



NASCENT RESEARCH & DEVELOPMENT ORGANIZATION UGANDA

WWW.NRDOU.ORG, P.O. BOX 25382, KAMPALA UGANDA

JOB ADVERT

Position Details	Information
Job Title	Assistant Community Facilitator
Reports To	Programme Co-ordinator
Duty Station	Karamoja Region Amudat/Moroto District
Deadline	21 st June 2026

Job Purpose

The Assistant Community Facilitator will support the implementation of community-based interventions aimed at preventing and responding to child marriage, child labour, child trafficking, and other child protection concerns within target communities. The role will work closely with children, families, community leaders, schools, and local structures to promote child rights, strengthen community protection mechanisms, support beneficiary engagement, and facilitate behaviour change initiatives that contribute to improved wellbeing and resilience of vulnerable children and households.

The Assistant Community Facilitator will serve as a key link between the project and communities, ensuring effective mobilization, community participation, safeguarding, and timely identification and referral of vulnerable children and households requiring support.

About the Organization

Nascent Research and Development Organization (Nascent RDO-U) is a non-governmental organization working in the East African Region to promote social change, human capital and human dignity. Nascent RDO-U has existed since 2008 and in Uganda has her operations and current presence in Karamoja region (Moroto, Nakapiripirit, Amudat), the greater Mbale (Mbale, Sironko, Bulambuli), central Uganda (Buikwe, Kampala) and Western region (Hoima, Kikuube and Kabarole).

The main goal of Nascent RDO-U is to bring a positive and sustainable impact on the lives of the most marginalized and underserved men and women with emphasis on young people and children. In order for us to achieve our goals and objectives, we are governed by core values, namely; Primacy of human and living rights, Accountability to people including children, Youth and our Staff, Social Justice and Equity, Critically Reflexive Practice, Partnership with others, Integrity in all our work and living consciously with environment. Research is a key component of our work and an avenue through which we seek to provide evidence-based practice on how local perspectives play a key role in sustainable development. We aim to highlight the nexus between theory and practice underscoring how research and practice are not dichotomous but strengthen each other. We believe that young people and communities are owners of important knowledge and research should not just be about them but with them.

When it comes to understanding the needs and perspectives of children and young people, a peer-to-peer oriented approach in research is our niche.

About the Programme

The Uganda Hotspot Program is a multi-partner initiative supported by the Freedom Fund that aims to reduce child, early and forced marriage and related forms of child exploitation across the Karamoja region. The program works in some of the most affected communities in Moroto, Napak, and Amudat districts, where child marriage is driven by poverty, harmful social norms, limited educational opportunities, food insecurity, and weak child protection systems.

Through a community-led and survivor-centered approach, the program strengthens child protection systems, promotes girls' education and empowerment, improves household resilience through livelihoods and economic interventions, and supports communities to challenge and transform harmful practices that place children, especially girls, at risk. The program collaborates with CSO's, development partners, government institutions, community and cultural leaders, young people, and survivors to create sustainable change and ensure that children can grow up free from child marriage, exploitation, and abuse.

Key Responsibilities

Community Mobilization and Engagement

- Mobilize children, caregivers, youth groups, community leaders, schools, and other stakeholders to participate in project activities.
- Conduct household visits, community outreach activities, and follow-up sessions with vulnerable children and families.
- Facilitate community awareness sessions and dialogues on child protection, child marriage, child labour, trafficking, gender equality, education, and positive parenting.
- Promote meaningful participation of children, adolescents, parents, and community members in programme activities.
- Support community-led initiatives aimed at protecting children and promoting their rights.

Support to Community Structures and Behavior Change Initiatives

- Support the establishment, strengthening, and functionality of community-based child protection structures, support groups, and community action groups.
- Provide ongoing support to Village Savings and Loan Associations (VSLAs), youth groups, Child Rights Clubs, peer educators, and community protection committees.
- Assist in the implementation of life skills sessions, parenting programmes, social behaviour change activities, and community dialogues.
- Support male engagement initiatives and community advocacy activities aimed at transforming harmful social norms and practices.
- Encourage community ownership and sustainability of project interventions.

