



Making Land Work For Us All

LAND AND EQUITY MOVEMENT IN UGANDA (LEMU)

JOB ADVERTISEMENT

10th December, 2025

Position: Program Manager (PM)

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 **Program Manager** based in one of the field offices, who will steer program planning, implementation, reporting and stakeholder engagement. Visit www.land-in-uganda.org for more details about LEMU's work.

About the Position

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

Job Purpose

The Programs Manager provides a mid-level leadership and management of the LEMU programs and resources. Working closely with the DOP, this position spearheads the planning, implementation, monitoring and reporting of all LEMU projects in the operational areas of Lango, Teso, Karamoja and others as may be from time to time determined by SMT. The Programs Manager also acts as the Liaison officer of LEMU with all its stakeholders in the above operational areas. The PM ensures close

collaboration and coordination with external stakeholders including similar CSOs, NGOs, LEMU Partners, consortium members, government authorities and communities where LEMU works in the above areas of LEMU’s operations.

The Programs Manager reports to the Director of Programs. The PM contributes to resource mobilization by working closely with the Director of Programs. All project officers, project administrators, security guards and volunteers attached to various projects under the above areas of operation fall under the Program Manager’s responsibility. However, the Executive Director remains the overall in all matters of human resource recruitment and management in the organization.

KEY RESPONSIBILITIES

<p><i>KRA 1: Manage the implementation of LEMU projects in Lango, Teso, Acholi and Karamoja</i></p> <ul style="list-style-type: none"> • Provide effective leadership in the implementation LEMU projects; • Provide leadership on project work planning and budgeting and manage their implementation; • Act as focal point on operational and programmatic queries about LEMU projects from both internal and external stakeholders; • Provide oversight to the technical implementation of the projects; ensure synergies with other teams; • Lead the preparation and submission of LEMU project’s financial and narrative reports; • Conduct periodic project review meetings, as needed; • Troubleshoot and advise on addressing the challenges to implement any LEMU project. <p><i>Other Duties:</i></p> <ul style="list-style-type: none"> • Carry out any other tasks as required by the Executive Director. • Carry out any other duties as may be delegated by the Director of Programs from time to time.
<p><i>KRA 2: Manage engagement with LEMU’s stakeholders in the Lango, Teso, Karamoja and other operational areas as may be added.</i></p> <ul style="list-style-type: none"> • Build, manage and contribute to relationships with all LEMU’s stakeholders including civil society, NGOs, UN agencies, and local governments - to support implementation and/or respond to any potential challenges; • Provide strategic and technical advice and guidance to project teams; • Coordinate with all LEMU’s stakeholders including civil society, NGOs, UN agencies, and local governments – to ensure synergy and/or alignment if necessary. • Organize and coordinate learning, sharing, networking events, both physical and virtual.
<p><i>KRA 3: Provide leadership to LEMU projects on monitoring and reporting</i></p> <ul style="list-style-type: none"> • Ensure thorough documentation of LEMU project work; and timely reporting in line with grant agreements. • Monitor performance and achievement of set targets, including budget utilization for all LEMU projects under their oversight • Undertake field missions to monitor LEMU projects within the budget provisions for project monitoring;

- Lead the preparation and submission of quarterly results-based that clearly highlight LEMU's achievements at output and outcome levels as appropriate;
- Identify best practices and lessons learned to guide programme improvement and strategy planning;
- Work with LEMU's consultants and/or staff on any data collection initiatives, e.g for purposes of project/program evaluations or research work

KRA 4: Support in LEMU partnership building and development of resource mobilization strategies

- Be a positive and effective face of LEMU with LEMU partners at all levels
- Contribute to the development and implementation of partnerships and resource mobilization strategies;
- Contribute to relevant documentation on donors and potential opportunities for resource mobilization;
- Provide support to the Executive Director and Director of Programs on partnership coordination related activities by advising, attending meetings/events; and, participating in groups and committees as needed;

KRA 5: Administration of Finances, staff and LEMU Assets

- Ensure adherence to budget provisions and compliance with donor guidelines per project
- Ensure clear, accurate and up to date financial accountability for any expenses under any LEMU project implemented in his/her operation area
- Ensure compliance with LEMU procurement and financial rules and regulations;
- Contribute to recruitment; and effectively manage field staff, including Project Officers, Volunteers, security guards, cleaners, and Administration Assistants, as necessary.
- Maintain effective and positive internal communication with LEMU staff
- Ensure the proper use and safeguard of all LEMU assets under their jurisdiction
- Maintain an up-to-date Assets Register of all LEMU projects and organizational assets under their jurisdiction

Requirements

Education and certification:

- Bachelor's degree or equivalent in social sciences, human rights, international development, or a related field is required.
- Post Graduate Diploma or Masters in Project Planning and Management or Monitoring and Evaluation will be an added advantage
- A project/programme management certification would be an added advantage

Experience:

- At least 5 years of progressively responsible work experience at the management level in planning, implementation, monitoring and reporting of development projects;
- Experience working in the land sector, for not less than five years
- Technical experience in grant projects management;

- Experience working in the program areas is an asset;
- Experience coordinating and liaising with government agencies and/or similar partners is an asset;
- Experience working in the LEMU is an asset;
- Experience in leading/managing a team is an asset.

Skills, Abilities, and Competencies:

- Reasonable knowledge on projects formulation, implementation, monitoring and evaluation
- Reasonable knowledge of Results Based Management
- Reasonable knowledge of social movements work, land rights work and other related social justice themes
- Strong analytical skills
- Ability to synthesize program performance data and produce analytical reports to inform management and strategic decision-making
- Ability to identify and analyze trends, opportunities and threats to fundraising and develop strategies
- Ability to ensure timely and quality projects delivery in line with budget and workplans, and in line with all LEMU and donor operational rules and regulations.
- Ability to ensure timely and quality monitoring and report submission for projects implemented
- Regular communication both with internal and external LEMU stakeholders
- Ability to ride/drive with a valid driving/riding permit

Language Requirements

- Fluency in at least two local languages spoken in the regions
- Proficiency in English (broth written and spoken)

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.