



PROGRAM MANAGER UGANDA

Job description

Location	Kampala, Uganda (With 25% spent in Karamoja)
Hours	40 hours per week
Reports to	Head of Programs, Africa
Start date	1 st June 2026
Application deadline	31 st March 2026, 9am EAT

About the Freedom Fund

At the Freedom Fund, we believe in the power of frontline leadership to end modern slavery. We are a collaborative fund that exists to get resources where they are most needed, into the hands of those working directly to dismantle systems of exploitation. Since our founding in 2014, we've invested over \$100 million into community-based organizations across Asia, Africa, and South America, supporting survivors, building movements, and creating lasting change.

We know that human trafficking and forced labor are not abstract issues, they are deeply rooted in injustice, inequality, and systemic failure. As we look ahead to 2030, our new strategy focuses on doubling down on what works: investing in frontline partners, amplifying survivor leadership, influencing global systems, and shifting power and funding to communities. By the end of this strategic period, we aim to directly improve the lives of 2.5 million people currently in or at risk of slavery, strengthen antislavery movements across 11 countries, and mobilize \$350 million in support of our shared mission.

We are committed to being a values-driven employer. Our organizational culture is warm, collaborative, and committed to continuous learning. We strive to be a place where people feel safe, valued, and able to do their best work in service of our vision: a world free of slavery.

About the Uganda Hotspot Program

This program is designed to bring about a substantial reduction in the prevalence of child and forced marriage (*the program addresses Child, Early and Forced Marriage and Unions (CEFMU). This includes non-formal unions*) in over 300 targeted communities in the Karamoja region. Following a comprehensive inception phase initiated in October 2024, which included participatory research with six local partners, a formal program strategy has been approved for full implementation, with an initial three-year funding. This strategy directly addresses the intergenerational cycle of vulnerability for women and girls in Karamoja, where forced marriage is often characterized by coercion, exploitation, and a systematic loss of rights.

The focus Districts will be Napak, Moroto, and Amudat districts, and the program will target communities where child and forced marriage is most prevalent, often intertwined with child labour and trafficking. Core to the strategy is the identification of credible frontline partners, including a youth advisory panel with lived experience, grant making that balances accountability and flexibility, the centering of survivor and community voices and high-quality impact measurement and reporting.

About the position

This is an exciting and demanding full-time role for an outstanding individual with experience in managing complex human rights programs, specifically those targeting children in exploitative situations. The successful candidate will be responsible for the overall quality and impact of the Uganda hotspot program. This will include managing a Program Advisor in the Karamoja region, ensuring high-quality grant-making practices that are compliant with the FF processes, compiling information for donor reports and ensuring quality impact data reporting. He/She will report to the Head of Programs, Africa based in Nairobi, Kenya.

To maximise the program's systemic impact, the Program Manager will be based in Kampala. This strategic location is essential for maintaining proximity to national-level decision-makers, government ministries, and key civil society stakeholders. Given that the heart of

the program is rooted in the communities of Napak, Moroto and Amudat, the role requires the candidate to travel to these areas approximately once a quarter. This is to ensure that the Program Advisor receives required support, that the principles of partnership of the FF are always upheld, and that the overall strategic aims of the hotspot are prioritised.

Responsibilities

Working closely with the Program Advisor, the successful candidate will oversee the implementation of the Freedom Fund's program in Uganda, executing the following responsibilities:

Program Strategy and Delivery

- Oversee participatory program design and implementation in Karamoja
- Analyse political, policy and sectoral developments in Uganda, as well as grassroots, local and Youth Advisory Panel inputs, to support hotspot strategy development.
- Advise the Program Advisor on high-impact advocacy opportunities, enabling the mobilization of youth advocates and partners to influence key decision-makers and secure policy commitments, including increased investment.
- Work with the Head of Programs to set and periodically review hotspot strategies.
- Ensure and enable quality delivery of the programs in Uganda.
- Draft internal and external reports using partners' progress reports and data.
- Commission/manage technical experts and consultants as relevant and needed.
- Support and contribute to program initiatives that come up periodically at the Freedom Fund

Support and Manage Program Advisor

- Manage the Program Advisor based in Karamoja
- Support the Program Advisor to address and trouble shoot challenges as they arise.
- Support the Program Advisor to manage relationships with relevant local partners

Grant Management

- Manage grant making for the hotspot, including contracting and amendment processes with partners and Technical Assistants, and adhere to all Freedom Fund grant making processes on the Grant management system.
- Draft, finalise and amend grant agreements with local partners.

- Ensure payments to partners and service providers are made in a timely manner.
- Review monthly management accounts for the program.
- Ensure appropriate grant management processes are followed by the Program Advisor
- Promote safeguarding awareness and best practices throughout the work of the program.
- Act as a central point of contact with other Freedom Fund teams in relation to grant management processes that may require their involvement or input.
- Inform and draft responses to external or donor queries about the Freedom Fund grant management processes.
- Run periodic audits of grant management processes implementation.
- Ensure hotspot compliance with the Freedom Fund's grant management systems and donor rules, including direct use of the online grant management system.

Data and Reporting

- Monitor program performance against objectives, using agreed indicators and the M&E system.
- Provide research, M&E and other support as required and requested.
- Identify opportunities and help create compelling communications and storytelling from the work in Karamoja, liaising with the Freedom Fund's Communications team.

