

JOB DESCRIPTION

Job Title:	Advocacy and Communications Manager (Uganda)
Location:	Kampala, Uganda with frequent travel to project locations
Reporting to:	Uganda Country Manager; with dotted line to the Advocacy Adviser to international programmes and Saferworld Communications Manager
Management responsibility (if applicable)	1 Coordinator; and some consultancies as agreed with the Country Manager
Type of position:	National position
Grade and Salary:	A competitive INGO salary will be offered
Contract terms and hours:	Fixed term; standard working week is 37.5 hours

Background:

Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe in a world where everyone can lead peaceful, fulfilling lives, free from fear and insecurity. We are a not-for-profit organisation operational in 12 countries across Africa, Asia and the Middle East.

This role is part of Saferworld's Uganda country programme – where we have been working for over 15 years – which promotes conflict sensitivity and community based solutions to insecurity and conflict, including on issues of land, gender, refugees and justice. The Advocacy and Communications Manager will be instrumental in increasing the broader impact of Saferworld and partners' expanding work with communities in northern Uganda, the Karamoja region, and western Uganda, and driving forward influential advocacy and communications at sub-national, national and international levels. Saferworld has a commitment to strategic change in its 2017-2021 Strategic Plan, including in its growing programme of work in Uganda.

Job purpose:

The Advocacy and Communications Manager will lead on developing and implementing impactful advocacy and communications strategies to influence broader changes related to Saferworld's programming work throughout Uganda. They will support communities and partners to advocate for change and communicate at local and national level, and lead on gathering compelling evidence to inform and influence key decision makers.

Roles and responsibilities:

1. Lead on the strategic development, adaption and implementation of the Uganda programme's advocacy and communication strategies

- Lead on the development of the Uganda programme's advocacy and communications strategies and annual plans, including risk assessments
- Gather relevant evidence, stories and research from Saferworld programming in Uganda and analyse for advocacy and communications purposes
- Support the development of sub-national advocacy and communications strategies with partners and community groups
- Contribute to organisation-wide monitoring and evaluation of Saferworld's policy, advocacy and communications work and feed relevant lessons into ongoing Uganda strategy development and programme design and implementation
- Feed in to Uganda programme funding proposals and donor reports as required

2. Lead on the implementation of policy and advocacy activities

- Lead Saferworld Uganda's external advocacy engagement with government, donors, and other relevant decision makers
- Develop agendas and materials for advocacy workshops and trainings for staff and partners, and in some cases, facilitate these
- Provide dedicated support and accompaniment to the implementation of advocacy strategies with Saferworld staff and partners in Uganda
- Organise roundtables and policy tours at regional and national levels
- Develop effective and impactful advocacy materials (including briefings)
- Lead Saferworld's engagement with relevant NGO networks and forums, including the Sustainable Development Goal (SDG) 16 working group
- Regularly monitor the impact of Saferworld's advocacy work, reporting on progress in biannual 'outcome harvesting' workshops

3. Lead on Saferworld's communications work in Uganda

- Lead on Saferworld Uganda's communications work, including proactively working with the team and partners to develop effective products which demonstrate impact and drive narrative change (case studies, blogs, photo projects, etc.)
- Develop key messages, lead on creating and maintaining appropriate and consistent language and terminology across outputs
- Develop effective dissemination plans for advocacy, research and communications outputs from the Uganda programme drafting content for media and social media.
- Regularly convene members of the Uganda programme for policy, advocacy and communications meetings (this role will lead but it will be important to get others active and involved at all levels)
- Provide internal communications updates on the programme, including through 0365, articles in internal news and attending regular meetings with international/regional teams as relevant
- Ensure that all communications material takes into account sensitivities

Key working relationships

- **Saferworld Uganda programme team** – coordinating and communicating with staff in Kampala and field locations for effective advocacy and communications and providing support to project coordinators on advocacy and communications
- **Partner organisations and communities** – work on joint advocacy and communications strategies and products, provide training and dedicated support and accompaniment as required, organise joint events and policy tours
- **Advocacy Adviser to international programmes** – regularly engage with for advice and support
- **Communications team** – regular engagement on communications products and strategy development, provide internal news updates, work with them on communications products, attend regular international communication calls and one-to-one meetings with Communications Manager
- **Africa regional team** – regularly communicate with other advocacy and communications leads in the Africa region to keep them informed of our work in Uganda and implications at regional level
- **Colleagues in the global policy, advocacy and communications teams** – engaging in regular advocacy conversations with global team in London, Brussels and DC to keep them updated and work with them on thematic policy issues (i.e. SDGs)
- **External stakeholders** – regularly attend relevant working group meetings, identify shared interests and common goals and work together on collective influencing (i.e. with Uganda NGO forum and other relevant national and sub-national NGO networks and with the international donor community). Develop good working relationships with national and regional government departments and agencies as relevant.

Scope and accountability

Decision making and limits of authority	The post holder is expected to show considerable leadership in the Uganda programme, leading the development and implementation of the Uganda programme's advocacy and communications strategy.
Financial resources	N/A

Other resources	Responsible for cross-regional and organisational information sharing and lesson learning resources
People management	Line management of 1 Coordinator; and some consultancies as agreed with the Country Manager
Legal, regulatory and compliance responsibility	Ensure compliance with national legislation. Where there is contradiction, seek guidance. Ensure compliance with policies, procedures and practices in the organisation.
Person specification	
Knowledge, qualifications and experience	
<ul style="list-style-type: none"> • Demonstrated experience developing and implementing advocacy and communication strategies and campaigns that bring about significant policy or practice change • Knowledge and understanding of peace, development, and gender issues in Uganda • Good relationships within government, NGO and international donor communities and a strong understanding of the influencing environment in Uganda • Demonstrated experience of conducting trainings and workshops, ideally focused on advocacy, policy or communications • Experience in content coordination and planning and developing story-led communications products • Experience developing high quality communications and advocacy products • Proven experience of working in partnership with other NGOs and NGO networks in a way that reflects the principles of power-sharing and accompaniment • Understanding of issues related to global peace and conflict issues an asset (i.e. Sustainable Development Goals, African Union peace and security architecture) • Experience of working with the media, videographers, photographers and external designers an asset 	
Skills and abilities	
<ul style="list-style-type: none"> • Excellent written and oral communications skills in English • Strong interpersonal skills and ability to communicate with people from all walks of life • Ability to explain complex ideas in easily accessible ways tailored to different audiences • Skilled trainer and facilitator • Strategist with a strong ability to develop effective influencing and communications plans and networks • Strong analytical skills • Additional communication skills (basic knowledge of video production), an asset 	
Personal qualities	
<ul style="list-style-type: none"> • A self-starter who is willing to take the initiative and drive things forward with minimal oversight • Personable and committed to working as a team • Commitment to improving internal and external communications and to fostering a collaborative work environment • Commitment to and compliance with Saferworld's safeguarding principles • Commitment to respect and value equality and diversity, and understanding of how this applies to own area of work • Commitment to own continuing personal and professional development • Commitment to the vision, mission and values of Saferworld 	
Other requirements	
<ul style="list-style-type: none"> • Ability to travel frequently to northern Uganda, Karamoja, West Nile, Western Uganda and other areas as may be required. • Potential occasional travel in the region and internationally 	
Application process	
<p>To apply: Download and complete an application form at http://www.saferworld.org.uk/jobs/jobs and send to HR Team at jobs@saferworld.org.uk (Ref: UG-ACM)</p>	
Deadline for applications: 8th January 2021	