



Email: lidupedfoundationuganda@gmail.com

Our Ref:

Your Ref:

P.O BOX 132

LIRA UGANDA

Tel: 0392990900

Date: 02nd/03/2026.

JOB ADVERT

Background.

LIDUPED FOUNDATION UGANDA is an indigenous organisation of Persons with Disabilities formed in 1991. It brings together all categories of disabilities including but not limited to Physical, sensory, intellectual and mentally impaired people. LIDUPED has always worked to break the tradition that tended to treat PWDs as objects of charity and not full participants in development processes in Uganda. It is legally registered with National Bureau for Non- Governmental Organisations as a Local NGO.

Our mission is **“Equalization of opportunities, respect for human rights and full participation in the development process”**.

The vision is **“a community without discrimination based on disability”**.

LIDUPED Foundation Uganda has secured funding from Plan International Uganda to implement a four year project entitled **“Access to SRHR Knowledge and Services (ASK)”** under Building Equality, Breaking Barriers Program in the five districts of; Lira, Kole, Kwania, Alebtong and Lira City with a focus on Adolescent Sexual Reproductive Health and Rights (ASRHR). The aim of the project is to increase access to SRHR information and services to young Adolescent and youth.

LIDUPED therefore, invites applications from suitably qualified Persons to fill in the under listed vacant positions.

1. GENDER AND INCLUSION PROJECT COORDINATOR

Duty Station: Lira City, Uganda with frequent travel to the field

Reports to: Executive Director.

Contract Duration: One (1) year renewable subject to performance and funding

PURPOSE AND DIMENSIONS OF THE ROLES

Our commitment to gender transformative change in SRHR goes beyond addressing “symptoms” to explicitly tackling the root causes of gender inequality and exclusion particularly unequal power relations, discriminatory social norms, and inequitable systems, structures, policies, and practices.

The role of the Gender and Inclusion Coordinator is to provide sound technical leadership and support to strengthen and advance a gender transformative approach in ASK Project. The project is implemented under Building Equality, Breaking Barriers (BRAVE) programme, which runs from 2026 –2029. ASK Project seeks to ensure that children, adolescents, and youth in all their diversity have control over their bodies and futures within a healthy, safe, and supportive environment.

The Gender & Inclusion Coordinator, ASK - project, will work closely with the project team and Disability Inclusion Officers to coordinate and strengthen gender and social inclusion efforts at all levels. The coordinator will provide technical leadership in project planning, implementation, and monitoring to advance gender equality and social inclusion outcomes through SRHR interventions benefiting women and girls while also addressing inequalities across diverse social groups (including ethnicity, caste, and class).

The role will focus on addressing harmful social and gender norms that limit girls’ and women’s access to quality SRHR services and information. The incumbent will also support male engagement strategies and campaigns aimed at transforming practices, attitudes, and beliefs related to SRHR. This work will align with a gender transformative SRHR approach to be developed, tested and implemented to achieve sustainable gender equality and inclusive SRHR programming. The successful candidate must demonstrate prior experience and expertise in applying gender transformative approaches in SRHR programming.

Typical Responsibilities - Key End Results of the Position includes;

1. Gender and Inclusion Mainstreaming

- Work closely with the ASK-project team to mainstream gender and disability inclusion interventions across project activities.
- Support the project team in socializing Plan International’s disability inclusion guidance.
- Support the Inclusion Officer with tools and resources to conduct gender and inclusion assessments in health facilities, schools and community training venues.
- Build the capacity of staff and partners to integrate gender and inclusion into project implementation and monitoring.

2. Technical Support on Gender Transformative SRHR Programming

- Provide technical leadership in applying Plan International's gender transformative approaches.
- Lead social and gender norms diagnosis and analysis with support from Plan Uganda and FLNO technical teams.
- Support replication and application of SONKE Gender Justice training resources within the project.
- Coordinate rollout of the Gender Transformative Marker and lead routine reflection sessions.
- Spearhead engagement with community structures (parents, caregivers, cultural and religious leaders) to address harmful gender norms affecting SRHR and SGBV.

3. Capacity Strengthening and Learning

- Lead capacity building for project staff on gender equality and inclusion.
- Build the capacity of community disability structures including District Unions of Persons with Disabilities (OPDs).
- Lead quarterly and annual reflection meetings to support learning and adaptive programming.

4. Monitoring, Evaluation, Learning and Documentation

- Support and ensure the accurate and timely collection of disaggregated data to monitor activities and participants in all project's activities (incl. CSE and community-based groups, training and other sessions with different stakeholders, awareness raising events, SRH outreaches, etc.) using approved tools, reporting systems and processes.
- Monitor the quality of project activity implementation (including CSE, work on social and gender norms with community members and parents, SRH outreaches, advocacy initiatives, etc.), ensuring that rights-based and gender-transformative approaches are applied, documented, and strengthened through routine observation and the timely use of feedback and reporting tools.
- Promote and actively support data-informed decision-making to strengthen the project's quality, accountability, and learning across partners, by compiling timely and high-quality reports and engaging in the analysis and use of M&E data (led by MEAL coordinator).

- Support the project’s learning strategy by maintaining a reflective and critical approach across reporting and coordination processes, actively participating in project reflection sessions, and contributing to evidence-based adaptive management as well as the documentation of lessons learnt, good practices, and most significant change stories.
- Support the project’s accountability strategy by promoting the use of appropriate feedback channels among all stakeholders, ensuring feedback is accurately reported in the agreed tools, and actively engaging in the analysis and response processes throughout the feedback loop and the use of feedback to improve the project’s implementation

5. Coordination, Representation and Partnerships

- Represent LIDUPED in district, regional and national coordination forums on SRHR, gender, and disability inclusion.
- Strengthen collaboration with district local governments, OPDs, the ASK team and the FLNO technical team.
- Cultivate relationships with community leaders, government actors, and development partners.

