positive internal communication with LEMU staff in all locations (head office, virtual locations and field offices).
- Supervise, provide leadership, mentor and build the capacity of senior program staff in program/project design, implementation, monitoring, evaluation, management and resource mobilization.
- Recruit, orient, mentor and lead team members as necessary.
- Hold performance reviews and appraise the staff assigned in line with HR policies and other organizational policies and procedures.
- Conduct staff development and training needs analysis and recommend relevant training for staff being managed and agree on their development plans.

KRA 10: Strategic Decision Making

- Contribute to strategic management decision making through Senior Management Team and provide support to the Board of Directors.
- Contribute to the Senior Management Team agenda; also ensuring that LEMU board requirements from program work are met, and ensuring feedback on Senior Management Team decisions to staff are implemented.

- Implement and follow-up on Senior Management Team key action and provide periodic program reports to Senior Management Team.

Requirements

Qualifications and Experience

- At least 8-10 years of experience working on the land question in Uganda or any African context
- At least five years of senior management experience leading complex development programs, with proven leadership responsibilities.
- Experience in conducting social movements building and/or advocacy campaigns.
- Proven success in initiating, developing, and securing support from a diverse range of institutional and government donor agencies.
- Experience applying for, managing and accounting for grants.
- Experience in the basics of financial management, auditing regulations and fulfilling project targets.
- Extensive experience with monitoring and evaluation methodologies, tools, and systems to ensure program effectiveness.
- Conversant with human resource management in small and medium sized organizations.

Skills, Abilities, and Competencies:

- Ability to lead and supervise staff; excellent coordination skills
- Program and project cycle management skills (project design, management, budget preparation, expenditure tracking, monitoring and evaluation, proposal development, report writing skills)
- Understanding of approaches (social movements building and management, Land governance)
- Strategic management and financial management skills
- Strong written communication skills with high proficiency for accuracy; and tact and negotiating skills.
- Emotional maturity, ability to take constructive feedback and perform under pressure
- Leadership skills: ability to coach, mentor, develop and evaluate staff as well as the capacity to motivate staff and encourage good performance;
- Collaboration and partnership building skills: ability to establish critical working relationships
- Analytical, policy analysis and advocacy skills
- Networking and stakeholder management skills
- Ability and willingness to comply with LEMU policies and guidelines
- Strong donor relationship building/maintaining skills.
- An in-depth understanding of national and international issues in relation to LEMU's thematic work areas (land, labour, agriculture and climate justice)

Personal Attributes

- Integrity
- Confidentiality
- Flexibility
- Result-oriented and ability to meet tight deadlines.
- Commitment to social justice and excellence
- Ability to travel at short notice
- Ability to work with very limited supervision

Application Process: Interested applicants are invited to submit their application documents via email at info@land-in-uganda.org . Applicants should submit an up-to-date curriculum vitae (Maximum 6 pages), a cover letter and names/contacts of three referees. **DO NOT** attach

academic papers. Applications should be submitted by 10th January 2026. All Correspondence should be addressed to the Executive Director, with clear indication of the position being applied for in the email title. Only shortlisted applicants will be contacted for interviews.