

# Watoto

## JOB OPPORTUNITY

**Job Title:** Head - Impact and Planning  
**Organization:** Watoto Child Care Ministries  
**Department:** Watoto Neighbourhood  
**Duty Station:** Watoto Church, downtown  
**Contract Type:** Full-time Contract  
**Reports to:** Team Leader, Neighbourhood.

**Watoto is a Christian childcare ministry committed to celebrating Christ and caring for vulnerable children and women in Uganda and South Sudan. Through childcare, education, discipleship, community development, and humanitarian initiatives, Watoto seeks to raise godly transformational leaders and restore hope to vulnerable communities.**

### Job Purpose.

To lead and strengthen Monitoring, Evaluation, Accountability, and Learning (MEAL), research, and strategic planning across all Neighbourhood programmes, ensuring data-driven decision-making, measurable impact, and continuous programme improvement aligned with organisational goals.

### Key Responsibility Areas.

1. Align MEAL systems and performance frameworks with organizational vision and strategic objectives.
2. Lead the development, implementation, and continuous improvement of MEAL frameworks across Neighbourhood programmes.
3. Provide technical leadership, mentorship and guidance to MEAL staff and programme teams on data collection, analysis, and reporting.
4. Design and oversee operational, programme, and impact research to inform programme effectiveness.
5. Facilitate organizational research and learning through the synthesis of findings and engagement with leadership and stakeholders.
6. Identify, pilot, and support scaling of innovative approaches to improve programme outcomes.
7. Lead strategic planning processes and development of frameworks for Neighbourhood programmes.
8. Align departmental and programme plans with overall organizational strategy.
9. Develop and standardize planning tools, templates, and performance frameworks.
10. Identify and mitigate risks related to MEAL systems and programme data.
11. Oversee quality assurance, compliance with organizational policies, donor requirements, and ethical standards.
12. Support the budgeting and resource management processes for MEAL activities.
13. Provide strategic advice to leadership on programme performance, trends, risks, and opportunities, and build key partnerships and collaborations.



Watoto UGANDA

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## Qualifications, Skills and Experience.

- The applicant for the role should have at least a Bachelor's degree in Statistics, Monitoring & Evaluation, Social Sciences, or a related field.
- A master's degree in a relevant field is an added advantage.
- Relevant professional training or certification in MEAL systems, research methods, data analytics, or programme evaluation.
- At least 8 years of progressive experience and 3 years in senior strategic leadership development and management of MEAL frameworks, KPIs, and learning systems.
- Proven experience in building and mentoring multi-level teams.
- Proven experience in operational, programmatic, and impact research, and application of findings to organizational learning.
- A committed, consistent, and disciplined Christian who demonstrates spiritual maturity and active engagement in discipleship, aligned with Watoto values.

## Working at Watoto Ministries.

Watoto is committed to safeguarding children and vulnerable adults, and all staff are expected to adhere to the safeguarding policy.

## How to Apply.

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

1. Visit our website [www.watotochurch.com](http://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](mailto:careers@watotochurch.com): CV, academic documents, and a Church recommendation letter (**Subject Line: Job Title - First Name, Last Name**).

**Application deadline 28<sup>th</sup> June 2026.**

**ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED FOR INTERVIEWS.**

*We are committed to equal employment opportunities.*

