



JOB OPPORTUNITY

Job Title: Team Leader – Human Resources
Organisation: Watoto Church Ministries
Duty Station: Watoto Church, downtown
Reports to: Head of Operations

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 – Human Resources reports to the Head of Operations and provides strategic leadership and oversight of all human resource functions across Watoto Ministries. The role is responsible for developing and implementing HR policies, systems, and strategies that attract, develop, and retain a qualified, competent, and committed workforce.

This position leads and manages key Human Resources functions, including workforce planning, recruitment and talent development, compensation and benefits administration, performance management, employee relations, and occupational health and safety.

Key Duties and Responsibilities.

- Lead the development and implementation of human resource policies, procedures, and frameworks, aligning them with Labour laws and organizational priorities.
- Direct workforce planning and manage recruitment processes to deliver timely attraction, selection, and onboarding of qualified staff.
- Drive learning and development initiatives by consolidating training needs, shaping development plans, and tracking programme outcomes.
- Oversee payroll inputs and manage staff benefits administration, including medical, insurance, and provident fund schemes, maintaining accuracy and alignment with approved structures.
- Drive the performance management process, track appraisal completion, review outcomes, and address performance gaps across teams.
- Review and manage employee relations and disciplinary matters, uphold fairness, and apply policy and legal standards consistently.

Watoto Church Ministries - UGANDA

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- Direct health, safety, and staff welfare initiatives, address workplace risks, and support staff wellbeing.
- Oversee human resource operations, maintain personnel records, and manage human resource information systems to uphold data accuracy and documentation standards.
- Lead internal human resource communication and staff engagement efforts, strengthen information flow, and align teams across the organization.
- Supervise the human resource team, allocate work, review outputs, and develop team capability and performance.
- Consolidate human resource reports and deliver timely, accurate insights to support leadership decision-making.

Qualifications, Skills, and Experience.

- The applicant should hold a master's degree in Human Resources Management, Business Administration, Organisational Psychology, or a related field, and a postgraduate qualification in Human Resources Management.
- A minimum of 7 years' progressive experience in Human Resource Management, with at least 5 years in management roles.
- Membership in a Human Resource professional body.
- Excellent knowledge of local labour law and related legislation.
- Excellent planning and organisational skills.
- Excellent reporting and presentation skills.
- Proficiency in Microsoft Office applications.
- Strong Christian faith, discipleship and principles aligned with Watoto 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.

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 14th May 2026.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED FOR INTERVIEWS.

We are committed to equal employment opportunities

