



**MINISTRY OF FINANCE, PLANNING AND
ECONOMIC DEVELOPMENT**

**SALARY STRUCTURE AND JOB DESCRIPTIONS
FOR EXTERNALLY FUNDED PROJECTS IN
UGANDA
2026**





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1 Foreword

The Government of Uganda implements several projects financed by Development Partners through various Ministries, Departments, and Agencies (MDAs). To ensure harmonization of remuneration and hiring practices across these projects, a Standard Salary and Grading Structure and a Job Description Directory have been prepared as guiding frameworks.

This Salary and Grading Structure, as well as the Job Description Directory, reflect a thorough, consultative process that engaged stakeholders across Government Ministries, Departments, Agencies, and Project Implementation Units. It has been informed by international best practice, local remuneration benchmarks, the existing Public Service frameworks, fiscal considerations, and the need to ensure fairness in compensation and recruitment across comparable positions and cadres. By addressing existing disparities and gaps, this framework aims to increase productivity and engagement across all MDAs, improve project implementation and effectiveness, and uphold the principles of good governance.

I therefore commend all contributors and stakeholders for their commitment to these transformative frameworks and encourage all MDAs to actively engage in their implementation to achieve an accountable public service, ultimately strengthening national economic performance and advancing the attainment of the Tenfold Growth Strategy and Fourth National Development Plan.

The Ministry pledges its continued support through policy oversight, resource allocation, and coordination to ensure that the objectives of streamlining pay and remuneration across all Projects are achieved in a sustainable manner

Ramathan Ggoobi

PERMANENT SECRETARY AND SECRETARY TO THE TREASURY

February 2026



2 Job Descriptions

This Job Description Directory contains Key Positions in Project Implementation Units, including job purpose, reporting line, qualifications, years of experience, key skills, and competencies. This Directory does not include the Key Result Areas or Deliverables for the specific roles, as the Project Managers will develop them for each project. Some roles will be unique to projects; therefore, this Directory is not exhaustive but only provides a guide for developing other job descriptions for each project.

2.1 Grade 1 – Leadership Role/Technical

2.1.1 Project Coordinator

Project Coordinators will be Commissioners or their equivalents if the Ministry does not have a commissioner to take on the role. All Commissioners appointed by the Accounting Officers should meet the minimum requirements for the role and have the expertise required to lead the Project.

Job Purpose	To provide strategic direction and oversee the management and execution of the designated project, while coordinating with the rest of the project implementing teams and partners.
Reporting Line	<ul style="list-style-type: none"> i. Permanent Secretary ii. Project Steering Committees
Qualifications	<ul style="list-style-type: none"> i. A relevant Honors Bachelor's degree from a recognized University is required ii. A relevant master's degree from a recognized university iii. Certification in Project Management or its equivalent is of added advantage
Number of Years of Experience	Fifteen (15) years, of which five (5) should have been in a Management/Leadership Role
Key Skills and Competencies	<ul style="list-style-type: none"> i. Demonstrated knowledge of and experience with the management of World Bank-funded projects/programs is required ii. Excellent communication and interpersonal skills, and able to lead and work in a team



	<ul style="list-style-type: none"> iii. Excellent computer skills in Microsoft Office tools (Word, Excel, and PowerPoint) and Internet use, including database use, is required iv. Demonstrable leadership and people management skills v. Stakeholder engagement skills vi. Ability to work effectively with a wide range of stakeholders from the Government, development and humanitarian agencies, civil society, and the private sector. vii. Experience in managing social development projects and infrastructure with a team of experts of diverse backgrounds is desirable viii. Proven planning and organization skills, problem-solving skills, and leadership and management skills ix. Exhibit high standards of integrity and ethical code of conduct.
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2.1.2 Deputy Project Coordinator/Project Manager

Job Purpose	To undertake the day-to-day operations and management of the project activities, including but not limited to planning, system development, reporting, and directing the project technical teams to ensure timely and effective implementation of project activities
Reporting Line	Project Coordinator
Qualifications	<ul style="list-style-type: none"> i. A relevant Honors Bachelor's degree from a recognized University is required ii. A relevant master's degree from a recognized university iii. Certification in Project Management or its equivalent is of added advantage
Number of Years of Experience	12 Years of which at least 5 should have been in a Management/Leadership Role



