

JOB OPPORTUNITY – PROGRAM MANAGER, Kampala Ugandan Nationals Only

Background:

Vétérinaires Sans Frontières Germany (VSF Germany) is a non-profit organization that has been working in the Greater Horn of Africa since 1998. VSF G's headquarter is in Berlin with a regional office in Nairobi, Kenya. VSF G is legally registered and operates in Ethiopia, Kenya, Somalia, South Sudan, Uganda and Sudan. VSF G works with people whose livelihoods is based or closely linked to livestock, namely: pastoral and agro-pastoral communities, and service providers in the livestock sector including fisheries, apiculture, local authorities and partners.

VSF Germany seeks to recruit an experienced and qualified Program Manager whose overall responsibility shall be to provide leadership to the VSFG Uganda Country Program; managing projects, staff, finances; coordinating and collaborating with stakeholders, managing donor relations and representing the organization at country level. The initial contract will be for 1 year with possibility of extension depending on performance and/or funding availability. This position is designed to have regular field travels within Uganda; and often to very remote hard to reach areas. The position holder will undertake the following duties/responsibilities:

Key responsibility areas include, but are not limited to:

- Oversee the overall management of the projects in the country program, leading the development and implementation of project work plans and prudent projects budget management in close cooperation with the project team members and service providers or consultants.
- Coordination and collaborate with stakeholders to ensure effective and efficient implementation, monitoring, evaluation and documentation of impacts for shared learning.
- Prepare quality and timely projects' reports for submission to donors and or partners
- Maintain effective communication within the team and with the stakeholders to ensure smooth implementation of projects activities.
- Network with the donors and partners and lead the development of project concept notes and proposals.
- Facilitate learning, experience sharing and accountability within project.
- Oversee dissemination of good practices and lessons learnt through participation in webinars and workshops relevant to the projects under implementation;
- Ensure strict compliance with all aspects of VSFG policies and procedures and donor rules and regulations
- Oversee and closely supervise the financial, logistical, procurement & administrative functions of the country program
- Oversee the recruitment of service providers and manage contracts with 3rd parties and supervise services rendered to the projects.
- Supervise, support and effectively mentor the program team members to ensure productivity and high morale to achieve the desired deliverables
- Participate, contribute to and represent VSF Germany in key stakeholder meetings, workshops, webinars, trainings, seminars in-country and as may be organized.

Person Requirements/qualifications

- Bachelor's Degree in Veterinary medicine, Animal production or Biological Sciences from a recognized university with at least 7 years of field practice and experience. Master's Degree in related fields will be an added advantage.
- At least 5 years of proven experience in the NGO sector in project management roles.
- Excellent working knowledge of English.
- Ability to work in a diverse team, impartiality and able to work under strict deadlines.

How to apply:

Interested and qualified candidates should submit their application letter indicating current pay and CV plus 3 names of referees (one of them being their immediate supervisor in the current or last employment) with their full contacts through:

<https://forms.gle/S4p2jidjdQs7CiGdA>

Only short-listed candidates will be contacted for interviews. Closing date for receiving applications is **Friday, 13th February 2026**, before 16:00 pm.

Disclaimer:

VSF Germany does not charge any kind of fee at whichever stage of the recruitment process and does not act through recruitment agents.