



## HEAD OFFICE:

JODES GRANTS MANAGEMENT AGENCY  
100 Meters Off Kajjansi Munyonyo Express Highway Mutungo - Kigo Town  
1st floor Las Vegas Building P.O Box 501032, Wandegaya, KLa (U)  
Tel: 0782 366702 | 0787 262725 | 0392177235 Email: info@jodes-grants.org  
Website: www.jodes-grants.org

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## JOB ADVERTISEMENT

### About JODES

JODES is a Ugandan-based professional Resource Mobilization and Grants Management Agency dedicated to strengthening financial management, accountability, and compliance across Government, civil society, and private sector entities. JODES specializes in managing donor funds, building capacity for sustainability, and ensuring that resources translate into measurable impact for communities.

JODES Grants Management Agency Ltd invites qualified and experienced Ugandan professionals to apply for positions for some of its upcoming projects.

### Required Expertise / Positions

#### 1. Local Government Performance & Service Delivery Specialist

##### Qualifications & Experience

- Master's degree in Public Administration, Public Policy, Development Studies, Economics, or related field
- Minimum 8–10 years of experience in local government performance assessment, service delivery standards, inspections, or audits
- Demonstrated experience working with Central Government, Local Governments, or Development Partners
- Experience with performance assessment frameworks, scorecards, or inspection systems
- Strong analytical and report-writing skills

#### 2. Public Finance Management (PFM) & Intergovernmental Fiscal Systems Expert

##### Qualifications & Experience

- Master's degree in Economics, Public Finance, Accounting, Finance, or related discipline
- At least 8–10 years of experience in public finance management

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- Proven experience in intergovernmental fiscal transfers (IGFTs), grants systems, fiscal decentralization, or LG financing
- Experience reviewing or redesigning fiscal transfer mechanisms
- Familiarity with Government of Uganda PFM systems and reforms is a strong advantage

### **3. Revenue Mobilization & Local Revenue Enhancement Specialist**

#### **Qualifications & Experience**

- Master's degree in Economics, Finance, Taxation, Public Policy, or related field
- Minimum 7–10 years of experience in revenue mobilization, tax administration, or local revenue enhancement
- Experience conducting revenue diagnostics, training, and capacity building for local authorities
- Experience working with KCCA or urban authorities is highly desirable
- Strong facilitation and training skills

### **4. Monitoring, Evaluation & Learning (MEL) Specialist**

#### **Qualifications & Experience**

- Master's degree in Monitoring & Evaluation, Statistics, Economics, Development Studies, or related field
- At least 7 years of experience in M&E for governance, PFM, or service delivery programmes
- Experience designing performance indicators, assessment tools, and evaluation frameworks
- Strong data analysis and reporting skills

### **5. Team Leader / Senior Governance & Institutional Strengthening Expert**

#### **Qualifications & Experience**

- Master's degree (PhD is an added advantage) in Public Administration, Governance, Economics, or related field
- Minimum 10–15 years of experience in governance reform, institutional strengthening, or public sector reform
- Proven experience leading multi-disciplinary consultancy assignments
- Prior experience with World Bank funded projects, or similar donor-funded programmes is an advantage

## 6. Policy Analyst

### **Purpose of the Position**

To provide evidence-based policy analysis, support policy reform processes, and ensure project alignment with national, regional, and donor policy frameworks.

### **Key Responsibilities**

- Conduct policy research, reviews, and gap analyses
- Develop policy briefs, position papers, and advisory notes
- Support stakeholder consultations and policy dialogues
- Track policy developments relevant to project sectors
- Provide technical input into project design and advocacy strategies

### **Qualifications & Experience**

- Master's degree in Public Policy, Economics, Development Studies, or related field
- Minimum 7 years' experience in policy analysis or advisory roles
- Proven experience working with government and development partners
- Strong analytical and report-writing skills

### **Core Competencies**

- Policy analysis and research
- Stakeholder engagement
- Strategic thinking
- Excellent written and verbal communication

## 7. Senior Environmentalist

### **Purpose of the Position**

To provide technical leadership on environmental safeguards, climate resilience, and sustainable development compliance.

### **Key Responsibilities**

- Lead environmental assessments (ESIA, ESMP, climate risk screening)

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- Ensure compliance with national and donor environmental standards
- Integrate climate-smart and nature-based solutions into project design
- Train staff and partners on environmental safeguards
- Monitor environmental performance indicators

### **Qualifications & Experience**

- Master's degree in Environmental Science, Climate Change, or related field
- Minimum 8 years' professional experience
- Proven experience with donor safeguard policies (World Bank, EU, UN)

### **Core Competencies**

- Environmental risk management
- Climate adaptation and mitigation
- Regulatory compliance
- Technical leadership

## **8. MEAL Manager (Monitoring, Evaluation, Accountability and Learning)**

### **Purpose of the Position**

To design and oversee results-based MEAL systems that ensure accountability, learning, and evidence-based decision-making.

### **Key Responsibilities**

- Develop MEAL frameworks, logframes, and indicator matrices
- Lead baseline, midline, and endline evaluations
- Manage data collection, analysis, and reporting
- Ensure accountability and feedback mechanisms
- Promote learning and adaptive management

### **Qualifications & Experience**

- Master's degree in Monitoring & Evaluation, Statistics, Economics, or related field
- Minimum 8 years' MEAL experience in donor-funded projects
- Proficiency in data analysis tools (SPSS, STATA, Power BI)

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### **Core Competencies**

- Results-based management
- Data analysis and visualization
- Learning facilitation
- Quality assurance

## **9. Health Economist**

### **Purpose of the Position**

To analyze health financing, efficiency, and economic impacts to inform policy and program decisions.