Key Skills and Competencies	<ol style="list-style-type: none">i. Demonstrated knowledge of and experience with the management of World Bank-funded projects/programs is requiredii. Excellent communication and interpersonal skills, and able to lead and work in a teamiii. Excellent computer skills in Microsoft Office tools (Word, Excel, and PowerPoint) and Internet use, including database use, is requirediv. Demonstrable leadership and people management skillsv. Stakeholder engagement skillsvi. Ability to work effectively with a wide range of stakeholders from the Government, development and humanitarian agencies, civil society, and the private sector.vii. Experience in managing social development projects and infrastructure with a team of experts of diverse backgrounds is desirableviii. Proven planning and organization skills, problem-solving skills, and leadership and management skillsix. Exhibit high standards of integrity and ethical code of conduct.
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2.2 Grade 2 – Specialist Level/Senior/Manager Level/Middle Management

2.2.1 Financial Management Specialist/Senior Accountant

Job Purpose	To provide Finance and Accounting services to the respective project and other Project implementing entities to ensure 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 GOU Financial Regulations and the Project Implementation Manuals.
Reporting Line	<ul style="list-style-type: none"> i. Project Coordinator or to ii. Deputy Project Coordinators
Qualifications	<ul style="list-style-type: none"> i. 1st Degree in either Finance, Accounting, Bachelors of Commerce, or an equivalent qualification ii. A Masters 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
Number of Years of Experience	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.
Key Skills and Competencies	<ul style="list-style-type: none"> i. Experience in Finance and Administration. ii. Knowledge of the Government of Uganda IFMS system iii. Strong interpersonal skills iv. Demonstrable teamworking and stakeholder engagement skills v. Good writing and reporting skills



	<ul style="list-style-type: none"> vi. Strong Analytical Skills vii. Exhibit high standards of integrity and ethical code of conduct.
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2.2.2 Procurement Specialist/Senior Procurement Officer

Job Purpose	To ensure that all procurements for the respective project at the central, Local, and community 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.
Reporting Line	<ul style="list-style-type: none"> i. Project Coordinator or to ii. Deputy Project Coordinators
Qualifications	<ul style="list-style-type: none"> i. Bachelors' Degree in Procurement or Logistics, Business Administration, Commerce, or related field ii. A Masters' Degree in any of the fields or related fields above is of added advantage iii. Full Professional Qualification in CIPS or its equivalent is mandatory
Number of Years of Experience	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 procurement or supply chain duties at a specialist level with externally funded projects, or any other development partner/multi-lateral or international organization.
Key Skills and Competencies	<ul style="list-style-type: none"> i. Specialized knowledge of procurement of goods; various types of construction contracts; selection and contracting of consulting services; preparation of bidding and contract documents



	<p>for international procurement of goods, works, and services; public procurement policies; sustainable procurement; advanced contract management.</p> <ul style="list-style-type: none"> ii. Strong Knowledge and understanding of the e-Government Procurement (e-GP) system iii. Knowledge and experience in technical, commercial, and legal aspects of procurement of the World Bank-financed projects; iv. Strong communication skills v. Ability to work efficiently and effectively in a multidisciplinary team. vi. Demonstrable negotiation skills vii. Exhibit high standards of integrity and ethical code of conduct.
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2.2.3 Management Information Systems Specialist

<p>Job Purpose</p>	<p>To lead the development, management and optimization of the project’s digital payment systems, ensuring efficient data collection, processing and reporting. Responsible for designing, implementing, maintaining the projects information management systems to track progress, manage data, and ensure efficient reporting.</p>
<p>Reporting Line</p>	<ul style="list-style-type: none"> i. Project Coordinator through the ii. Deputy Project Coordinators
<p>Qualifications</p>	<ul style="list-style-type: none"> i. A Bachelors’ degree in IT, Computer Science, Management Information Systems or related field ii. Postgraduate qualification in the fields iii. IT professional certification in Microsoft, CISCO, Oracle, CISA, ITIL, or equivalent is mandatory iv. Proficiency in Windows Operating System, networking, and basic server management



	v. Professional Certification in ITIL Foundation
Number of Years of Experience	8 years of relevant experience, including at least three years in a managerial or supervisory role, in management information systems at a specialist level with externally funded projects or other development partners, multi-lateral, or international organizations.
Key Skills and Competencies	<ul style="list-style-type: none"> i. Proven experience in full software development lifecycle (SDCL), systems architecture and proficiency in specific front-end and back-end programming languages and frameworks (E.g., Python, Java, JavaScript, etc) ii. Demonstrable experience in conducting business process analysis, mapping complex processes, activities, workflows and identifying gaps between current and future states iii. Working knowledge of business tools such as ERP systems, CRM platforms and productivity and analytics tools. iv. Excellent analytical and problem-solving skills v. Ability to work independently and collaboratively vi. Attention to detail and commitment to data integrity vii. Exhibit high standards of integrity and ethical code of conduct. viii. Experience in API (Application Programming Interface) development and integration ix.

