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THE REPUBLIC OF UGANDA

Uganda Vision 2040

MINISTRY OF LANDS, HOUSING AND URBAN DEVELOPMENT
P.O. BOX 7096
KAMPALA, UGANDA

13th November 2026

UGANDA CITIES AND MUNICIPALITIES INFRASTRUCTURE DEVELOPMENT (UCMID) PROGRAM – OPERATION SUPPORT TEAM (OST)

ADVERT TYPE: EXTERNAL ADVERT 2/2026 / RE-ADVERTISEMENT (LOCAL ECONOMIC DEVELOPMENT SPECIALIST, GEOGRAPHICAL INFORMATION SPECIALIST AND OCCUPATION SAFETY AND HEALTH SPECIALIST)

Pre-amble

The Government of Uganda (GoU), represented by the Ministry of Lands, Housing and Urban Development (MLHUD), is planning to launch a new program to support special urban needs for infrastructure improvement – the Uganda Cities and Municipalities Infrastructure Development (UCMID) Operation, which will be supported by a World Bank International Development Agency (IDA). The Operation will be for 6 years, (FY 2026/27-2031/32), and will encompass support to climate-smart urban infrastructure development, institutional strengthening and capacity enhancement, support to core Ministries related to these activities, as well as to program management arrangements and institutional strengthening.

The UCMID is designed using the Bank's hybrid lending instruments – Investment Project Financing (IPF) and Program for Results (PforR), whereby disbursement is linked to actual results agreed upon and realized on the ground. To mitigate any capacity risks, the Government has decided to recruit an Operation Support Team (OST), which will assist the MLHUD and the participating sub-National entities in the implementation of the operation.

These professionals will work alongside their Departmental counterparts and report to the Commissioner for Urban Development/ Operation Coordinator, provide technical backstopping to Local Governments, and support the Ministry in fulfilling its coordination and oversight functions.

The Operation Support Team (OST) for the Uganda Cities and Municipalities Infrastructure Development (UCMID) Operation utilizes a blended staffing structure that integrates recruited technical experts with existing government personnel. This

institutional arrangement is designed to provide high-level technical backstopping while ensuring deep alignment with Ministry protocols and long-term sustainability.

The Ministry recently concluded the recruitment exercise for various Specialist positions for the Operation Support Team (OST) however, the under listed positions failed to attract potential candidates necessitating readvertisement.

The Ministry now invites applications from suitable candidates to fill the vacant positions reflected in the External 2/2026.

Applicants should attach Curriculum Vitae, certified photocopies of their full academic certificates, transcripts, Professional certification, Employment records, national identification.

The detailed Job Descriptions and Person Specifications can be viewed and applications sent to the Ministry of Lands, Housing and Urban Development portal: https://careers.mlhud.go.ug

The closing date for receipt of Applications is Friday 27th November 2026

Post: Local Economic Development (LED) Specialist

Terms of Employment: Contract

Vacancies:1

Minimum Age: 35

Minimum Qualification

1. A Bachelor's degree in any of the following fields from a recognised institution of higher learning. Economics, Agricultural Economics, Development Studies, Regional Development, Public Administration, Local Government Administration, Urban and Regional Planning, Spatial Planning, Business Administration, Commerce or Entrepreneurship or related field.
2. Master's Degree in Economics, Business Administration, Local Economic Development, Development Economics, Public Policy, or related field.

Working Experience

Minimum 8 years of relevant experience. 2. At least 5 years supporting donor-funded municipal development programs. 3. Experience in local economic development planning, investment promotion, and enterprise development.