Child Protection, Safeguarding and Referrals

- Identify vulnerable children, adolescents, and households requiring protection and support services.
- Support the reporting, referral, and follow-up of child protection concerns through established referral pathways.
- Work closely with community leaders, schools, probation officers, health facilities, and other service providers to ensure timely support for vulnerable children.
- Promote safeguarding awareness within communities and ensure all interactions with beneficiaries uphold safeguarding and child protection standards.
- Maintain confidentiality and apply survivor-centered and child-friendly approaches when handling sensitive cases.

Data Collection, Documentation and Reporting

- Collect beneficiary and activity data accurately and in a timely manner using approved tools and procedures.
- Maintain records of community activities, attendance registers, referrals, and beneficiary engagements.
- Support community assessments, beneficiary registration, mapping exercises, and monitoring activities.
- Document success stories, community feedback, lessons learned, and emerging concerns from the field.
- Submit timely field reports and updates to the Project Officer.

Community Liaison and Stakeholder Engagement

- Build and maintain positive relationships with community leaders, elders, schools, religious leaders, local government representatives, and other stakeholders.
- Act as a trusted liaison between the project and target communities.
- Support coordination of community meetings, trainings, campaigns, and stakeholder engagement activities.
- Facilitate communication and feedback between communities and the project team.

Qualifications and Experience

- Certificate or Diploma in Community Development, Social Work and Social Administration, Education, Development Studies, Social Sciences, or a related field.
- Applicants who do not possess the above academic qualifications but have at least three (3) years of demonstrated experience in social development programmes, community mobilization, awareness raising, and community engagement within their communities will also be considered.
- At least one (1) year of experience in community mobilization, community development, child protection, education, livelihoods, public health, or related community-based programmes.
- Experience working with vulnerable children, adolescents, youth, women, and community groups will be an added advantage.
- Experience working with community structures, support groups, child protection committees, savings groups, or local leadership systems is desirable.

- Lived experience of child labour, child exploitation, child marriage, school dropout, or other forms of childhood vulnerability, and the ability to use such experience positively to support and inspire children and communities, will be a strong advantage.
- Resident within or near the target communities and familiar with the local context, culture, and social dynamics.
- Ability to communicate effectively in karimojong and other local languages spoken within the target districts is essential.
- Demonstrated commitment to safeguarding, child protection, community service, and the promotion of children's rights.
- Ability and willingness to travel regularly within communities using a bicycle; cycling skills are therefore essential for this position.
- Recommendation from the LC1 should be attached.

Skills and Competencies

- Strong community mobilization, facilitation, and interpersonal skills.
- Good understanding of child rights, child protection, safeguarding, and community development principles.
- Ability to build trust and work effectively with diverse community members and stakeholders.
- Strong communication and listening skills, with sensitivity to cultural and community dynamics.
- Ability to identify vulnerable individuals and support appropriate referrals.
- Basic data collection, record-keeping, and reporting skills.
- High levels of integrity, professionalism, confidentiality, and accountability.
- Ability to work independently and within multidisciplinary teams.
- Commitment to safeguarding, inclusion, and the protection of children and vulnerable populations.
- Willingness to work extensively within rural and hard-to-reach communities.
- Good interpersonal, communication, facilitation, and teamwork skills.

Equal Opportunity and Anti-Bribery Statement

Nascent Research and Development Organization (NRDO) is an equal opportunity employer committed to diversity, equity, and inclusion in the workplace. We welcome applications from qualified individuals regardless of gender, age, disability, ethnicity, religion, marital status. We are committed to creating a respectful and inclusive work environment where all employees can thrive.

NRDO has a zero-tolerance policy towards fraud, corruption, bribery, sexual exploitation, abuse, and harassment. The organization does not charge any fees at any stage of the recruitment process, including application, shortlisting, interviewing, testing, or appointment. Any request for payment or other favors in connection with recruitment should be reported immediately to the organization.

Only shortlisted candidates will be contacted. Background checks, including reference and safeguarding checks, may be conducted as part of the recruitment process.

DEADLINE FOR SUBMISSION: 21st June 2026

APPLICATION PROCEDURE.

Send an email with a cover letter, your CV, copies of your academic qualifications, and any other relevant supporting documents to hr@nrdou.org and info@nrdou.org on.