2.2.4 Monitoring & Evaluation Specialist

Job Purpose	To lead the design, implementation, and management of the project's monitoring
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	and evaluation framework. This includes tracking progress against targets, assessing outcomes, and ensuring data-driven decision-making throughout the project lifecycle.
Reporting Line	<ul style="list-style-type: none"> i. Project Coordinator or to ii. Deputy Project Coordinators
Qualifications	<ul style="list-style-type: none"> i. A Bachelors’ degree in Statistics, Quantitative Economics, Social Sciences, Development Studies, or related field ii. A Masters’ Degree in any of the above iii. Post-graduate diploma or Certification in M&E is mandatory
Number of Years of Experience	8 years of experience, including at least three years in a managerial or supervisory role, and at least five years of relevant work experience in monitoring and evaluation at a specialist level with externally funded projects or other development partners, multi-lateral, or international organizations.
Key Skills and Competencies	<ul style="list-style-type: none"> i. Proficiency in M&E Software like SPSS, Kobo Toolbox, Power BI ii. Proficiency in advanced Excel and other Microsoft desk items iii. Strong understanding of both qualitative and quantitative research methods iv. Excellent analytical and problem-solving skills v. Strong communication and report writing abilities vi. Ability to work independently and collaboratively vii. Attention to detail and commitment to data integrity viii. Exhibit high standards of integrity and ethical code of conduct.



2.2.5 Project Engineering Specialist

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.
Reporting Line	<ul style="list-style-type: none"> i. Project Coordinator or to ii. Deputy Project Coordinators
Qualifications	<ul style="list-style-type: none"> i. A Bachelors' degree in Civil Engineering or a related Engineering field ii. A Master of Science degree in Engineering, Construction Management, or a relevant field iii. Must be a registered engineer with the Engineers' Registration Board of Uganda (ERB) and have a valid practicing license.
Number of Years of Experience	8 Years of relevant working experience, with at least 3 years at a management level with externally funded projects, or any other development partner/multi-lateral, or international organization.
Key Skills and Competencies	<ul style="list-style-type: none"> i. Good oral and written communication skills. ii. Knowledgeable in computer engineering packages like AUTOCAD, ARCHCAD, etc. iii. Experience in a relevant engineering field iv. Knowledgeable in environmental conservation, NEMA certifications, and building approvals. v. Experience with operations of Local Governments. vi. Competences and skills in quality control, time, and cost in project management. vii. High level of integrity in handling public resources and financial management.



	<ul style="list-style-type: none"> viii. A high level of interpersonal and management skills and the ability to work with teams ix. Must be result-focused and be able to work under pressure and tight deadlines x. Exhibit high standards of integrity and ethical code of conduct.
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2.2.6 Environmental Specialist

Job Purpose	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)
Reporting Line	<ul style="list-style-type: none"> i. Project Coordinator or to the ii. Deputy Project Coordinator
Qualifications	<ul style="list-style-type: none"> i. A 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 iii. Professional certification in NEBOSH
Number of Years of Experience	8 Years of relevant experience, of which at least five should have been in a specialist role with externally funded projects or any other development partner/multi-lateral/international organization



Key Skills and Competencies	<ul style="list-style-type: none"> i. Experience in development/assessment of Environmental and Social Management Systems. ii. Experience in Health and Safety Management in a project setting iii. Broad understanding of National Environmental Laws, Policies, regulations, and World Bank Environmental and Social Framework iv. Demonstrated knowledge of supporting a comprehensive and balanced approach to environmental risk management is required, including scoping, screening, research, risk assessment, planning, project development and implementation, monitoring, and reporting v. Understanding of how environmental safeguards fit into the project cycle vi. Strong analytical and problem-solving abilities vii. Excellent communication and report-writing skills viii. Exhibit high standards of integrity and ethical code of conduct.
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2.2.7 Social Development Specialist

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.
Reporting Line	<ul style="list-style-type: none"> i. Project Coordinator or to the ii. Deputy Project Coordinator
Qualifications	<ul style="list-style-type: none"> i. A Bachelors’ degree in Social Work and Administration, Social Science, Sociology, Development Studies, or related field