In-Country Representative

- Serve as the safeguarding and security focal point for the program.
- Nurture and maintain strong relationships with donors, supporting fundraising efforts and proactively enhancing donor engagement, especially with in-country donor representatives.
- Support the Head of Programs in evolving the strategy of the hotspot, identifying opportunities to strengthen the work and liaise with in-country networks to promote learnings and identify ways to collaborate in delivering activities.
- This role might be required to act as the representative of the Freedom Fund in Uganda, including representing the organization in networks, government engagements, and civil society forums.

Qualifications and experience

Essential

- Extensive experience in end-to-end grant management, including drafting sound grantee contracts, conducting rigorous budget and proposal narrative reviews against compliance thresholds, and ensuring all partner agreements adhere to organizational and safe-working standards.
- High proficiency with digital tools, specifically Microsoft Office (Word and Excel) and experience managing grants/data through online platforms (e.g., Salesforce or similar grant management systems).
- Strong data and reporting skills, including the use of rigorous monitoring and evaluation techniques and a clear understanding of the possibilities and limits of measurement in development.
- Experience preparing and managing budgets to ensure financial accountability and program efficiency.
- Knowledge and experience in child labour, forced labour, anti-human trafficking, or modern slavery initiatives; specialized familiarity with child and forced marriage and child protection is highly desirable.
- Knowledge of effective approaches to transform harmful gender norms, ensuring ownership from within complex local cultures.
- Strong skills in participatory facilitation and inclusive decision-making processes.
- Experience in persuasive advocacy and collaborative systems-change work with government bodies.
- Work experience in contexts of security threats and food scarcity.
- Experience working with private and public donors (e.g., US, UK, or European government grants).
- At least five years of relevant experience, including at least two years supporting local organizations specifically in the Karamoja sub-region.
- Experience in line management and leading teams working remotely.
- Fluency in the Karimojong language is highly desirable.

Personal attributes

Essential

- Team player committed to the Freedom Fund's values and passionate about human rights issues.
- Ability to build relationships with a wide range of individuals from diverse backgrounds.

- Demonstrated commitment to fairness, care, and compassion.
- Ability to engage with survivors in a trauma-informed, respectful, and supportive manner.
- Capacity to manage and support staff with the same values-based approach, fostering trust and wellbeing.
- Detail oriented, with ability to manage, track and organise data, including numerical data.
- Ability to work independently, displaying strong initiative in solving day-to-day problems with limited direction. Resilience in the face of setbacks and disturbing situations.
- Sound English communication skills and ability to present information in compelling ways.
- Willingness and ability to travel regularly, sometimes to remote communities, as required.
- Must have the valid right to work in Uganda

Compensation

- Salary: Ugandan Shillings 185,054,027 to 189,923,870 per annum
- 21 days annual leave (pro rata) + National holidays, additional 3 days Christmas closure in December.
- NSSF contribution as per the government
- Generous Learning and Development budget per employee per annum

Application procedure

Applications should be submitted in English and include a CV, cover letter (maximum one page), and contact details of two professional referees, one of which must be the applicant's current / most recent line manager or current / most recent Head of HR. If professional referees are not applicable, personal references are welcomed, providing they are able to speak to the strengths listed in the above description.

Please send applications by email in PDF format to jobs@freedomfund.org, including 'Program Manager Uganda' in the subject line before 9AM on 31st March 2026.

Please note that only candidates selected for further consideration will be contacted. No phone calls please. No agencies please.

The Freedom Fund is an equal opportunities employer. In line with our values of respect, agility, and excellence, we value the strength of a diverse workforce and strongly encourage applications from people with disabilities, Black, Asian, Indigenous or Minority Ethnic backgrounds, LGBTQ+ and from different socio-economic backgrounds. Applicants must be eligible to work in Uganda. The Freedom Fund will aim to meet candidates' access requirements throughout the recruitment process. If this is applicable, then please notify us.

The Freedom Fund is committed to the importance of meaningful survivor inclusion and leadership. As such, particular consideration will be given to applicants with lived experience of trafficking and/or forced labour.

The Freedom Fund offers any candidates with lived experience of trafficking and/or forced labour the opportunity to have an informal and confidential pre-application chat with a member of our team to discuss suitability for the role as well as any reasonable adjustments that may be needed for the recruitment process. This conversation is intended to provide support to the candidate and will not have any negative impact on the recruitment process. Please get in touch at jobs@freedomfund.org

Background checks

As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with the Freedom Fund will be subject to satisfactory preemployment checks to ensure we recruit only those who are suitable to work with children and vulnerable persons. These checks include Disclosure and Barring Service and/or International Criminal Records Checks, satisfactory references, proof of eligibility to work in the national location of this role and checks against the Office of Foreign Assets Control data list (OFAC) which highlights any connections to terrorism or trafficking.

At the Freedom Fund, we are conscious that some candidates may have criminal records resulting from their experience of trafficking and/or forced labour. Applications from individuals with a criminal record, or who have been formerly incarcerated are accepted. We welcome a confidential conversation on this as part of the pre-application chat noted above or at the point of an offer being made.

Any offer of employment or consultancy with The Freedom Fund will only be made following successful background checks conducted on the applicant. Such checks may be updated periodically during the period of employment or consultancy. Initial checks will only be undertaken at the point of a job offer being made, and always with the prior permission of the candidate.