



ABOUT RESTLESS DEVELOPMENT

We know young people have the power to solve the challenges we face in our world, but they are being ignored and overlooked. We are the agency that works with young people so they can lead in solving those challenges. Whether that means supporting communities to end child marriage or prevent HIV, we work with young people to change their lives and the lives of people in their communities. Our programmes are genuinely life-changing, but we can't do any of this without talented, creative individuals at every level of our organisation.

We are run out of hubs in nine countries across Africa, Asia and in the UK and USA, with a wider network of partners across the world. We have been working with young people since 1985 and our work is led by thousands of young volunteers and advocates every year.

Formerly known as SPW, Restless Development Uganda has been operating for over 25 years. As part of a global agency for youth-led development, we have been a national leader in engaging and supporting young people to make lasting change in their communities and countries. Working across the country, with a central office in Kampala, we aim to work with young people's priorities in 4 key goal areas: Voice, Living, Sexual Rights and Leadership.

OUR APPROACH TO SAFEGUARDING

Restless Development considers the welfare and protection of children, young people and vulnerable adults to be an organisational imperative with primacy over the success of programmes or strategic objectives. We recognise that safeguarding is everyone's responsibility and we expect all of our staff, volunteers and partners to ensure we protect the communities in which we operate from harm and abide by our [Safeguarding Policy](#).

As Lead Safeguarding Officer, you will be responsible for driving a safeguarding culture across the Nepal hub, implementing the nationalised safeguarding policy and operational management of allegations and disclosures, including coordination with supporting bodies, and sign-posting to relevant organisations.

ABOUT THE ROLE

Restless Development Uganda is the go-to agency and thought-leader in youth-led development and community engagement in the country. Key priorities in the first year of the Uganda Hub Director role will include:

- Bringing to life Restless Development's global strategy and national strategic vision
- Fundraising and partnership development to diversify funding sources
- Strengthening governance and leadership
- Robust oversight of finance, programmes and people during a period of transition

For more information on Restless Development's mission, values and work, please visit: www.restlessdevelopment.org.

- Planning for and responding to shifts in the political and legal landscape

You will take leadership of the Uganda Hub, setting strategic direction, building partnerships and driving performance across all Units in the hub. Working closely with your Head of Programmes, you will provide support and oversight to your Leadership Team to ensure financial, programmatic, quality, people and performance functions are implemented to a high standard. The Uganda Director is also a key member of our Global Leadership Team, made up of Hub Directors, the Senior Leadership Team and the Executive.

ABOUT THE ROLE

Job title	Uganda Hub Director
Location	Kampala, Uganda
Salary	UGX 168,448,569 per annum
Preferred start date	2021
Length of contract	2 Years
Visa requirements	Restless Development is willing to apply for a work permit for a successful candidate who does not currently have the right to work in Uganda, but cannot guarantee that it will be approved.
Reports to	A Member of the global Senior Leadership Team
Direct reports	Head of Programmes & Partnerships, Senior Finance & Admin Manager, Business Development Manager, Senior International Research Manager
Expected travel	Occasional travel within Uganda plus 2-3 weeks' international travel as required.

KEY PRIORITIES

1. Strategic Leadership

- Provide strategic leadership and direction to the Uganda Hub, serving as a representative and public spokesperson for Restless Development's youth-led model, values and policies for all internal and external stakeholders.
- Accountable for the sustainable, effective delivery and impact of the Hub.
- Strategic planning: working with the Uganda Leadership Team and global colleagues to conduct annual planning and implement the Hub's strategic vision.
- Work closely with and strengthen the Hub's Board of Trustees to ensure effective governance of the Hub
- As Lead Safeguarding Officer, champion safeguarding as a primary consideration in decision making processes, including strategic planning and programme design.
- Global leadership: as part of the Restless Development global leadership team, regular collaboration with other Hub Directors and the International Senior Leadership Team to shape the agency's global strategy and direction, including participation in the Annual Directors Conference and director level decision making processes

2. Partnerships, Business Development and Grant Management

- Working closely with colleagues in the Hub to drive the funding strategy, providing oversight of the health and cultivation of the Hub's funding, partnership and grant portfolio in line with the Hub's strategic ambitions – ensuring that the Hub is able to fully fund its operations, innovation and growth in the country, regionally and as part of the global agency.
- Develop and maintain strategic relationships, partnerships and alliances with relevant institutions and organisations, for learning, advocacy, fundraising and influencing.
- Use leadership, networking, negotiation, influencing and relationship-building skills to secure significant funding in-country from diverse income streams including regional investments and partnership opportunities.
- Oversee strong systems for effective Donor Reporting, through Uganda's Leadership Team

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3. Programme and Business Performance

- Through the Uganda Leadership Team, hold ultimate responsibility for the Hub's performance and delivery, ensuring key performance and quality indicators are achieved
- Drive a culture of programme innovation, learning, evidence building and influencing – ensuring that Restless Development Uganda's programming portfolio remains at the forefront of driving transformative change for young people across the country and beyond
- Working closely with the Snr Finance Manager to ensure strong financial management systems are in place
- Ultimate oversight for financial management including budgeting and financial governance, ensuring strong accountability and value for money.