	<ul style="list-style-type: none"> ii. A Masters’ Degree in any of the above fields
Number of Years of Experience	8 Years of relevant experience, of which at least five should have been in a specialist role with externally funded projects or any other development partner/multi-lateral/international organization
Key Skills and Competencies	<ul style="list-style-type: none"> i. Demonstrable understanding of World Bank social standards is required ii. Understanding of national Environment and Social standards iii. Experience and skills in undertaking social assessments, developing plans, and supporting social action plan implementation iv. Knowledge and experience in stakeholder analysis, engaging and managing conflicts v. Experience in project planning, monitoring, and evaluation vi. Knowledge in social protection, rural development, gender mainstreaming, poverty alleviation, food security, livelihood promotion, and working with development agencies vii. Strong interpersonal and facilitation skills viii. Ability to work across different cultures with diverse stakeholders ix. Proficiency in participatory tools and social analysis methods x. Exhibit high standards of integrity and ethical code of conduct.

a. Communications Specialist

Job Purpose	To lead the development and execution of the project’s communication strategy. This includes managing internal and external communications, promoting project visibility, and ensuring consistent messaging across all platforms and stakeholders.
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Reporting Line	<ul style="list-style-type: none"> i. Project Coordinator or to the ii. Deputy Project Coordinator
Qualifications	<ul style="list-style-type: none"> i. Bachelor's Degree in Mass Communication, Public Relations, Journalism, or related ii. A Masters' degree in any of the above fields is of added advantage iii. Professional Qualification in Chartered Institute of Marketing (CIM) or its equivalent
Number of Years of Experience	8 Years of relevant experience, of which at least five should have been in a managerial role with externally funded projects or any other development partner/multi-lateral/international organization, or in a large corporate environment
Key Skills and Competencies	<ul style="list-style-type: none"> i. Excellent communication skills ii. Strong stakeholder engagement skills iii. Experience with digital media tools and platforms iv. Excellent interpersonal and presentation skills v. Ability to translate technical content into accessible language vi. Creative mindset with attention to detail vii. Exhibit high standards of integrity and ethical code of conduct.

2.2.8 Gender Specialist

Job Purpose	This role ensures that gender equality and women's empowerment are integrated into all project aspects. It provides technical guidance, supports inclusive planning, and monitors gender-related outcomes to promote equitable participation and benefits for all.
Reporting Line	<ul style="list-style-type: none"> i. Project Coordinator or to the ii. Deputy Project Coordinator



<p>Qualifications</p>	<ul style="list-style-type: none"> i. A Bachelors’ degree in Gender Studies, Social Work and Administration, Social Science, Sociology, Development Studies, or related field ii. A Masters’ Degree in any of the above fields
<p>Number of Years of Experience</p>	<p>8 Years of relevant experience, of which at least 3 should have been in a gender specialist role with externally funded projects or any other development partner/multi-lateral/international organization</p>
<p>Key Skills and Competencies</p>	<ul style="list-style-type: none"> i. Experience in gender mainstreaming with development or humanitarian projects ii. Strong facilitation and interpersonal skills iii. Excellent communication skills iv. Experience in working with vulnerable groups, including women, youth, and persons with disabilities v. Ability to analyze gender dynamics and translate findings into actionable strategies vi. Proficiency in participatory tools and gender analysis frameworks vii. Exhibit high standards of integrity and ethical code of conduct.

2.2.9 GIS Specialist

<p>Job Purpose</p>	<p>To support the project by providing spatial analysis, mapping, and geospatial data management. This role ensures that geographic data is accurately captured, analyzed, and visualized to inform planning, implementation, and monitoring activities.</p>
<p>Reporting Line</p>	<ul style="list-style-type: none"> i. Project Coordinator or to the ii. Deputy Project Coordinator



Qualifications	<ul style="list-style-type: none"> i. A Bachelors’ degree in Geography, Geomatics, Environmental Science, Surveying or related field ii. A Masters’ Degree in any of the above fields iii. Proficiency in GIS Software (e.g, ArcGIS, QGIS, and Data Collection Tools (e.g, GPS, Survey 123) is mandatory
Number of Years of Experience	8 Years of relevant experience, of which at least three should have been in a managerial /supervisory role with externally funded projects or any other development partner/multi-lateral/international organization, or in a large corporate/busy environment
Key Skills and Competencies	<ul style="list-style-type: none"> i. Experience with remote sensing, spatial databases, and web mapping platforms ii. Strong analytical and problem-solving skills iii. Ability to communicate technical concepts to non-technical audiences iv. Experience working in multidisciplinary teams with diverse stakeholders v. Exhibit high standards of integrity and ethical code of conduct.