Duties

The incumbent will be responsible to the Operations Manager for performing the following duties: -

1. Support the preparation, operationalization, and implementation of robust LED strategies and action plans across participating local governments.
2. Promote the strategic integration and alignment of localized LED priorities into formal local government development plans.
3. Provide specialized technical assistance to the project in technical areas concerning local economic development, job creation frameworks, and improved revenue models in strict accordance with the contract and approved work plans.
4. Design and support targeted investment attraction initiatives to draw domestic and foreign capital to local governments.
5. Provide technical support to sub-national entities in preparing high-quality, bankable investment project proposals and profiles.
6. Support the identification, assessment, structuring, and development of viable Public-Private Partnership (PPP) opportunities.
7. Support Local Governments in deploying strategies, modern systems, and diagnostics to improve and expand their own-source revenue (OSR) collections.
8. Promote entrepreneurship, sustainable enterprise development, and the expansion of micro, small, and medium enterprises (MSMEs) within the target project footprints.
9. Cultivate specific economic growth and job creation opportunities, with an emphasis on sustainable livelihood tracking.
10. Facilitate structured engagement, regular dialogue, and collaborative frameworks between public sector actors and private sector leaders.
11. Engage proactively with the private sector, development partners, financial institutions, and Local Government networks to unlock shared value and co-financing options.
12. Systematically track, monitor, and evaluate the roll-out and progress of active LED interventions across all program sites.
13. Compile high-quality LED progress reports, economic impact assessments, and market trend briefs for project leadership and external partners.
14. Design, implement, and evaluate targeted capacity-building programs and practical training sessions for MLHUD staff and Local Government teams regarding LED planning, execution, and tracking

Post: OCCUPATIONAL SAFETY AND HEALTH (OSH) SPECIALIST

Terms of Employment: Contract

Vacancies: 1

Minimum Age: 35

Minimum Qualification

1. Bachelor's degree in occupational safety and health, Engineering, Environmental Science, Industrial Hygiene, or related field. 2. Master's degree in occupational safety and health, Engineering, Business Administration, or related field. 3. NEBOSH Professional Certification (Mandatory). 4. Registration with a recognized professional body is desirable.

Working Experience

Minimum of 8 years relevant experience in Occupational Safety and Health within construction, infrastructure, engineering, or donor-funded projects. 2. Demonstrated experience in site inspections, risk assessments, accident investigations, and safety compliance enforcement. 3. Experience working on large-scale infrastructure projects, construction contracts, or World Bank-funded projects is an added advantage. 4. Experience supervising contractors and implementing workplace safety management systems.

Duties

The incumbent will be responsible to the Operation Manager for performing the following duties: -

1. Ensure absolute compliance with the Occupational Safety and Health Act, Building Control Act, relevant Labour Laws, Environmental Regulations, and applicable World Bank Environmental and Social Standards (ESSs).

2. Conduct routine, rigorous site inspections, comprehensive safety audits, structured hazard identification exercises, and detailed risk assessments across all project footprints.

3. Enforce safe systems of work, strict permit-to-work procedures, and contractor compliance regarding their explicit safety obligations.

4. Liaise actively with the Ministry of Gender, Labour and Social Development (MGLSD), local authorities, contractors, supervising consultants, and regulatory agencies on overarching safety matters.

5. Develop, implement, periodically update, and standardize program-wide Occupational Safety and Health policies, procedures, and guidelines.
6. Review and approve Site-Specific Safety Management Plans (SSSMPs), detailed Method Statements, and Job Hazard Analyses (JHAs) before work begins.

7. Ensure the proactive integration of OSH requirements into early project planning, procurement specifications, infrastructure designs, and implementation phases.

8. Support the preparation, evaluation, and rollout of contractor-led Environmental and Social Management Plans (CESMPs).

9. Lead immediate investigations of all site accidents, incidents, near misses, dangerous occurrences, and occupational illnesses. Conduct detailed root cause analyses to specify preventive parameters.

10. 10. Monitor the rigorous implementation and final closure of all recommended corrective and preventive action plans.

11. Develop, review, and periodically update robust project-level emergency preparedness and response plans.

12. Coordinate regular fire drills, building evacuation exercises, medical first-aid arrangements, and complex emergency simulations. Ensure adequate emergency equipment is strategically distributed and actively maintained.

13. Deliver comprehensive OSH induction programs for incoming workers, contractors, consultants, and project site visitors.

