



# NASCENT RESEARCH & DEVELOPMENT ORGANIZATION UGANDA

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

## JOB ADVERT

Position Details	Information
Job Title	Programme Officer Child Protection and Community Development
Reports To	Programme Co-ordinator
Duty Station	Karamoja Region Amudat/Moroto District
Deadline	21 <sup>st</sup> June 2026

### **Job Purpose**

The Programme Officer will play a critical role in the implementation of an integrated child protection and community resilience project in Moroto (Tapac Sub- County) and Amudat (Loroo Sub- County). The position will lead the delivery of community-based interventions aimed at preventing and responding to child marriage, child labour, child trafficking, and other forms of violence against children.

Working closely with communities, schools, local government structures, and project stakeholders, the Programme Officer will strengthen child protection systems, promote girls' education and retention, support household economic resilience initiatives, facilitate behaviour and social norms change interventions, and contribute to evidence-based programming that improves outcomes for vulnerable children and their families.

### **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**

### **Programme Implementation and Technical Support**

- Lead the implementation of project activities in accordance with approved work plans, budgets, donor requirements, and organizational standards.
- Facilitate the delivery of integrated child protection, education, livelihoods, and social behaviour change interventions at community level.
- Support the rollout of evidence-based methodologies including SCREAM, life skills education, positive parenting, community dialogues, and adolescent empowerment programmes.
- Strengthen community-based child protection systems and support the establishment and functionality of Child Protection Committees, Child Rights Clubs, and other community structures.
- Promote school retention and re-enrollment initiatives for vulnerable children, particularly girls at risk of child marriage, trafficking, and child labour.
- Support implementation of household economic strengthening interventions, including Village Savings and Loan Associations (VSLAs), financial literacy training, and livelihood support activities.

### **Community Engagement and Social Norms Transformation**

- Mobilize and engage children, parents, caregivers, traditional leaders, religious leaders, teachers, youth groups, and local authorities to support project objectives.
- Facilitate community awareness campaigns and dialogue sessions aimed at addressing harmful social norms that perpetuate child marriage, child labour, trafficking, and gender-based violence.
- Support male engagement initiatives that promote positive masculinity, shared caregiving responsibilities, and the protection of children's rights.

- Facilitate meaningful child participation and ensure children's voices inform programme implementation and community action.
- Support advocacy efforts at community and district levels to strengthen child protection and education outcomes.

### **Child Protection, Case Management and Referrals**

- Identify and monitor vulnerable children and households requiring specialized support and protection services.
- Support safe referrals and follow-up of child protection cases through established referral pathways and coordination mechanisms.
- Work closely with probation officers, schools, health facilities, police, and community structures to strengthen child protection responses.
- Ensure ethical, confidential, and survivor-centred handling of child protection concerns in line with safeguarding standards.
- Support emergency response and case follow-up where necessary.

### **Monitoring, Learning and Accountability**

- Collect, verify, and manage programme data in accordance with organizational monitoring and evaluation frameworks.
- Support beneficiary registration, community mapping, assessments, and routine monitoring visits.
- Prepare timely and accurate weekly, monthly, and activity reports highlighting progress, achievements, challenges, and recommendations.
- Document case studies, success stories, lessons learned, innovations, and promising practices to support learning and donor reporting.
- Facilitate community feedback and accountability mechanisms, ensuring beneficiary concerns are captured and addressed appropriately.
- Contribute to project reviews, reflection meetings, and learning events to improve programme quality and effectiveness.

### **Stakeholder Coordination and Representation**

- Maintain effective working relationships with district local governments, schools, community structures, civil society organizations, and development partners.
- Represent the organization in community and district-level coordination meetings as delegated.
- Support planning and coordination of trainings, workshops, community dialogues, review meetings, and stakeholder engagement forums.
- Contribute to building strong partnerships that enhance programme sustainability and community ownership.

### **Safeguarding and Compliance**

- Promote and uphold safeguarding, child protection, and ethical standards across all project activities.
- Ensure compliance with organizational policies, donor requirements, and national child protection frameworks.

- Immediately report and appropriately manage safeguarding concerns in accordance with established procedures.
- Support community awareness on safeguarding and protection of children and vulnerable individuals.

### **Qualifications and Experience**

- Bachelor's Degree in Social Work and Social Administration, Community Development, Development Studies, Education, Social Sciences, Human Rights, Psychology, or a related field.
- Minimum of **three (3) years' relevant experience** implementing community-based development, child protection, education, livelihoods, or youth-focused programmes.
- Demonstrated experience working with vulnerable children, adolescents, families, and community structures.
- Experience supporting interventions related to child protection, child marriage prevention, livelihoods, education, gender equality, or social norms change.
- Experience working with donor-funded projects and reporting requirements is desirable.
- Previous experience working in Karamoja or similar pastoralist, hard-to-reach, or marginalized settings will be a strong advantage.
- Ability to ride a motorcycle and possession of a valid riding permit is an added advantage.

### **Skills and Competencies**

- Strong community mobilization, facilitation, and participatory training skills.
- Demonstrated understanding of child protection, safeguarding, gender equality, and human rights principles.
- Good understanding of community-based case management and referral systems.
- Ability to build trust and work effectively with children, families, community leaders, and government stakeholders.
- Strong interpersonal, communication, negotiation, and relationship management skills.
- Excellent report writing, documentation, and information management skills.
- Ability to collect, analyze, and utilize data to inform programme implementation.
- Strong organizational and time management skills with the ability to manage multiple priorities.
- High levels of integrity, professionalism, and commitment to safeguarding and accountability.
- Fluency in English; knowledge of Ngakarimojong, kisawahili, Pokot will be an added advantage.
- Willingness and ability to work extensively in remote and underserved communities.

### **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: *21<sup>st</sup> June 2026***

**APPLICATION PROCEDURE.**

Send an email with a cover letter, your CV, copies of your academic qualifications, and any other relevant supporting document to [hr@nrdou.org](mailto:hr@nrdou.org) and [info@nrdou.org](mailto:info@nrdou.org) on.