2.3 Grade 3 – Officer Level

2.3.1 Procurement Officer

Job Purpose	To support the Procurement Specialist in ensuring that all procurements for the respective project at the central, Local, and community 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
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	requirements of the World Bank and PPDA Guidelines.
Reporting Line	Procurement Specialist
Qualifications	<ul style="list-style-type: none"> i. Bachelors’ Degree in Procurement or Logistics, Business Administration, Commerce, or related field ii. Full Professional Qualification in CIPS or its equivalent is mandatory
Number of Years of Experience	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
Key Skills and Competencies	<ul style="list-style-type: none"> i. Specialized knowledge of procurement of goods; various types of construction contracts; selection and contracting of consulting services; preparation of bidding and contract documents for international procurement of goods, works, and services; public procurement policies; sustainable procurement; advanced contract management. ii. Strong Knowledge and understanding of the e-Government Procurement (e-GP) system iii. Knowledge and experience in technical, commercial, and legal aspects of procurement of the World Bank-financed projects; iv. Strong communication skills v. Ability to work efficiently and effectively in a multidisciplinary team. vi. Exhibit high standards of integrity and ethical code of conduct.



2.3.2 Accountant

Job Purpose	To provide Finance and Accounting support to the respective project and other Project implementing entities to ensure 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 GOU Financial Regulations and the Project Implementation Manuals.
Reporting Line	Financial Management Specialist/Senior Accountant
Qualifications	<ul style="list-style-type: none"> i. 1st Degree in either Finance, Accounting, Bachelors 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
Number of Years of Experience	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
Key Skills and Competencies	<ul style="list-style-type: none"> i. Experience in Finance and Administration. ii. Knowledge of the Government of Uganda IFMS system iii. Strong interpersonal skills iv. Demonstrable teamworking and stakeholder engagement skills v. Good writing and reporting skills vi. Good Analytical Skills vii. Exhibit high standards of integrity and ethical code of conduct.



2.3.3 IT Officer

Job Purpose	The IT officer will provide technical support, manage IT infrastructure, and ensure smooth digital operations within the project. The officer will be key in maintaining systems, supporting users, and implementing technology solutions aligned with project goals.
Reporting Line	Management Information Specialist
Qualifications	<ul style="list-style-type: none"> vi. A Bachelors’ degree in IT, Computer Science, or related field vii. Postgraduate qualification in the fields above will be of added advantage viii. IT professional certification in Microsoft, CISCO, Oracle, CISA, ITIL, or equivalent is mandatory ix. Proficiency in Windows Operating System, networking, and basic server management
Number of Years of Experience	6 Years of relevant working experience in ICT duties with externally funded projects, or any other development partner/multi-lateral or international organization, Government entity, or in a corporate environment
Key Skills and Competencies	<ul style="list-style-type: none"> i. Significant experience in working with SAN Storage, Virtualization, LAN, and WAN technologies ii. Good communication and interpersonal skills iii. Good analytical skills iv. Strong troubleshooting and problem-solving skills v. Ability to work independently and in a team vi. Exhibit high standards of integrity and ethical code of conduct.



2.3.4 Communications Officer

Job Purpose	To support the development and execution of the project’s communication strategy. This includes managing internal and external communications, promoting project visibility, and ensuring consistent messaging across all platforms and stakeholders.
Reporting Line	Communications Specialist
Qualifications	<ul style="list-style-type: none"> i. A Bachelors Degree in Mass Communication, Public Relations, Journalism, or related ii. A Masters’ degree in any of the above fields is of added advantage iii. Professional Qualification in Chartered Institute of Marketing (CIM) or its equivalent
Number of Years of Experience	6 Years of relevant working experience in communication and public relations duties with externally funded projects, or any other development partner/multi-lateral or international organization, Government entity, or in a corporate environment
Key Skills and Competencies	<ul style="list-style-type: none"> i. Excellent communication skills ii. Strong stakeholder engagement skills iii. Experience with digital media tools and platforms iv. Excellent interpersonal and presentation skills v. Ability to translate technical content into accessible language vi. Creative mindset with attention to detail vii. Exhibit high standards of integrity and ethical code of conduct.



