



JOB ADVERT- SGBV PROGRAMME MANAGER

Job Title: SGBV Programme Manager

Reports to: Deputy Executive Director / Head of Programmes

Duty Station: Kampala, with regular travel to field sites

Contract: 5 Years

Supervises: Field Officers

1. Role Purpose

The SGBV Programme Manager provides **leadership** for a rights-based, survivor-centred, gender-transformative, multisectoral SGBV programme. The role ensures that all interventions uphold **survivors' rights, dignity, choice, safety, and agency**, while addressing the **structural gender inequalities** and harmful social norms that drive violence. The Manager leads coordination across health, justice, social welfare, protection, and community systems to deliver **integrated, accountable, and high-quality services**.

2. Key Responsibilities

A. Rights-Based & Survivor-Centred Leadership

- Ensure all programme components uphold **rights, agency, confidentiality, informed consent, and safety**.
- Embed survivor voice and feedback mechanisms into programme design, implementation, and monitoring.
- Lead adherence to national GBV SOPs, UNFPA Minimum Standards, PSEA, safeguarding, and Do-No-Harm principles.
- Ensure inclusion of women, girls, persons with disabilities, LGBTQI+ persons, and other marginalised groups.

B. Gender-Transformative Programming

- Lead power analysis and integrate gender-transformative approaches across all interventions.
- Oversee community-level norm-change strategies targeting harmful practices, unequal power relations, and social tolerance of violence.
- Ensure programming strengthens women's and girls' **agency, voice, leadership, and decision-making power**.

- Integrate economic empowerment, social norm change, and male engagement strategies that challenge patriarchal norms.

C. Multisectoral Coordination & Systems Strengthening

- Coordinate with Police, health facilities, courts, probation officers, shelters, community structures, and district GBV Working Groups.
- Strengthen referral pathways and ensure seamless, timely, survivor-centred multisectoral response.
- Lead consortium coordination and partner capacity strengthening for multisectoral grants.
- Support district and national advocacy for stronger GBV systems, policies, and accountability mechanisms.

D. Programme Planning, Implementation & Quality Assurance

- Develop rights-based, gender-transformative annual workplans, budgets, and implementation strategies.
- Oversee delivery of case management, psychosocial support, legal aid, shelter services, community mobilisation, and prevention activities.
- Conduct quality assurance audits, supportive supervision, and field monitoring.
- Ensure services meet global and national standards for safety, ethics, and survivor-centred practice.

E. Monitoring, Evaluation, Learning & Accountability

- Work with M&E teams to ensure robust data collection, analysis, and reporting aligned with rights-based and gender-transformative indicators.
- Lead learning reviews, adaptive management, and documentation of promising practices.
- Ensure accountability mechanisms (feedback, complaints, safeguarding reporting) are functional and safe.
- Produce high-quality donor reports, case studies, and evidence-based learning products.

F. Financial & Grants Management

- Manage programme budgets, burn rates, procurement plans, and compliance with donor financial rules.
- Support pre-award assessments, sub-award management, and partner compliance strengthening.
- Ensure transparent, accountable use of resources aligned with rights-based and safeguarding standards.

G. Staff Management, Safety & Capacity Building

- Supervise programme officers, social workers, counsellors, shelter staff, and community facilitators.
- Build staff capacity on survivor-centred case management, trauma-informed care, gender-transformative approaches, disability inclusion, and safeguarding.
- Ensure staff wellbeing, safety, and access to psychosocial support.
- Lead performance management and professional development.

H. Advocacy, Prevention & Community Engagement

- Oversee community mobilisation, social norm change, and behaviour-change interventions.
- Support advocacy for women's rights, justice, and accountability for GBV and harmful practices.
- Strengthen community structures (LCs, VHTs, religious leaders, cultural institutions) to support prevention and response.
- Ensure interventions are inclusive, intersectional, and responsive to diverse community needs.

3. PERSON SPECIFICATION

Qualifications

- Bachelor's degree in Gender Studies, Social Work, Human Rights, Development Studies, Psychology, Public Health, or related field.
- Master's degree preferred (Gender Studies, Human Rights, Public Health, Social Sciences).
- Additional training in GBV case management, safeguarding, PSEA, trauma-informed care, or protection is an added advantage.

Experience

- Minimum **5–7 years** of progressive experience in GBV/SGBV programming.
- Demonstrated experience implementing **rights-based, survivor-centred, gender-transformative** interventions.
- Experience coordinating multisectoral response (health, justice, social welfare, protection).
- Proven experience managing multi-site programmes and supervising diverse teams.
- Experience working with UNFPA, FCDO, USAID, EU, or similar donors.
- Experience in grants management, budgeting, and donor reporting.

Technical Skills & Competencies

- Strong understanding of rights-based approaches, survivor-centred case management, trauma-informed practice, and gender-transformative programming.
- Deep knowledge of GBV Minimum Standards, national GBV SOPs, and multisectoral coordination mechanisms.
- Strong skills in programme planning, budgeting, and results-based management.

- Ability to lead safeguarding, PSEA, risk management, and accountability processes.
- Strong M&E literacy, including gender-transformative and rights-based indicators.
- Excellent communication, report writing, and partnership-building skills.

Behavioural Competencies

- High integrity, confidentiality, and ethical conduct.
- Strong leadership, emotional intelligence, and survivor-centred mindset.
- Commitment to gender equality, social justice, and human rights.
- Ability to work in sensitive, high-pressure environments with empathy and professionalism.
- Strong problem-solving, decision-making, and adaptive management abilities.

JOB DESCRIPTION: SGBV PROGRAMME MANAGER

MIFUMI, a leading women's rights and GBV-response organisation with over 20 years of impact in Uganda, is seeking an experienced **SGBV Programme Manager** to drive our rights-based, survivor-centred, gender-transformative programming across communities, districts, and national systems.

This role is central to MIFUMI's mission of ensuring **women and children live free from violence**, have access to **justice, safety, and support**, and can exercise their **rights, voice, and agency**.

Key Responsibilities

- Lead integrated SGBV prevention and response programmes grounded in **survivor dignity, choice, safety, and confidentiality**.
- Strengthen multisectoral coordination with Police, health facilities, courts, shelters, and district GBV structures.
- Oversee high-quality case management, psychosocial support, legal aid, and community norm-change interventions.
- Drive gender-transformative approaches that challenge harmful practices and unequal power relations.
- Ensure strong M&E, safeguarding, accountability, and donor-compliant reporting.
- Manage budgets, grants, staff performance, and partner capacity strengthening.

If you feel you meet these criteria and are interested in working within a dynamic and engaging team, please deliver a CV and a one page expression of interest indicating Information about yourself and what you are currently doing, your interest in the job, and why you believe you are uniquely qualified to do the job.

Expression of interest must be remitted not later than Friday, 7th August 2026, to hr@mifumi.org

Only shortlisted candidates will be contacted.

Management, MIFUMI.