



Republic of Uganda
MINISTRY OF EDUCATION AND SPORTS

Background

The Government of Uganda, through the Ministry of Education and Sports (MoES), is implementing a portfolio of strategic, externally financed projects aimed at strengthening Education Service Delivery, expanding access, and enhancing institutional capacity across the sector. Key among these are the **Uganda Secondary Education Expansion Project (USEEP)**, the **Uganda Learning Acceleration and Equity Project (ULEARN)**, and the **Uganda Skills Development in Refugee and Host Communities Project (USDRH)**. These projects are supported by the World Bank and are aligned to national development priorities under the National Development Plan IV (NDP IV), Uganda Vision 2040, and the Education and Sports Sector Strategic Plan.

Following **Circular Standing Instruction No. 1 of 2026**, the Ministry has established a centralized **Project Implementation Unit (PIU)** to coordinate and manage project implementation across the three operations. The PIU is responsible for providing technical, fiduciary, safeguards, and administrative support in accordance with Government of Uganda regulations and World Bank guidelines. Its core functions include project planning and coordination, procurement and contract management, civil works management, financial management, monitoring and evaluation, environmental and social safeguards compliance, and reporting.

In order to ensure efficient and effective delivery of projects objectives, the Ministry seeks to recruit qualified and competent

Ugandans to fill key positions within the PIU. These positions are critical to strengthening implementation capacity, ensuring compliance with applicable standards, and achieving the intended development outcomes of USEEP, ULEARN, and USDRH.

Post: Financial Management Specialist/Senior Accountant.

Reports to: Project Managers.

Salary scale: Grade 2

Number of vacancies: 1

Job Purpose:

To provide Finance and Accounting services to projects and implementing entities to ensure effective financial management throughout the projects implementation period, as well as support the Government of Uganda in managing and monitoring financial activities of the Projects as specified in the Financing/Grant Agreements and in line with GOU Financial Regulations and the Project Implementation Manuals.

Qualifications:

- I. An Honours Bachelor's Degree in either Finance, Accounting, or Bachelor of Commerce, or an equivalent qualification.
- II. A Master's Degree is of added advantage.
- III. Full qualification in ACCA or CPA is mandatory.
- IV. Membership to the Institute of Chartered Public Accountants of Uganda (ICPAU) is a **Must**-have.

Working Experience:

Eight (8) Years of which at least three should have been in a Managerial or Supervisory Role, and at least 5 years of relevant working experience in financial management or related accounting duties at a specialist level with externally funded projects, or any other development partner/multi-lateral or international organization.

Post: Accountant

Reports to: Financial Management Specialist/Senior Accountant

Salary scale: Grade 3

Number of vacancies: 2

Job Purpose;

To support the Financial Management Specialist in ensuring effective financial management throughout the projects implementation period, as well as support the Government of Uganda in managing and monitoring financial activities of the Projects as specified in the Financing/Grant Agreements and in line with Government of Uganda Financial Regulations and the Project Implementation Manuals.

Qualifications;

- i) An Honours Bachelor's Degree in either Finance, Accounting, or Bachelor of Commerce, or an equivalent qualification.
- ii) Full qualification in ACCA or CPA is mandatory.
- iii) Membership to the Institute of Chartered Public Accountants of Uganda (ICPAU) is a **Must**-have.

Working Experience:

Six (6) years of relevant working experience in finance and accounting duties with externally funded projects, or any other development partner/multi-lateral or international organization, Government entity, or in a corporate environment

Post: Assistant Accountant

Reports to: Accountant.

Salary scale: Grade 4

Number of vacancies: 2

Job Purpose;

To support the Accountant in ensuring effective financial management throughout the project implementation period, as well as support the Government of Uganda in managing and monitoring financial activities of the Projects as specified in the Financing Agreements and in line with Government of Uganda Financial Regulations and the Project Implementation Manuals.

Qualifications:

- i) An Honours Bachelor's Degree in either Finance, Accounting, Bachelor of Commerce, or an equivalent qualification
- ii) Part qualification in ACCA or CPA is a **Must**-have.