4. People

- Oversee the management of Uganda's Leadership Team, including fostering collective ownership of key organisational processes and systems
- Lead on all manager-level appointments, ensuring that staffing within the organisation is appropriate, trained, and motivated for the delivery of the global Strategy.
- Line manage and support the professional development of direct line reports and ensure strong staff performance management and staff development is provided to all staff.

5. Other

- Operational management of safeguarding allegations and disclosures in the hub, including coordination with supporting bodies, and sign-posting to relevant organisations.
- Other duties as required
- You may occasionally be required to work on weekends and/or public holidays, for which time off in lieu will be granted.

ABOUT YOU

We are looking for people with the right competencies and skills for the role, and who demonstrate the personal qualities consistent with [our Values](#).

Values	Behaviours	What we expect of the Hub Director
 HEART We are who we serve. We are brave.	Values-led	Embeds a values-led culture. Inspires passion in external partners and all staff. Makes decisions and takes measured risks to achieve the organisational vision.
	Innovation	Fosters a climate of innovation and continual improvement. Takes measured risks and solves complex issues with creativity and innovation. Maintains focus on aligning the organisational vision for long-term growth in a changing world.
 HEAD We are 100% professional. We prove that young people can	Delivers Quality	Ensures organisational excellence in the face of challenges and constraints. Identifies opportunities to advance our mission through the work of others.
	Decision-Making	Quickly and confidently makes, sometimes tough, strategic decisions, even with incomplete or rapidly changing information. Decisively drives change by analysing complex situations and evaluating long term impact on the organisation and external partners.
 VOICE	Leadership	Creates a compelling organisational vision across all teams, ensuring high performance of multiple teams against strategic priorities. Develops leadership in others for future growth of the organisation.

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We generate leaders. We are proud to carry the banner for youth-led development.	People Development	Is committed to long term personal and professional growth aligned to greater organisational performance. Builds future organisational capacity by creating a culture of continual learning through coaching and mentoring.
 HANDS We are in it together. We listen and learn.	Effective Communication	Consultatively develops new initiatives and priorities which respond to staff and organisational needs. Persuades influences and inspires external partners and internal audiences, building commitment to initiatives. Coaches others to communicate strategically.
	Collaboration	Leads multiple teams to collaboratively deliver quality against the organisational vision. Is a role model for collaboration at a national and global level, building and maintaining strong, long-lasting relationships with internal teams and external partners.

SKILLS AND EXPERIENCE

Essential

- Substantial senior management experience in fundraising, programmes, finance, operations and/or human resources, ideally in the development sector
- Demonstrated success in raising significant income through fundraising and partnerships development
- Proven track record of leading a medium sized organisation through a change period
- Experience in distance management and working with multiple offices
- Experience in policy engagement and working with government stakeholders
- Willingness to travel nationally and occasionally in the region or internationally
- Be committed to the role of young people in development and the agency's values
- Fluent written and spoken English
- A proven track record in driving forward organisational change and leading transitions within a fast paced working environment
- Excellent interpersonal, written and verbal communication skills
- Strong leadership skills
- Comprehensive knowledge and experience of Uganda's social and political landscape
- Experience of youth programming, and knowledge of relevant national, regional and international policy

Preferred:

- An understanding of the current socio-political environment in Uganda
- Experience of building and driving through new business
- Experience of working internationally
- Experience in private sector engagement

Restless Development is an Equal Opportunities employer and welcomes applications from all sectors of the community. Restless Development will ensure that no applicant or staff member receives less favourable treatment on the grounds of gender, sexual orientation, marital status, social status, caste, race, ethnic origin, religious belief, age, HIV status, disability, or any other factor that cannot be shown to be relevant to performance.

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WHAT WE DO FOR YOU

Remuneration

We are proud to commit to a transparent global salary scale, ensuring a fair and comparable system of pay across all global locations. In addition to salary, we offer a substantial and generous housing allowance as well as a statutory end of service benefit.

Values and Culture

At Restless Development, we're proud that the strength and integrity of our Values has been recognised by staff, beneficiaries, donors and others who we work with. Beyond this, we have a culture of recognising and celebrating both our Values and our global achievements with monthly Values Champions and an annual Values Day.

Work-life balance

It goes without saying that we work hard at Restless Development. We also recognise the importance of helping staff to maintain a positive work-life balance by offering:

- 24 days annual leave (in addition to public holidays and with an extra day of annual leave given for each full year of service, up to a maximum of 28 days).
- Birthday Leave
- Access to flexible working.
- Generous study leave, parenting leave, and other leave allowances.

Professional development

Restless Development is proud to be an employer who recognises potential and invests in the development of its staff. We are committed to the professional development of our staff through:

- Empowering opportunities to work on significant projects which stretch and inspire staff – allowing them to develop on-the-job.
- Regular performance management.
- Training and development opportunities, including supporting our staff to identify mentors both within and outside of the agency.
- Quarterly Staff Workshops for all staff to give and receive agency updates, receive training, and socialise.

Travel and medical insurance

When travelling or working abroad, all staff will be covered by Restless Development's travel insurance.

KEY DATES

- Please send a completed application form to jobs@restlessdevelopment.org by **21st March 2021**
- Please note that we do not accept CVs, resumes or covering letters.
- First round interviews are scheduled to take place week commencing **29th March 2021**

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