Watoto

INTERNAL JOB ADVERTISEMENT

Job Title:	**Discipleship and Readiness Coordinator**
Organization:	**Watoto Child Care Ministries**
Duty Station:	**Watoto Children's villages**
Department:	**Pastoral and Discipleship**
Contract Type:	**Full-time Contract**
Reports to:	**Village Pastor**
Number of positions:	**2 vacancies**

Watoto Church Ministries has experienced exponential growth in the past couple of years composed of multiple Celebration Centers (Campuses) and diverse Community care initiatives that include Childcare, Community and Neighborhood, Education both in Uganda and South Sudan, Juba. In all of this, Watoto remains a local church, committed to Celebrating Christ and Caring for Community.

Job Purpose.
We are seeking to recruit a Discipleship and Readiness Coordinator to lead the development and implementation of structured programmes, curricula, tools and standards in discipleship, spiritual formation, character development, personal growth, life-skills development and transition-to-independence preparation.

Key Responsibilities Areas.

1. Lead the planning and implementation of discipleship programmes aligned with Watoto's mission, vision, values and young adults' transformation framework.
2. Translate the five transformation stages into structured programmes, learning experiences, milestones and measurable outcomes.
3. Develop implementation plans, operational guidelines that covers spiritual growth, personal development, employability and independent living.
4. Guide the establishment and operationalisation of integrated discipleship frameworks that strengthen spiritual growth across all five transformation stages.
5. Oversee the development and delivery of competency-based life-skills and future-readiness programmes, establishment of learning milestones, assessment of readiness and coordination of targeted support for independent adulthood.
6. Supervise and manage facilitators performance through clear work plans, defined targets, and field observations, ensure quality programme delivery, accountability and capacity development.
7. Oversee individual development plans, progress reviews and readiness assessments, to ensure targeted support throughout young adults' transformation journey.
8. Manage section 3 programme planning, budgets and risks while driving performance reviews, resource accountability and continuous programme improvement.
9. Oversee safeguarding, psychosocial wellbeing and specialist support coordination, to ensure that young adults' safety, dignity, rights and timely access to appropriate interventions and multidisciplinary care.
10. Build and manage strategic partnerships, mobilize resources and coordinate mentorship, internships, vocational exposure and career development opportunities to strengthen young adults' transformation and future readiness.
11. Establish monitoring, evaluation and reporting systems to track programme performance, resource utilization and accountability to drive improvement.
12. Oversee residential life and peer leadership, foster accountability, independence, self-management and responsible community living.

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Qualifications, Skills, and Experience.

- The applicant for the role should hold at least a minimum of a bachelor's degree in theology, Social Work, Psychology, Counselling, Education, Youth Development or a related field.
- An appropriate diploma combined with relevant experience is a good consideration.
- Formal training in biblical discipleship, Christian leadership, youth development, programme management or a related field is an added advantage.
- Minimum of 5 years' work experience in youth or young adult development, discipleship, pastoral ministry, social services, education or residential care.
- Formal theological training, counselling-skills training or recognized safeguarding training is an added advantage.
- Minimum of 2 years' work experience in programme coordination, team supervision or management of staff.
- Demonstrated experience designing and implementing structured discipleship, mentorship, life-skills or personal-development programmes.
- Understanding of safeguarding, child and young-person protection, confidentiality, professional boundaries and incident reporting.
- Demonstrated ability to coordinate multidisciplinary interventions and manage stakeholder relationships.
- Experience in monitoring, evaluation, data analysis, programme reporting and budget management.
- Proficiency in computer applications and approved programme information management systems.

Working at Watoto Church Ministries.
Watoto is committed to safeguarding children and vulnerable adults, and all staff are expected to adhere to the ministry's Safeguarding Policy and related standards.

We encourage devoted and discipled Christians who meet the qualifications and experience requirements of the role to apply.

Both male and female candidates are encouraged to apply.

How to Apply.
Suitably qualified and interested candidates can apply by following the procedures below.

1. Visit our website **www.watotochurch.com** and navigate to join the team
2. Select **click here** to view the job details.
3. To apply, click the **Apply Here** button.
4. Complete the form and submit it once all sections have been filled out.

Once you have completed the above step, please email the following documents to careers@watotochurch.com: CV, academic documents (Subject Line: Job Title - First Name, Last Name).

Application deadline: 4th December 2026.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED FOR INTERVIEWS.

We are committed to equal employment opportunities.