### **Key Responsibilities**

- Conduct cost-effectiveness and cost-benefit analyses
- Support health financing and budgeting reforms
- Model economic impacts of health interventions
- Provide evidence for resource allocation decisions

### **Qualifications & Experience**

- Master's or PhD in Health Economics or Economics
- Minimum 7 years' experience in health systems or health financing
- Strong quantitative and modeling skills

### **Core Competencies**

- Economic evaluation
- Health financing analysis
- Policy advisory skills

## **10. Senior Agricultural Officer**

### **Purpose of the Position**

To provide technical leadership in sustainable agriculture, value chains, and climate-smart farming systems.

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### **Key Responsibilities**

- Design and oversee agricultural interventions
- Promote climate-smart and market-oriented agriculture
- Support farmer organizations and agribusiness linkages
- Provide technical backstopping to field teams

### **Qualifications & Experience**

- Master's degree in Agriculture, Agribusiness, or related field
- Minimum 8 years' experience in agricultural development projects

### **Core Competencies**

- Value chain development
- Extension systems
- Climate-smart agriculture

## **11. Nutritionist**

### **Purpose of the Position**

To ensure integration of nutrition-sensitive and nutrition-specific interventions.

### **Key Responsibilities**

- Design and implement nutrition programs
- Conduct nutrition assessments and surveys
- Support behavior change communication strategies
- Monitor nutrition indicators and outcomes

### **Qualifications & Experience**

- Bachelor's or Master's degree in Human Nutrition or Public Health
- Minimum 5 years' experience in nutrition programming

### **Core Competencies**

- Nutrition programming



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## 12. Capacity Building Manager

### Purpose of the Position

To strengthen institutional, organizational, and individual capacities of project stakeholders.

### Key Responsibilities

- Conduct capacity needs assessments
- Design and deliver training programs
- Develop learning materials and toolkits
- Monitor effectiveness of capacity-building interventions

### Qualifications & Experience

- Master's degree in Organizational Development, Education, or related field
- Minimum 7 years' experience in capacity development

### Core Competencies

- Adult learning methodologies
- Institutional strengthening
- Training design

## 13. Financial Advisor

### Purpose of the Position

To provide strategic financial guidance, ensure financial sustainability, and support compliance.

### Key Responsibilities

- Provide financial planning and advisory services
- Support budgeting, forecasting, and financial reporting
- Advise on financial risk management
- Ensure donor financial compliance



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### Qualifications & Experience

- Master's degree in Finance, Accounting, or Economics
- Professional qualification (CPA, ACCA) preferred
- Minimum 8 years' experience

### Core Competencies

- Financial analysis
- Risk management
- Donor compliance

## 14. Results-Based Finance (RBF) Expert

### Purpose of the Position

To design and manage results-based and performance-linked financing mechanisms.

### Key Responsibilities

- Design RBF frameworks and payment mechanisms
- Develop verification and performance indicators
- Coordinate independent verification processes
- Support implementation of RBF contracts

### Qualifications & Experience

- Master's degree in Economics, Finance, or Development Studies
- Minimum 7 years' experience in RBF, PBF, or impact financing

### Core Competencies

- Results-based management
- Performance verification
- Financial innovation

## 15. Economist

### **Purpose of the Position**

To provide macro and micro-economic analysis to inform project strategy and policy engagement.

### **Key Responsibilities**

- Conduct economic modeling and impact assessments
- Analyze market trends and economic risks
- Support policy and investment decisions

### **Qualifications & Experience**

- Master's degree in Economics or related field
- Minimum 7 years' professional experience

### **Core Competencies**

- Quantitative analysis
- Economic forecasting
- Policy analysis

## 16. Programme Manager

### **Purpose of the Position**

To provide overall leadership, coordination, and delivery of the project.

### **Key Responsibilities**

- Lead project planning, implementation, and reporting
- Manage project teams and partners
- Ensure achievement of results and compliance
- Liaise with donors and key stakeholders

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### **Qualifications & Experience**

- Master's degree in Project Management, Development Studies, or related field
- Minimum 10 years' experience managing donor-funded programs

### **Core Competencies**

- Leadership and coordination
- Results-based management
- Stakeholder engagement

## **17. Resource Mobilisation Officer**

### **Purpose of the Position**

To secure diversified funding and strategic partnerships for sustainability.

### **Key Responsibilities**

- Develop and implement resource mobilization strategies
- Identify funding opportunities and partnerships
- Lead proposal development and donor engagement
- Maintain donor intelligence systems

### **Qualifications & Experience**

- Bachelor's or Master's degree in Development Studies, Communications, or related field
- Minimum 5 years' experience in fundraising or grants acquisition

### **Core Competencies**

- Proposal development
- Donor relations
- Strategic networking

## **18. Grants Management Expert**

### **Purpose of the Position**

To ensure effective management of grants across the full grant cycle.



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### Key Responsibilities

- Manage grant agreements and compliance
- Support budget tracking and reporting
- Ensure adherence to donor regulations
- Build partner capacity in grants management

### Qualifications & Experience

- Bachelor's or Master's degree in Finance, Project Management, or related field
- Minimum 7 years' experience in grants management

### Core Competencies

- Grant compliance
- Financial oversight
- Risk management

### Submission Requirements

Interested individuals should submit:

1. Detailed CV (maximum 5 pages)
2. Cover letter indicating area(s) of expertise and role of interest
3. Copies of academic and professional qualifications
4. Contact details of at least three referees

### Submission Method & Deadline

Applications should be sent by email to: through our website

**Subject line:** *Job title for which you have applied*

**Deadline:** 22<sup>nd</sup> January 2026