

MINISTRY OF FINANCE, PLANNING AND ECONOMIC DEVELOPMENT

UGANDA STRENGTHENING PUBLIC INVESTMENT AND ASSET MANAGEMENT FOR GROWTH AND RESILIENCE OPERATION (PIM) PLUS)

TERMS OF REFERENCE AND SCOPE OF WORK

TITLE : SENIOR PROGRAMME OFFICER - QUALITY ASSURANCE

Vacancies : 01

Reports to : Commissioner, Project Analysis and Public Investment Management Department (PAP)

Duration: One (1) year renewable based on need and satisfactory performance

Background

The Government of Uganda has intensified efforts to improve the quality, efficiency, and impact of public investments, recognizing that weaknesses in project execution rather than project identification alone remain a major constraint to achieving development outcomes. In line with this, Government is in the process of implementing the Public Investment and Asset Management for Growth and Resilience Operation (PIM Plus) for the period October 2025 to September 2031, a targeted intervention designed to strengthen implementation support, monitoring, and delivery of priority projects within the Public Investment Plan (PIP).

PIM Plus complements the existing Public Investment Management framework by extending Government oversight beyond project appraisal and entry into the PIP, to focus on execution, problem-solving, and results delivery, in line with NDP IV and the broader public sector performance agenda. It is coordinated through Ministry of Finance, Planning and Economic Development and the National Planning Authority (NPA); implemented by selected ministries, Departments and Agencies (MDAs); and financed by the Government of Uganda, and the World Bank. The Operation Technical Committee (OTC), Operation Steering Committee (OSC), and the Public Expenditure Management Committee (PEMCOM) are in place to provide oversight over the Operation.

Implementation of PIM Plus is coordinated through the PFM Reforms Coordination Unit (RCU), which provides cross-cutting reform coordination, programme oversight, monitoring, and reporting. The Project Analysis and Public Investment Management Department (PAP) is the technical secretariat of the Programme.

Job Purpose

The primary objective of this assignment is to provide senior-level fiduciary oversight, quality assurance, and financial risk management support to the PIM Plus Secretariat/RCU and participating MDAs, to strengthen financial controls, audit readiness, value-for-money monitoring, and verification of finance-related Disbursement Linked Indicator (DLIs).

Key Result Areas

1. Regular financial performance and risk assessment reports on selected PIM Plus projects, covering budget absorption, financial–physical alignment, risk profiles, climate resilience and recommended actions.
2. Inputs to be consolidated with PIM Plus performance reports, including financial and fiduciary evidence for DLIs/IRI and contributions to OSC/OTC briefings and presentations.
3. Audit readiness and audit resolution tracking reports, including status of implementation of audit recommendations and resolution of audit issues.
4. Value-for-money assessment reports and recommendations for cost savings, efficiency gains, and improved resource utilisation.
5. Risk registers and mitigation plans for selected PIM Plus projects.
6. Written technical feedback on fiduciary readiness, financial sustainability, and budget realism of strategic projects.
7. Contributions to updated guidance notes, appraisal tools, financial management templates, and checklists on fiduciary readiness, risk management, and value-for-money assessment.
8. Training materials, presentations, and technical notes for capacity-building activities with MDAs and implementing agencies.
9. Bi-annual progress reports by the 15th day of the month after the end of six months.
10. Annual performance reports by the 15th day of the month after the end of the financial year.
11. An end of assignment report within two weeks after completion of the activities in the work-plan, or completion of the contract, whichever comes first.

Specific Duties and Responsibilities:

Support to RCU and PIM Plus Operations

1. Review financial performance reports and budget execution data, highlighting trends, bottlenecks, and variances.
2. Assess alignment between financial disbursements and physical outputs to support value-for-money and flag irregularities.
3. Support audit readiness by ensuring proper documentation, compliance with procedures, and follow-up of audit recommendations.
4. Review financial management systems and internal controls to identify weaknesses and propose mitigation measures.

5. Conduct financial risk assessments, maintain risk registers, and propose mitigation strategies.
6. Develop and apply value-for-money assessment approaches and identify opportunities for cost savings and efficiency.
7. Support verification of finance-related DRIs/IRIs by consolidating financial evidence and coordinating with MDAs and verification agent.
8. Coordinate with technical specialists (operations, engineering, safeguards, procurement, finance) to ensure integrated, risk-informed support.

Support to PAP Department and Institutional Coordination

9. Provide structured feedback to PAP on financial management and control weaknesses and feed lessons into guidelines and appraisal standards.
10. Support strengthening of fiduciary readiness standards, including lifecycle costing, financial sustainability, O&M, and value-for-money.
11. Participate in technical reviews of strategic projects, advising on fiduciary readiness, financial sustainability, and risk profiles.
12. Institutionalize lessons from financial and audit challenges into PAP tools, guidelines, and training.
13. Support development of financial management tools and templates for appraisal, budgeting, reporting, and monitoring.
14. Work with safeguards, engineering, procurement, and operations staff to integrate fiduciary considerations into technical and safeguards oversight.
15. Support design and delivery of capacity-building on financial management, internal controls, audit readiness, risk, and value-for-money for implementing MDAs.
16. Support development and use of standardized checklists, templates, and tools for financial review, risk assessment, audit readiness, and reporting.
17. Perform any other related duties as assigned, in line with the PIM Plus mandate.

Education Qualifications

The ideal candidate should have:

1. Master's degree in Accounting, Finance, Public Financial Management, Business Administration, Economics, or a related field from a recognised University.
2. Professional qualifications/certifications in Accounting (e.g. ACCA, CPA, CIMA), Internal Audit (e.g. CIA, CISA), Risk Management, or Project Management (e.g. PMP, PRINCE2) are highly desirable.

Work Experience

1. At least eight years of experience in quality assurance, project oversight, compliance monitoring, or delivery assurance roles. Demonstrated experience establishing quality standards, review frameworks, or assurance processes.

2. Experience working with Government, the World Bank or other Development Partner-financed projects, including familiarity with fiduciary requirements, financial reporting, and results-based approaches, is an added advantage.

Key Skills and Competencies

1. Ability to assess operational, financial, and compliance risks, review internal control systems, and recommend practical mitigation measures.
2. Practical experience supporting audit readiness, coordinating with auditors, interpreting audit findings, and tracking implementation of audit recommendations.
3. Strong understanding of Uganda's PFM framework, including the PFM Act, Treasury Instructions, IFMIS, Programme-Based Budgeting, and Government audit and oversight mechanisms.
4. Familiarity with World Bank fiduciary standards, including PforR and IPF financial management requirements, is desirable.
5. Proficiency in Microsoft Office, financial management software, IFMIS, and data analysis tools; familiarity with audit and risk management software is desirable.
6. High standards of integrity, ethical conduct, and professionalism, particularly in handling financial and audit information.