Working Experience:

Three (3) years of relevant working experience in finance and accounting duties with externally funded projects, or any other development partner/multi-lateral or international organization, Government entity, or in a corporate environment

Post: Procurement Officer

Reports To: Procurement Specialist

Salary Scale: Grade 3

Number of vacancies: 2

Job Purpose:

To support the Procurement Specialist in ensuring that all procurements for the respective projects at the central, Local, community and education or training institutions levels are done in accordance with the Government of Uganda and World Bank Procurement Regulations and other relevant governing instruments, as well as ensure the integrity, fairness, and overall quality of procurement in conformance with the requirements of the World Bank and PPDA Guidelines.

Qualifications:

- i) An Honours Bachelor's Degree in Procurement or Logistics, Business Administration, Commerce, or related field
- ii) Full Professional Qualification in CIPS or its equivalent is **Mandatory**

Working Experience:

Six (6) years of relevant working experience in procurement or supply chain duties with externally funded projects, or any other development partner/multi-lateral or international organization, Government entity, or in a corporate environment

Post: Social Safeguards Officer

Reports to: Social Development Specialist

Salary scale: Grade 3

Number of vacancies: 3

Job Purpose;

To ensure that various interventions implemented under the projects comply with social standards, policies, laws, and regulations governing national/country and World Bank Environment and Social Standards.

Qualifications;

- I. An Honours Bachelor's Degree in Social Work and Social Administration, Social Science, Sociology, Development Studies, or related field.
- II. A Masters' Degree in any of the above fields is of added advantage.

Working Experience:

Six (6) years of relevant working experience in social safeguards duties with externally funded projects, or any other development partner/multi-lateral or international organization, Government entity, or in a corporate environment

Post: Environmental Officer

Reports to: Environmental Specialist

Salary scale: Grade 3

Number of vacancies: 3

Job Purpose;

To assist the Environmental Specialist to ensure that various interventions implemented under the relevant project comply with the applicable environmental standards, policies, laws, and regulations governing both national/Country and IDA, and ensure implementation of environmental health and safety mitigation measures stipulated in the projects' Environmental and Social Management Frameworks (ESMF).

Qualifications;

- i) An Honours Bachelors' Degree in Environmental Science, Natural Resource Management, or related field
- ii) A Masters' degree in Environmental Science, Forestry, Environmental Management, Environmental Engineering, or related field is of added advantage

Working Experience:

Six (6) years of relevant working experience in environment-related duties with externally funded projects, or any other development partner/multi-lateral or international organization, Government entity, or in a corporate environment

Post: Assistant Administrative Officer

Reports to: Project Administrator.

Salary scale: Grade 4

Number of vacancies: 2

Job Purpose;

To provide administrative and clerical support to ensure smooth project operations, adequate documentation, and timely coordination of activities across stakeholders.

Qualifications;

An Honours Bachelor's Degree in Business Administration, Secretarial Studies, Social Sciences, or related field

Working Experience:

Three (3) years of working experience in administrative support, preferably in a project environment

Post: Fleet Assistant/Driver

Reports to: Assistant Administrative Officer

Salary scale: Grade 4

Number of vacancies: 13

Job Purpose;

To support the efficient operation of the Project's fleet by ensuring safe transportation of personnel and goods, assisting with vehicle maintenance, and maintaining accurate records of fleet usage.

Qualifications;

- i) Diploma
- ii) Certification in Driving
- iii) Valid drivers' licence with a clean driving record

Working Experience:

At least five (5) years of working experience in a formal environment as a driver

Post: Monitoring and Evaluation Officer

Reports to: Monitoring and Evaluation Specialist

Salary scale: Grade 3

Number of vacancies: 3

Job Purpose;

To support the design, implementation, and management of the project's monitoring and evaluation framework. This includes tracking progress against targets, assessing outcomes, and ensuring data-driven decision-making throughout the project lifecycle.

Qualifications;

- i) An honours Bachelor's Degree in Statistics, Quantitative Economics, Social Sciences, Development Studies, or related field.
- ii) A Masters' Degree in any of the above or related fields is of added advantage.
- iii) Post-Graduate Diploma or Certification in Monitoring and Evaluation is **Mandatory**.

