



UGANDA  
**KEY POPULATIONS**  
CONSORTIUM

### **PROJECT LEAD**

## **UKPC Engaging Community Resilience Activity (ECRA) Uganda**

**Location :** Kampala

**Duration of** One year

**Initial Contract:**

### **Background**

The recent enactment of the Anti-Homosexuality Act, 2023 that has potential to introduce significant challenges to various marginalised communities in Uganda in particular the LGBTIQ+ community has necessitated UKPC to strengthen its efforts towards mitigating and resolving some of these challenges that the community might face, hence the USAID Engaging Community Resilience Activity (ECRA) Project. The legislation, by criminalizing certain behaviours and expressions of identity, may and is already contributing to an increase in stigma, discrimination, and human rights violations. This range from the denial of rights to housing, livelihoods, family, health, education, to potential violations of the right to life.

This legislative environment has the potential to particularly affect those communities who may face increased discrimination and stigma, impacting their access to necessary services, support networks, and their ability to live free from fear and prejudice. The ECRA project is designed as a response to these anticipated challenges, focusing on the documentation of potential human rights violations and offering individualized emergency assistance.

The ultimate goal is to mitigate the potential social and economic impact of the legislation on diverse communities, including those engaged in professions or livelihoods that may face additional challenges due to the legislation.

UKPC, through the ECRA project, consists of community-based organizations representing diverse communities. These communities face considerable challenges in terms of discrimination, stigma, and potentially criminalization in Uganda.

Based on this, the ECRA project is a human rights violations documentation, advocacy, and individualized emergency assistance project meant to soften the social and economic impact of the Anti-homosexuality Act with its concomitant effects on individuals who identify as lesbian, gay, bisexual, transgender and queer as well as sex workers in all their diversity, as well as to document human rights violations and use the data to feed into human rights advocacy for lesbian, gay, bisexual, transgender, queer and sex worker human rights.

The Uganda Key Populations Consortium (UKPC), consists of community-based organizations from Uganda's LGBTQ+ community, sex worker community, and community of Persons Who Use and Inject Drugs (PWUIDs). These communities are among the most criminalized and stigmatized populations in Uganda. Key populations (KP) criminalization and stigma in Uganda are intersectional.

Based on the above background, this Project will have 3 outputs;

- **Intermediate Result 1: Human rights violations are better documented**
- **Intermediate Result 2: Individualized assistance is rapidly accessed and utilized**
- **Intermediate Result 3: KP-led organizations, partners, and allies are organized to respond and advocate for rights**

### **Duties and Responsibilities of the Project Lead**

Under the supervision of UKPC Director General, the Project Lead will be responsible for providing managerial leadership to the project, manage and support the day-to-day activities and resources of the project, with special emphasis on coordination and networking, management, and mobilization of resources.

The Project Lead will undertake his/her/their duties in close consultation with the USAID as well as the UKPC Management Team. S/he.they will also liaise on a regular basis with FRONTLINE AIDS for Technical Assistance.

The Project Lead will work in close collaboration with the Operations and Finance Team at UKPC.

### **Specific duties and responsibilities**

The Project Lead will manage UKPC's "Engaging Community Resilience Activity" Project and be responsible for ensuring the delivery of project outputs within the timeframe and budget of the programme as well as be responsible for resource mobilization for the Programme. Specific responsibilities will include:

- Managing the delivery of project outputs;
- Managing the project's financial resources;
- Fundraising and donor relations;
- Supervising sub-awardees and ensuring the quality of their deliverables;
- Collecting information, producing and disseminating reports and documents as required;
- Maintaining daily communications and working relationships with Government of Uganda partners, USAID Implementing Partners, UKPC Partner Organisations, civil society stakeholders and international partners;
- Preparing donor reports;
- Communicating successes and new developments to Government stakeholders, key donor partners and actively brief them on opportunities for cooperation;
- Managing the mainstreaming of gender in project implementation.
- Managing responsible parties responsible for the implementation of project activities.

### **Key results expected**

- Ensure all sub-grantees are engaged and milestones achieved.
- Ensure all reporting requirements are met.
- Ensure a 100% delivery rate on project activities (milestones) as outlined in the Award Contract.
- Develop, strengthen, and maintain relations for effective CSO networks, donor coordination and Government partnerships.
- Manage the mainstreaming of gender into the project.
- Monitor trends and new developments with respect to resource allocations and new windows of financing of the COP23 PEPFAR Planning process and prepare proposals for accessing such financing.

### **Competencies**

#### **Corporate Competencies:**

- Demonstrates integrity by modeling the UKPC values and ethical standards;
- Displays cultural, sexuality, gender, religion, race, ethnicity, nationality and age sensitivity and adaptability;

- Treats all people fairly without favoritism.

### **Functional Competencies:**

#### *Knowledge Management and Learning*

- Promotes a knowledge sharing and learning culture;
- Actively works towards continuing personal learning and development, acts on learning plan and applies newly acquired skills.

#### *Development and Operational Effectiveness*

- Ability to support the facilitation of project planning, results-based management and reporting;
- Ability to assist/lead implementation, monitoring and evaluation of project activities, mobilize resources, create networks, etc.;
- Strong planning and organizational skills; ability to handle planning and budgeting of multiple concurrent projects/activities;

#### *Management and Leadership*

- Focuses on impact and result for clients and responds positively to feedback;
- Demonstrated strong understanding of diplomatic practices; planning and consensus building, strong analytical skills combined with good judgment;
- Discretion and sound reasoning in dealing with sensitive matters; ability to independently solve complex and challenging problems;
- Consistently approaches work with energy and a positive, constructive attitude;
- Demonstrate strong oral and written communication skills;
- Builds strong relationships with clients and external actors;
- Remain calm, in control and good humored even under pressure;
- Demonstrate openness to change and ability to manage complexities.

### **Required Skills and Experience**

#### *Education:*

- Master's Degree (preferred) in a relevant area such as International Relations, Project Management, Social Sciences, Human Rights or related field;

#### *Experience:*

- At least seven years of demonstrable experience working on project development and implementation, including project monitoring and reporting.
- Knowledge and management experience with project management methodologies including results-based management on USAID Funded projects.
- Proven record of mobilising community in the private and/or public sectors.
- Proficient computer skills and use of relevant software and other applications.
- Knowledge of Uganda Government systems and protocols is a plus.
- Experience with USAID project management systems is a plus.
- Experience in community-based programming.

*Language requirements:*

- Fluency in spoken and written English.
- Fluency in one or more commonly spoken Ugandan vernacular languages is a plus.

\* **Candidates who fit the above criteria should send their updated curriculum vitae and cover letters to [info@ugandakpc.org](mailto:info@ugandakpc.org)**