14. Organize regular field-level toolbox talks, safety awareness campaigns, and refreshers. Deliver specialized training on high-risk operations (e.g., working at heights, confined spaces, excavation safety, electrical safety, scaffolding, lifting operations, and emergency response).

15. Develop and execute multi-tiered OSH capacity-building plans for MLHUD staff, Local Governments, contractors, and consultants to instill a proactive, behavioural safety culture.

16. Maintain central, up-to-date OSH records, incident databases, and performance trackers. Monitor key metrics, including Lost Time Injury Frequency Rate (LTIFR), Accident Frequency Rate (AFR), Severity Rate, and overall site compliance scores.

17. Prepare and submit high-quality monthly, quarterly, and annual safety performance reports for the Operation Coordinator, Operation Manager, MLHUD Management, and the World Bank.

18. Advise management on emerging safety risks, recommend targeted mitigation measures, and participate in project safeguard missions and compliance reviews.

19. Provide ad-hoc professional OSH backing to the broader Project Implementation Unit (PIU) and other Ministry projects as institutional needs dictate.

Post: GIS SPECIALIST

Terms of Employment: Contract

Vacancies: 1

Minimum Age: 35

Minimum Qualification

1. Bachelor's Degree in Geography, Geomatics, GIS, Surveying, Urban Planning, Environmental Science, Spatial Planning, or related field. 2. Master's Degree in a relevant field. 3. Professional proficiency in ArcGIS, QGIS, and GIS data collection systems is mandatory. 4. Experience with mobile data collection and integration tools (e.g. KoboToolbox, Power BI), drone surveying, spatial analysis automation, and AI-enabled analysis is preferred.

Working Experience

Minimum 8 years relevant experience. 2. At least 3 years in a supervisory or senior technical role. 3. Experience supporting donor-funded programmes or urban development projects. 4. Experience working in urban contexts with limited existing spatial data infrastructure.

Duties

The incumbent will be responsible to the Operation Manager for performing the following duties:-

1. Establish and maintain GIS databases and spatial information systems.
2. Develop standardized GIS standards and data management protocols (with focus on data quality assurance and inter-institutional governance).
3. Support the development of the National Urban Data Platform
4. Ensure interoperability between program-supported platforms and other GoU-supported platforms
5. Establish, optimize, and maintain robust GIS databases and spatial information systems.

6. Leverage advanced spatial analysis to inform and guide urban planning initiatives and strategic infrastructure investment decisions. Conduct objective site suitability modelling and investment prioritization analyses to optimize resource allocation.
7. Cartograph and produce high-quality maps, interactive dashboards, and tailored geospatial products.
8. Integrate geospatial frameworks and spatial visualization tools into broader program reporting timelines and monitoring and evaluation (M&E) frameworks.
9. Map and track infrastructure investments and associated program results to support Disbursement-Linked Indicators (DLIs) verification.
10. Conduct rigorous climate vulnerability, environmental hazard, and ecosystem mapping to support long-term climate resilience planning.
11. Collaborate closely with the Social Development Specialist to map areas displaying high social safeguard vulnerabilities.
12. Liaise with the Environmental Specialist to provide geospatial inputs to enhance the preparation and monitoring of Environmental and Social Impact Assessments (ESIAs), Environmental and Soical Management Plans (ESMPs), and Resettlement Action Plans (RAPs).
13. Perform socioeconomic spatial analyses, placing specific attention on equity of access to public services within Refugee Hosting Districts.
14. Design, develop, and execute a structured, scalable GIS capacity-building program.
15. Deliver hands-on training to MLHUD and Local Government staff to drive sustainable GIS applications and adoption across program entities.
16. Coordinate and liaise with national and international mapping agencies, academic bodies, and data providers to acquire and share most up to date geospatial data.
17. Prepare comprehensive spatial analysis reports, methodology documentation, and technical briefs for program leadership.
18. Perform any other professional duties as assigned by the Programme Coordinator

Dr. Mugunga Emmanuel F.
FOR: PERMANENT SECRETARY