2.3.5 Environmental Officer

Job Purpose	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)
Reporting Line	Environmental Specialist
Qualifications	<ul style="list-style-type: none"> i. A 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
Number of Years of Experience	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
Key Skills and Competencies	<ul style="list-style-type: none"> i. Experience in the development/assessment of Environmental and Social Management Systems. ii. Experience in Health and Safety Management in a project setting iii. Broad understanding of National Environmental Laws, Policies, regulations, and World Bank Environmental and Social Framework iv. Demonstrated knowledge of supporting a comprehensive and balanced approach to environmental risk management is required, including scoping, screening, research, risk assessment, planning, project



	<p>development and implementation, monitoring, and reporting</p> <ul style="list-style-type: none"> v. Understanding of how environmental safeguards fit into the project cycle vi. Strong analytical and problem-solving abilities vii. Excellent communication and report-writing skills viii. Exhibit high standards of integrity and ethical code of conduct.
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2.3.6 Engineer

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.
Reporting Line	<ul style="list-style-type: none"> i. Project Coordinator or to ii. Deputy Project Coordinators
Qualifications	<ul style="list-style-type: none"> i. A 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.
Number of Years of Experience	6 Years of relevant working experience with externally funded projects, or any other development partner/multi-lateral, or international organization.



Key Skills and Competencies	<ul style="list-style-type: none"> i. Good oral and written communication skills. ii. Knowledgeable in computer engineering packages like AUTOCAD, ARCHCAD, etc. iii. Experience in a relevant engineering field iv. Knowledgeable in environmental conservation, NEMA certifications, and building approvals. v. Experience with operations of Local Governments. vi. Competences and skills in quality control, time, and cost in project management. vii. High level of integrity in handling public resources and financial management. viii. A high level of interpersonal and management skills and the ability to work with teams ix. Must be result-focused and be able to work under pressure and tight deadlines x. Exhibit high standards of integrity and ethical code of conduct.
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2.3.7 Social Safeguards Officer

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.
Reporting Line	Social Development Specialist
Qualifications	<ul style="list-style-type: none"> i. A Bachelors’ degree in Social Work and Administration, Social Science, Sociology, Development Studies, or related field ii. A Masters’ Degree in any of the above fields is of added advantage



Number of Years of Experience	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
Key Skills and Competencies	<ul style="list-style-type: none"> i. Demonstrated knowledge of and experience with the management of World Bank-funded projects/programs is required ii. Good communication and interpersonal skills, and able to work in a team iii. Excellent computer skills in Microsoft Office tools (Word, Excel, and PowerPoint) and Internet use, including database use, is required iv. Stakeholder engagement skills v. Ability to work effectively with a wide range of stakeholders from the Government, development and humanitarian agencies, civil society, and the private sector. vi. Experience in working with social development projects and infrastructure with a team of experts of diverse backgrounds is desirable vii. Exhibit high standards of integrity and ethical code of conduct.

2.3.8 Gender Officer

Job Purpose	This role ensures that gender equality and women’s empowerment are integrated into all project aspects. It provides technical guidance, supports inclusive planning, and monitors gender-related outcomes to promote equitable participation and benefits for all.
Reporting Line	Social Development Specialist



Qualifications	<ul style="list-style-type: none"> i. A Bachelors’ degree in Gender Studies, Social Work and Administration, Social Science, Sociology, Development Studies, or related field ii. A Masters’ Degree in any of the above fields will be of added advantage
Number of Years of Experience	6 Years of relevant working experience in gender mainstreaming duties with externally funded projects, or any other development partner/multi-lateral or international organization, Government entity, or in a corporate environment
Key Skills and Competencies	<ul style="list-style-type: none"> i. Experience in gender mainstreaming with development or humanitarian projects ii. Strong facilitation and interpersonal skills iii. Excellent communication skills iv. Experience in working with vulnerable groups, including women, youth, and persons with disabilities v. Ability to analyze gender dynamics and translate findings into actionable strategies vi. Proficiency in participatory tools and gender analysis frameworks vii. Exhibit high standards of integrity and ethical code of conduct.

