



## JOB OPPORTUNITY

**Job Title:** Risk Management and Compliance Senior.  
**Organisation:** Watoto Church Ministries.  
**Duty Station:** Watoto Church, downtown.

Watoto Church Ministries has experienced exponential growth over the past couple of years, comprising multiple Celebration Centres (Campuses) and diverse Community care initiatives, including Child Care, Neighbourhood, Education, and FM Radio, among others.

At its core, Watoto remains a local church committed to celebrating Christ and caring for the community.

Watoto Child Care Ministries exists to empower vulnerable women and children through Christ-centred, holistic care for community transformation.

### Job Purpose.

The Risk Management & Compliance Senior will support the Team Leader in establishing and operating a ministry-wide Risk Management Framework and Compliance Management Framework. The role will oversee risk identification, mitigation, compliance monitoring, and capacity building to strengthen governance and safeguard Ministry objectives.

### Key Duties and Responsibilities.

#### 1. Establishment of the Risk Management Framework.

- Lead the design and development of key risk management documents and processes, for example, the Risk Management Mandate, Appetite Framework and Appetite Statement.
- Integrate Risk Management into the Audit Committee Terms of Reference (ToR)
- Support Audit Committee meetings and follow up on risk-related actions
- Develop and implement a Risk Management Training Framework

#### 2. Implementation of Ministry-wide Risk Management Operations.

- Develop and execute annual risk management plans.
- Identify, assess, and communicate emerging risks across the ministry.
- Design, implement, and monitor risk mitigation strategies
- Conduct risk assessments, reviews, and investigations where necessary, and oversee the updating and maintenance of risk registers.
- Prepare and present risk reports to Senior Management, the Board, and Committees
- Manage and oversee the stakeholder relationship with the Internal Risk Management Group (IRMG)
- Support the Child Safeguarding function in liaison with the departments that oversee safeguarding.



**Watoto Church Ministries - UGANDA**

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### **3. Establishment of the Compliance Management Framework and Team Management.**

- Review, amend, and implement the Compliance Management Policy, ensuring alignment with regulatory and legislative requirements.
- Contribution to the development and implementation of the Departmental Annual Operating Plan (AOP) and budget.
- Contribute to the preparation and review of annual Risk Management and Compliance Plans, departmental Gantt charts, and the Annual Operating Plan (AOP) and departmental budgets.
- Ensure proper accounting of funds and participate in organisational meetings, including M&E reviews.
- Oversee the performance management cycle for the Risk Management Assistants
- Conduct capacity assessments and provide coaching and other developmental initiatives to support the growth of the Risk Management Assistants.

### **Qualifications, Experience, Technical Competencies and Personal Alignment.**

- The applicant for the role should hold at least a Bachelor's degree in Finance, Accounting, or other relevant discipline from a reputable university.
- At least four (4) years of working experience in a risk-related role within a reputable organisation, including two (2) years at a supervisory level.
- Professional certification in Risk Management, Compliance, Audit, or Governance is an added advantage
- Proficiency in computer applications, audit software, and accounting packages.
- Proven ability to meet tight deadlines and handle multiple priorities effectively.
- Strong interpersonal skills and report writing abilities, with the capacity to collaborate across diverse teams.
- Strong work ethic, professionalism, integrity, and attention to detail

***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)**.

**The application deadline is 15<sup>th</sup> May 2026.**

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

*We are committed to equal employment opportunities*