Qualifications and Experience

- Bachelor’s degree in Gender Studies, Development Studies, Public Health, Social Sciences, or related field.
- At least 5 years’ experience in gender, disability inclusion and SRHR programming.
- Proven experience in Monitoring and Evaluation systems design and implementation.
- Strong analytical report writing and facilitation skills.
- Experience working with Organizations of persons with disabilities (OPDs) is an added advantage.
- Knowledge in sign language is an added advantage.

2. GENDER AND INCLUSION OFFICERS (02 Positions)

Duty Station: Lira City, Uganda

Reports to: Executive Director.

Project Duration: One (1) year renewable subject to performance and funding)

PURPOSE AND DIMENSIONS OF THE ROLE

The Gender and Inclusion Officer will support the implementation of gender transformative and inclusive approaches within the SRHR project implemented under ASK Project.

The officer will work closely with the Gender and Inclusion Coordinator, project team, and Disability Inclusion Facilitators and Community OPDs and other networks of Persons with Disabilities to ensure that gender equality and disability inclusion are effectively integrated across project activities. The role will support efforts aimed at addressing harmful social and gender norms, improving access to SRHR information and services for women and girls, and ensuring meaningful participation of marginalized groups including persons with disabilities.

The Gender and Inclusion Officer will contribute to project implementation, community engagement, monitoring, and documentation of gender and inclusion outcomes while supporting learning and adaptive programming within the project.

Typical Responsibilities – Key End Results of Position includes;

1. Gender and Inclusion Mainstreaming

- Support the integration of gender equality and disability inclusion considerations across all project activities and interventions.
- Support the DIFs in conducting gender and inclusion assessments in health facilities, schools, and community meeting venues.
- Ensure gender and disability inclusion considerations are reflected in project plans, community activities, and trainings.
- Support the development and dissemination of accessible IEC materials and gender inclusion resources.

2. Implementation of Gender Transformative SRHR Programming

- Support implementation of gender transformative interventions within SRHR activities including community dialogues, awareness sessions, and advocacy initiatives.
- Assist in conducting social and gender norms assessments and community consultations.
- Support the implementation of male engagement initiatives and campaigns aimed at transforming harmful gender norms.
- Support the application of SONKE Gender Justice Approaches and other gender transformative methodologies within community programming.
- Facilitate engagement with community stakeholders including parents, caregivers, cultural leaders, and religious leaders to address harmful social norms affecting SRHR and SGBV.

3. Capacity Building and Community Engagement

- Support training and capacity building for project staff, partners and community structures on gender equality and inclusion.
- Assist in strengthening the capacity of Organizations of Persons with Disabilities (OPDs) and community disability structures.
- Support community awareness initiatives on SRHR, gender equality and disability inclusion.
- Facilitate participation of women, girls, boys, men and persons with disabilities in project activities.

4. Monitoring, Evaluation, Learning and Documentation

- Support the collection of sex, age and disability disaggregated data (SADDD) during project activities.
- Assist in monitoring implementation of gender and inclusion interventions including CSE sessions, community dialogues and SRH outreach activities.
- Contribute to preparation of activity reports, gender briefs, case studies, and success stories.
- Participate in reflection meetings and learning sessions to support adaptive programming.
- Document lessons learned and good practices from gender transformative programming.

- Support the implementation of community feedback and accountability mechanisms within project activities.
- Promote the use of appropriate feedback channels among project participants and stakeholders.
- Ensure feedback from communities and beneficiaries is captured, documented, and communicated to the project team.

6. Coordination and Partnerships

- Support collaboration with district local government structures, OPDs, community leaders, and implementing partners.
- Participate in relevant district coordination meetings and community forums related to SRHR, gender equality, and disability inclusion.
- Support the Gender and Inclusion Coordinator in building relationships with stakeholders and partners to strengthen project implementation.

Qualifications and Experience

- Bachelor's degree in Gender Studies, Development Studies, Public Health, Social Sciences, or related field.
- At least 3 years' experience in gender equality, disability inclusion or SRHR programming.
- Experience in supporting community-based gender and social inclusion interventions.
- Knowledge of gender transformative approaches and rights-based programming is an added advantage.
- Basic experience in data collection, reporting and documentation.
- Strong communication, facilitation, and community mobilization skills.
- Experience working with Organizations of Persons with Disabilities (OPDs) is an added advantage.
- Knowledge of sign language is an added advantage.

How to Apply:

Interested and qualified candidates should attach a copy of their CV (Resume), cover letter, and academic credentials, along with three referees and their contacts, one of whom should be the most recent direct supervisor.

Applicants may either hand-deliver a well-labeled application clearly specifying the position applied for, or submit a soft copy of the application and academic credentials via email to lidupedfoundationuganda@gmail.com not later than **Wednesday, 11th March 2026 at 05:00 PM**. Any application received after **05:00 PM** will not be considered.

All applications should be addressed to:

The:

Executive Director
LIDUPED Foundation Uganda
Plot 5–7 Ngetta–Kitgum Road
Lira City East Division
Lira City, Uganda

LIDUPED Foundation Uganda is committed to a recruitment process based on transparency, equity, and equality. Any form of lobbying or undue influence during the process will lead to automatic disqualification.

Qualified persons with disabilities are strongly encouraged to apply.