2.3.9 M&E Officer

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.
Reporting Line	Monitoring and Evaluation Specialist
Qualifications	<ul style="list-style-type: none"> i. A Bachelors’ degree in Statistics, Quantitative Economics, Social



	<p>Sciences, Development Studies, or related field</p> <p>ii. A Masters’ Degree in any of the above or related fields is of added advantage</p> <p>iii. Post-graduate diploma or Certification in M&E is mandatory</p>
Number of Years of Experience	6 Years of relevant working experience in M&E duties with externally funded projects, or any other development partner/multi-lateral or international organization, Government entity, or in a corporate environment
Key Skills and Competencies	<p>i. Proficiency in M&E Software like SPSS, Kobo Toolbox, Power BI</p> <p>ii. Proficiency in advanced Excel and other Microsoft desk items</p> <p>iii. Strong understanding of both qualitative and quantitative research methods</p> <p>iv. Excellent analytical and problem-solving skills</p> <p>v. Strong communication and report writing abilities</p> <p>vi. Ability to work independently and collaboratively</p> <p>vii. Attention to detail and commitment to data integrity</p> <p>viii. Exhibit high standards of integrity and ethical code of conduct.</p>

2.4 Grade 4 – Assistant Level/Support Roles

2.4.1 Assistant Procurement Officer

Job Purpose	To support the Procurement Specialist in ensuring that all procurements for the respective project at the central, Local, and community 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
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	requirements of the World Bank and PPDA Guidelines.
Reporting Line	Procurement Specialist
Qualifications	<ul style="list-style-type: none"> i. Bachelors' Degree in Procurement or Logistics, Business Administration, Commerce, or related field ii. Full Professional Qualification in CIPS or its equivalent is mandatory
Number of Years of Experience	3 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
Key Skills and Competencies	<ul style="list-style-type: none"> i. Working knowledge of procurement of goods; various types of construction contracts; selection and contracting of consulting services; preparation of bidding and contract documents for international procurement of goods, works, and services; public procurement policies; sustainable procurement; ii. Knowledge and understanding of the e-Government Procurement (e-GP) system iii. Working Knowledge of procurement in World Bank-financed projects; iv. Good communication skills v. Ability to work efficiently and effectively in a multidisciplinary team. vi. Exhibit high standards of integrity and ethical code of conduct.

2.4.2 Assistant Accountant

Job Purpose	To provide Finance and Accounting support to the respective project and other Project implementing entities to
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	ensure 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 GOU Financial Regulations and the Project Implementation Manuals.
Reporting Line	Financial Management Specialist
Qualifications	<ul style="list-style-type: none"> i. 1st Degree in either Finance, Accounting, Bachelors of Commerce, or an equivalent qualification ii. Part qualification in ACCA or CPA
Number of Years of Experience	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
Key Skills and Competencies	<ul style="list-style-type: none"> i. Experience in Finance and Administration. ii. Good interpersonal skills iii. Team working skills iv. Good writing and reporting skills v. Good Analytical Skills vi. Exhibit high standards of integrity and ethical code of conduct.

2.4.3 Assistant Administrative Officer

Job Purpose	To provide administrative and clerical support to ensure smooth project operations, adequate documentation, and timely coordination of activities across stakeholders
Reporting Line	Project Coordinator



Qualifications	Degree in Business Administration, Secretarial Studies, Social Sciences, or related field
Number of Years of Experience	Three years of experience in administrative support, preferably in a project environment
Key Skills and Competencies	<ul style="list-style-type: none"> i. Proficiency in MS Office ii. Strong organizational and multitasking skills iii. Good written and verbal communication skills iv. Attention to detail and accuracy v. Professionalism and discretion vi. Ability to work independently and as part of a Team vii. Time management and prioritization viii. Exhibit high standards of integrity and ethical code of conduct.

2.4.4 Fleet Assistant/Driver

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.
Reporting Line	Administrative Assistant
Qualifications	<ul style="list-style-type: none"> i. Diploma ii. Certification in Driving iii. Valid drivers' licence with a clean driving record
Number of Years of Experience	At least five years of experience in a formal environment
Key Skills and Competencies	<ul style="list-style-type: none"> i. Familiarity with vehicle maintenance and basic mechanical knowledge ii. Good communication skills iii. Good interpersonal skills



	<ul style="list-style-type: none"> iv. Good understanding of traffic laws and road safety practices v. Ability to use GPS and route planning tools vi. Basic record-keeping and reporting skills vii. Exhibit high standards of integrity and ethical code of conduct.
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2.4.5 Assistant IT Officer

