

Vi Agroforestry is now recruiting a Country Manager to the Country Office in Kampala, Uganda.

About Vi Agroforestry

Vi Agroforestry is a Swedish development organisation fighting poverty and climate change together. The organisation supports smallholder farmer families to lift themselves out of poverty through sustainable agriculture land management (SALM) based on agroforestry. What started as a tree planting initiative in 1983, is today an expert organisation implementing development projects through local partnerships with member-based farmer organisations.

The aim is to reduce poverty, hunger, deforestation, harmful gendered norms, and contribute to increased mitigation, resilience and adaptation to climate change, increased biodiversity and sustainable food systems. Current projects and programmes target smallholder farmer families – especially women, youth and children – in Kenya, Uganda and Uganda. The head office in Stockholm, Sweden focuses on fundraising, advocacy, and programme monitoring and evaluation. The regional office in Nairobi, Kenya coordinates operations, advocacy and expertise. Projects and partnerships are managed by country offices in each country.

Main responsibilities

The Country Manager is responsible for Vi Agroforestry operations at the Uganda country office. The responsibility includes programs, operations, finances, staff management, resource mobilisation and communication. The Country Manager is representing Vi Agroforestry in the Country and reports to the Regional Director in Nairobi.

About you

To succeed in this position, you know how to work in complex environments and with different levels of operations. You are an experienced development practitioner and an experienced and professional manager. As a leader you are mature and value based, with commitment and tools to support your staff to succeed in their roles.

As Country Manager it is crucial that you have excellent ability to organise, plan, prioritise and communicate your work. In this you have great analytical skills and a strategic outlook. You work innovatively, know how to identify opportunities and act upon them responsibly. You know what it takes to deliver results and make well-analysed decisions in a timely manner. You share Vi Agroforestry's vision and values.

Values

Vi Agroforestry is a human rights-based organisation. The core values of non-discrimination, meaningful participation, accountability, transparency, empowerment and continued learning guide all work – including the work with partners. People are stronger together and sustainable development requires respect for human rights, democracy and the environment. Through all actions, Vi Agroforestry therefore seeks to live by the principles of respect, transparency and together.

Key responsibilities

- Overall management of the Country Office.
- Overall responsible for the implementation of programs and projects and contribution to the program targets.

- Responsible for internal control, compliance and quality assurance of all operations
- Overall responsible for finance management including budget, financial reports, audits, handling of incidents.
- Responsible for resource mobilisation.
- Responsible for staff management including team building and a healthy and sustainable working environment.
- Represent the organization and build strong relationship with donors, relevant development actors, other relevant stakeholders, and networks relevant for the operations in the country.
- Ensure development and follow up of the annual work plan and the risk register for the Country office.
- Responsible for internal and external communication

Required qualifications.

- University degree or equivalent within a relevant field
- Strong oral and written communication skills in English.
- Management experience and staff responsibility (at least 7 years) with strong leadership skills
- Experience of managing international development cooperation within civil society and knowledge of its tools.
- Excellent skills and experience in financial management and budget analysis, including grant management.
- Theoretical and practical understanding and experience of the rights-based approach and civil society development
- Experience from a variety of back-donor funding including institutional funding, foundations and private donations.
- Experience of leading organisational change

Merits

- Knowledge and experience of working within the fields of SALM (Sustainable Agriculture and Land Management), agroforestry, biodiversity, and poverty reduction.
- Knowledge of and engagement for environmental and climate questions, in relation to people's livelihoods.
- Experience from Swedish development cooperation particularly with civil society.
- Fluency in the Swedish language.
- Other relevant languages such as Swahili.

How to Apply

Apply by sending your CV and cover letter indicating your gross monthly salary expectation to: recruitment@viagroforestry.org no later than 13th April 2025 with subject heading **“Country Manager - Uganda”**.

The employment is a fixed term position for two years, with possibility of extension. Start date as soon as possible. There will be a 6 months' probation period.

We look forward to receiving your thoughtful application. Your time in preparing your application is much appreciated, however, only shortlisted candidates will be contacted.

Vi Agroforestry strive for diversity in the organisation and welcome applicants regardless of gender, gender identity or expression, sexual orientation, age, ethnicity, religious belief, or disability.

If you want to alert Vi Agroforestry on suspected discrimination, corruption or other serious misconduct during the recruitment process, do not hesitate to use our whistleblowing system:
<https://report.whistleb.com/en/viagroforestry>