

Watoto

JOB OPPORTUNITY

Job Title: Programme Coordinator
Organisation: Watoto Child Care Ministries
Department: Watoto Neighbourhood
Duty Station: Kampala and Gulu
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 provide strategic leadership coordination and oversight of the Neighbourhood Centre, ensuring integrated high-quality delivery of programmes across the Neighbourhood pillars while driving holistic community transformation in alignment with the organization's mission.

Key Responsibility Areas.

1. Lead the planning, implementation, and continuous improvement of all Centre programmes in alignment with the Neighbourhood Ministry strategy and objectives.
2. Oversee the day-to-day operations of the Centre, ensuring integrated, efficient, and high-quality service delivery across all departments.
3. Provide leadership, supervision, performance management, and support to Centre staff to achieve programme and operational goals.
4. Foster the spiritual growth, character development, discipleship, and professional development of staff, promoting a Christ-centred and growth-oriented team culture.
5. Identify staff capacity gaps and coordinate training, coaching, mentoring, and development initiatives to strengthen programme delivery.
6. Support recruitment, onboarding, orientation, and retention of Centre staff in collaboration with relevant departments.
7. Spearhead compliance with safeguarding, child protection, organisational policies, ethical standards, and operational procedures.
8. Conduct risk assessments and implement appropriate mitigation measures to safeguard people, resources, and programme activities.
9. Oversee Centre logistics, asset management, documentation, and record-keeping to ensure operational efficiency and accountability.
10. Lead Centre planning and budgeting processes, ensuring effective utilisation and stewardship of financial and other resources.
11. Monitor and approve Centre-level expenditures and requisitions while ensuring compliance with financial policies and accountability requirements.
12. Lead the implementation of monitoring, evaluation, accountability, and learning (MEAL) systems to track programme performance, outcomes, and impact.
13. Oversee data collection, analysis, reporting, verification, and utilisation to support evidence-based decision-making and continuous programme improvement.

Watoto UGANDA

P O Box 26366 | Kampala UGANDA | TEL: +256 (0) 414 313 561 | EMAIL: hr@WATOTO.COM



14. Build, manage, and strengthen strategic partnerships with community leaders, organisations, institutions, donors, and other stakeholders to enhance programme impact and sustainability.
15. Represent the Centre in community and stakeholder engagements, while supporting resource mobilisation, partnership reporting, and external collaboration initiatives.

Qualifications, Skills, and Experience.

- The applicant for the role should have a minimum of a bachelor's degree in social work, Community Development, Community Psychology, or a related field.
- A postgraduate qualification in a related field is an added advantage.
- Minimum 5 years of progressive experience in community development or social services, with at least 3 years of experience in team leadership.
- Proven ability to manage stakeholder relationships and project management.
- Experience in donor management and compliance requirements, with strong knowledge of child safeguarding and protection.
- Demonstrated ability to manage budgets, programme implementation, and reporting.
- Experience working with community groups, including vulnerable mothers, children, and youth.
- 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 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, and a Church recommendation letter (**Subject Line: Job Title - First Name, Last Name**).

Application deadline 28th June 2026.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED FOR INTERVIEWS.

We are committed to equal employment opportunities.