Job Purpose	The Assistant IT Officer will provide technical support, manage IT infrastructure, and ensure smooth digital operations within the project. The Assistant will maintain systems, support users, and implement technology solutions aligned with project goals.
Reporting Line	IT Officer
Qualifications	<ul style="list-style-type: none"> i. A Bachelors’ degree in IT, Computer Science, or related field ii. IT part professional certification in Microsoft, CISCO, Oracle, CISA, ITIL, or equivalent is mandatory iii. Proficiency in Windows Operating System, networking, and basic server management
Number of Years of Experience	3 Years of relevant working experience in ICT duties with externally funded projects, or any other development partner/multi-lateral or international organization, Government entity, or in a corporate environment
Key Skills and Competencies	<ul style="list-style-type: none"> i. Experience in working with SAN Storage, Virtualization, LAN, and WAN technologies ii. Good communication and interpersonal skills iii. Good analytical skills iv. Strong troubleshooting and problem-solving skills



	<ul style="list-style-type: none">v. Ability to work independently and in a teamvi. Exhibit high standards of integrity and ethical code of conduct.
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3 Salary and Grading Structure for all Externally Funded Projects 2026

	Position	Minimum - Starting Salary	Mid-Point - At Contract Extension	Maximum - Based on the match to the Requirements of the Role	Medical Insurance @ UGX 1,080,000 per Employee and up to 4 Dependants covered per annum
	Grade 1 (Project Implementation Staff)-Leadership role/Technical/ usually indicated in the financing Agreement				
1	Project Manager	24,000,000	26,000,000	28,000,000	5,400,000
	Grade 2 (Project Implementation Staff)-Specialist Level/Senior/Manager Level/Middle Management/usually indicated in the financing Agreement				
3	Financial Management Specialist/Senior Accountant	12,000,000	14,400,000	17,900,000	5,400,000
4	Procurement Specialist/Senior Procurement Officer	12,000,000	14,400,000	17,900,000	5,400,000
5	M & E Specialist	12,000,000	14,400,000	17,900,000	5,400,000
7	Technical Subject Expert	12,000,000	14,400,000	17,900,000	5,400,000
8	Environmental Specialist	12,000,000	14,400,000	17,900,000	5,400,000
9	Social Development Specialist	12,000,000	14,400,000	17,900,000	5,400,000
10	Communications Specialist	12,000,000	14,400,000	17,900,000	5,400,000
11	Senior Program Officer	12,000,000	14,400,000	17,900,000	5,400,000
12	Field Operations Coordinator	12,000,000	14,400,000	17,900,000	5,400,000

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13	Gender Specialist	12,000,000	14,400,000	17,900,000	5,400,000
14	Refugee Specialist	12,000,000	14,400,000	17,900,000	5,400,000
15	Senior Legal Officer	12,000,000	14,400,000	17,900,000	5,400,000
16	GIS Specialist	12,000,000	14,400,000	17,900,000	5,400,000
17	Electricity/Power/Grid Specialist/Senior	12,000,000	14,400,000	17,900,000	5,400,000
#	Grade 3 (Project Implementation Staff)/Officer Level -				
18	Procurement Officer	4,500,000	5,400,000	6,480,000	5,400,000
19	Accountant	4,500,000	5,400,000	6,480,000	5,400,000
20	IT Officer	4,500,000	5,400,000	6,480,000	5,400,000
21	Communications Officer	4,500,000	5,400,000	6,480,000	5,400,000
22	Legal Officer	4,500,000	5,400,000	6,480,000	5,400,000
24	Grant Officer	4,500,000	5,400,000	6,480,000	5,400,000
26	Livelihood Officer	4,500,000	5,400,000	6,480,000	5,400,000
27	Environmental Officer	4,500,000	5,400,000	6,480,000	5,400,000
28	Social Safeguards Officer	4,500,000	5,400,000	6,480,000	5,400,000
29	Data Analyst	4,500,000	5,400,000	6,480,000	5,400,000
30	Gender Officer	4,500,000	5,400,000	6,480,000	5,400,000
31	M &E Officer	4,500,000	5,400,000	6,480,000	5,400,000
32	Internal Auditor	4,500,000	5,400,000	6,480,000	5,400,000
#	Grade 4(Project Implementation Staff)/Assistant Level-Support Roles				

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Salary Structure for Externally Funded Projects in Uganda 2026



33	Procurement Assistant	2,800,000	3,360,000	4,200,000	5,400,000
34	Accounts Assistant	2,800,000	3,360,000	4,200,000	5,400,000
35	Administrative Assistant	2,800,000	3,360,000	4,200,000	5,400,000
36	Fleet Assistant/Driver	1,800,000	2,100,000	2,500,000	5,400,000
37	IT Assistant	2,800,000	3,360,000	4,200,000	5,400,000



**MINISTRY OF FINANCE, PLANNING AND
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