Watoto

JOB OPPORTUNITY

Job Title: Team Leader – Watoto Neighbourhood.
Organisation: Watoto Child Care 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 Team Leader – Watoto Neighbourhood reports to the WCCM-Executive Director and provides spiritual, strategic, and operational leadership for the program.

The role provides vision, drives execution of the Neighbourhood framework, and ensures alignment with Watoto's mission, values and long-term objectives.
It also oversees departmental teams and builds strategies to advance holistic restoration for vulnerable mothers and children.

Key Duties and Responsibilities.

1. Strategic Leadership.

- Provide overall leadership and direction for the Neighbourhood programmes, ensuring alignment with Watoto Church's vision, mission, and values.
- Lead the development and execution of annual and strategic plans, with clear priorities, targets, and measurable outcomes.
- Represent the Neighbourhood in internal leadership forums and external engagements, strengthening visibility and influence.

2. Strategic Programme Growth.

- Develop and execute a strategic growth plan.
- Champion innovation, continuous learning, and adaptation.
- Identify and pursue opportunities to diversify funding sources and improve programme sustainability.
- Drive the growth and expansion of Neighbourhood programmes into new communities or districts, ensuring sustainability and impact.
- Develop and oversee adherence to a quality assurance framework for the programme.

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P.O.Box 26366, Kampala, Uganda
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3. Programme and Policy Management

- Oversee the design, implementation, and continuous improvement of Neighbourhood programmes and policies within established governance frameworks.
- Lead programmes to achieve planned objectives within set timelines and quality standards.
- Oversee periodic programme reviews and evaluations, using data and insights to drive continuous improvement.
- Oversee the preparation and alignment of annual work plans and programme budgets.
- Utilize programme data to inform decisions in line with organisational requirements.

3. Financial, Resource, and Operational Oversight

- Provide oversight of budgets, resource allocation and programme efficiency.
- Oversee stewardship of financial and physical resources, including tracking utilisation and optimising efficiency.
- Monitor expenditure against approved budgets and implement timely corrective actions where necessary.
- Lead the risk and compliance functions in line with organisational policies, donor requirements, and statutory regulations

4. Partnerships and External Engagement

- Develop and maintain strategic partnerships with stakeholders.
- Oversee the preparation and timely submission of high-quality donor and partner reports.
- Strengthen collaboration with stakeholders to enhance programme reach, impact, and resource mobilisation.
- Provide high-quality reports on programmes, reports, and impact.

5. Team Leadership and Development

- Provide spiritual leadership, discipleship, and oversight to Neighbourhood staff, and promote Christ-centred values throughout all centre activities, modelling spiritual maturity, integrity, and servant leadership.
- Provide oversight to programmes and activities to reflect and uphold Ministry and Biblical values.
- Lead and support the recruitment, onboarding, and retention of Neighbourhood leaders in collaboration with HR.
- Identify staff capacity gaps and implement targeted development initiatives.
- Drive a culture of accountability and performance excellence through structured performance management
- Lead and guide staff through change initiatives, including restructuring, transitions and transformation initiatives.

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6. Compliance and Risk Management

- Lead the identification, assessment, and mitigation of risks to safeguard the Ministry's resources and reputation.
- Maintain and oversee a structured compliance and risk management framework, with clear ownership and accountability.
- Monitor adherence to compliance standards across departments and ensure timely resolution of identified gaps.

Qualifications, Experience, Technical Competencies and Personal Alignment.

- The applicant for the role should hold at least a Bachelor's degree in Social Sciences, Development Studies, Social Work, or a related field from a recognized University.
- A Master's degree in a relevant field (e.g., Development Studies, Management) is an added advantage.
- Relevant training or certification in leadership, program management, Monitoring and evaluation, or strategic planning.
- A minimum of 8 years' progressive experience in program management, community development, or social services, with at least 5 years in management roles.
- Strong knowledge of child protection, community development, and family-based care.
- Experience across the social development sector, e.g. education, health, HIV/AIDS, gender)
- Demonstrated experience in financial management, including budgeting and overseeing expenditure.
- Demonstrated ability to develop and maintain relationships with senior-level donors and government officials.
- Excellent reporting and presentation skills.
- Proficiency in Microsoft Office applications, including Word, Excel, and PowerPoint.
- Demonstrated Christian faith and commitment to discipleship, aligned with Watoto's values

Working at Watoto Child Care Ministries.

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

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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 19th April 2026.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED FOR INTERVIEWS.

We are committed to equal employment opportunities

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