

# Watoto

## JOB OPPORTUNITY

**Job Title:** Head of Programmes  
**Organisation:** 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.

The Head of Programmes provides strategic leadership, ensures high-quality technical programme design, and oversees effective management across all Neighbourhood programmes.

### Key Responsibility Areas.

1. Lead the development, implementation, and continuous review of the Neighbourhood programme strategy, ensuring alignment with organisational objectives and long-term ministry impact.
2. Provide strategic leadership and oversight for programme implementation, that deliver high-quality, effective, and consistent delivery across all programme areas.
3. Develop and maintain programme standards, policies, frameworks, tools, guidelines, and standard operating procedures to promote excellence, compliance, and operational consistency.
4. Translate strategic priorities into operational plans and implementation approaches, that ensure programme execution remains aligned with organisational strategy and intended outcomes.
5. Drive programme growth and expansion through development of growth strategies, identification of new community opportunities, coordination of phased rollouts, and strengthen programme scalability and sustainability.
6. Champion innovation, continuous improvement, and learning to enhance programme effectiveness, accessibility, impact, and long-term sustainability.
7. Lead the design and oversight of Monitoring, Evaluation, Accountability and Learning (MEAL) systems, ensuring timely data collection, analysis, reporting, and evidence-based decision-making.
8. Oversee programme reporting and knowledge management processes, ensuring accuracy, quality, compliance with donor requirements, and application of learning to improve programme outcomes.
9. Provide strategic supervision, coaching, mentoring, and leadership development to programme teams, that foster a high-performing, Christ-centred culture of accountability, excellence, and continuous improvement.
10. Lead organisational and programme change initiatives, ensuring effective adaptation to evolving strategies, growth opportunities, and operational requirements.

Watoto UGANDA



11. Champion Christ-centred values, discipleship, and servant leadership across all programme teams and stakeholder engagements.
12. Develop and sustain strategic partnerships and stakeholder relationships with government agencies, donors, NGOs, faith-based organisations, private sector actors, and community structures to strengthen programme impact and sustainability.
13. Represent the organisation in sector forums, networks, advocacy platforms, and donor engagements, mobilising resources, technical support, and collaborative opportunities that advance programme objectives.
14. Lead safeguarding, child protection, risk management, and compliance efforts, ensuring adherence to organisational policies, donor requirements, governance standards, and regulatory obligations.
15. Provide strategic oversight of programme budgeting and resource management, ensuring efficient allocation, utilisation, cost-effectiveness, and value-for-money across programme operations.
16. Monitor programme performance, partnership outcomes, resource mobilisation efforts, and operational effectiveness, implementing corrective actions and systems improvements to maximise programme impact and sustainability.

### **Qualifications, Skills, and Experience.**

- The bachelor's degree in social sciences, Development Studies, Social Work and Social Administration, Child Development, Education, or a related field.
- Master's degree in a relevant field such as Development Studies, Social Sciences, Social Work and Social Administration, Education, Child Development, Public Administration, Psychology, Community Development, or related disciplines.
- Minimum of 8 years' progressive experience in programme management, including at least 5 years in senior leadership overseeing multi-sectoral programmes.
- Proven experience in programme strategy development, design, implementation, and evaluation.
- Demonstrated experience in leading integrated programmes in areas such as child development, education, livelihoods, discipleship, and community engagement.
- Demonstrated ability to lead, mentor, and develop high-performing teams, including building technical and leadership capacity.
- Experience in Monitoring, Evaluation, Accountability, and Learning (MEAL), including the use of data for decision-making, programme improvement, and impact measurement.
- Experience of working within faith-based and/or international NGO settings, particularly with vulnerable children, women, and families.
- 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.*