Working Experience:

Six (6) years of relevant working experience in Monitoring and Evaluation duties with externally funded projects, or any other development partner/multi-lateral or international organization, Government entity, or in a corporate environment

Post: Project Quantity Surveyor

Reports to: Project Manager

Salary scale: Grade 2

Number of vacancies: 1

Job Purpose;

To ensure achievement of the project development objective in regard to said projects' infrastructure component, and provide technical guidance to all stakeholders during planning and implementation of infrastructure subprojects.

Qualifications;

- I) An Honours Bachelor's Degree in Building Economics or Quantity Surveying from a recognized University or equivalent;
- II) A Master's Degree in Building Economics, Quantity Surveying, Construction Management or a related field;
- III) **MUST** be Registered with the Institution of Surveyors of Uganda

Working Experience;

Working experience of at least Eight (8) years as a Quantity Surveyor in a building construction environment covering documentation, procurement and management of Projects/ Contracts three (3) of which must be at a management level with externally funded projects, or any other development partner/multi-lateral, or international organization.

Post: Mechanical Engineering Specialist

Reports to: Project Manager

Salary scale: Grade 2

Number of vacancies: 1

Job Purpose:

Technically support the Ministry of Education and Sports through the established Project Coordinating Unit in infrastructure design review and development as well as supervision of construction work across the country.

Qualifications;

- I) Applicants should possess an Honours Bachelors of Science Degree in Mechanical Engineering attained from a recognized university or institution;
- II) A Master of Science degree in Mechanical Engineering, or a relevant field is of added advantage
- III) Shall be a registered member of the Engineers Registration Board and possess a valid practicing license.

Working Experience;

- i) Eight (8) years of professional experience including working knowledge of the disciplines involved for similar assignments in planning, design and construction supervision of building works

Post: Electrical Engineering Specialist

Reports to: Project Manager

Salary scale: Grade 2

Number of vacancies: 1

Job Purpose:

Technically support the Ministry of Education and Sports through the established PCU in infrastructure design review and development as well as supervision of construction work across the country.

Qualifications;

- i) Applicants should possess an Honours Bachelor of Science degree in Electrical Engineering attained from a recognized university or institution
- ii) A Master of Science degree in Electrical Engineering, or a relevant field is of added advantage
- iii) Shall be a registered member of the Engineers Registration Board and possess a valid practicing license.

Working Experience;

- i) Eight (8) years of professional experience including working knowledge of the disciplines involved for similar assignments in planning, design and construction supervision of building works

Post: Civil Engineer

Reports to: Civil Engineering Specialist

Salary scale: Grade 3

Number of Vacancies: 14

Job Purpose;

To support the Project Engineering Specialist in ensuring achievement of the project development objective in regard to said projects' infrastructure component, and provide technical guidance to all stakeholders during planning and implementation of infrastructure subprojects.

Qualifications;

- i) An Honours Bachelors' degree in Civil Engineering or a related Engineering field
- ii) A Master of Science degree in Engineering, Construction Management, or a relevant field is of added advantage
- iii) **MUST** be a registered engineer with the Engineers' Registration Board of Uganda (ERB) and have a valid practicing license.

Working Experience;

Six (6) years of relevant working experience with externally funded projects, or any other development partner/multi-lateral, or international organization.

How to apply

Applications should be accompanied by a detailed Curriculum Vitae, copies of certificates and testimonials, proof of experience MUST be attached and at least three competent referees, one of whom must be a current or previous employer should be received not later than **15th May, 2026, 5:00 pm, East African Time.**

All applications should be signed and addressed to;

The Permanent Secretary

Ministry of Education and Sports, Embassy House, King George VI Way,

P.O Box 7063, Kampala, UGANDA

and Hard copies hand-delivered to the Security Registry (Floor 4, Room1), Embassy House

The detailed advert can be accessed and viewed on the Ministry of Education Web site via **www.education.go.ug**

Dr. Kedrace R. Turyagyenda

PERMANENT SECRETARY