

# COMMUNITY DEVELOPMENT SHIELD UGANDA

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Date: 3<sup>rd</sup> March, 2026

## *Job Advert* **BACKGROUND**

**Community Development Shield Uganda** is a youth-led and youth-focused organization founded in 2013 and registered with the National NGO Bureau. The organization works to promote transformational and sustainable development for youth and other vulnerable groups by engaging different development stakeholders and encouraging community participation in shaping their future.

Community Development Shield Uganda (CDSU) is in partnership with Plan International Uganda is implementing a four-year project which is ACCESS TO SRHR KNOWLEDGE AND SERVICES (ASK) in three sub counties of Kole District i.e., BALA, AKALO and AYER the project is aiming at CAY in all their diversity are safe and protected, have control over their bodies in future and are supported by resilient communities and a vibrant civil society.

CDSU invites application from a suitability qualified persons to fill the following vacancies

- 1. Job Title:** PROJECT OFFICER-SRHR (1) position

**Location:** TESAMBIA A, WESTERN WARD B, BALA TOWN COUNCIL, KOLE DISTRICT

### **REPORT TO EXECUTIVE DIRECTOR**

#### **Roles and Responsibilities**

- In close coordination with RHU and local HCIII or IV, provide high-quality, adolescent-responsive SRH services through outreaches in compliance with national guidelines standards.
- Deliver comprehensive contraceptive services prioritizing adolescents, offering a full range of modern methods including male and female condoms, counselling on informed choice, side effects management, follow-up, and referrals when necessary.
- Provide HIV counseling, testing, screening, and referral services, ensuring confidentiality, informed consent, accurate documentation, and strong linkages to RHU and government health facilities, while excluding treatment and long-term HIV care services.
- Diagnose and treat common sexually transmitted infections using project-procured medicines and other supplies/drugs at the health facilities, provide counselling, and refer complicated cases according to national clinical guidelines and reporting requirements standards.

- Provide first-line clinical support to survivors of sexual and gender-based violence, ensure safe disclosure and documentation, and promptly refer survivors to RHU or appropriate facilities for comprehensive clinical management services.
- Identify clients requiring Post-Abortion Care (PAC), provide counselling and stabilization where appropriate, refer promptly/timely to RHU, and support clarification on service costs, exemptions, and follow-up according to the National PAC policy guidelines national standards.
- Conduct breast cancer screening and identify other suspected reproductive system cancers including cancer of the cervix, provide counselling, documentation, and timely referral to RHU or government facilities for diagnosis, treatment, and ongoing care services per guidelines.
- Provide initial counselling and assessment for infertility concerns, manage expectations sensitively, and refer clients to RHU or government facilities for specialized infertility investigation and treatment services according to national health protocols.
- Lead community and mobile outreach services providing pregnancy testing and STI screening, counselling, referrals, and demand creation, ensuring adolescents access confidential, youth-friendly services in hard-to-reach communities safely ethically consistently regularly.
- Strengthen the counselling and health education function by delivering accurate SRHR information, mentoring Peer Navigators, Disability Inclusion Facilitators, supporting values clarification sessions for health workers, coordinating community-health facility activities, and promoting adolescent-friendly services within facilities and outreach settings programmes.
- Conduct community sensitization programmes aimed at addressing stigma related to Post Abortion Care, Adolescent Pregnancy for girls and marginalized women in the communities as per PI's Adolescent Pregnancy and Parenthood Framework
- Coordinate the activities of Peer Navigators and ensure they support young people from the community to access quality services from the respective health facilities.
- Map, document and work with private health facilities/clinics or drug shops and ensure they are supported with information and capacity to provide services to young people in accordance with agreed and acceptable guidelines.
- Provide accurate health education and address technical SRHR concerns/jargons from the project participants including SE groups, Parents CSE group, youth innovation hubs, In-school SE groups and other relevant engagements.
- Participate and support the project radio talk shows by preparing and reviewing the talking points or scripts related to SRHR technical issues.
- Coordinate with the project officers and schools project focal point person and provide health talks on relevant topics, participate in the Questions/Answer sessions for upper primary classes in the school.

- Empower Health workers to understand the impact of climate change on SRHR services access and prepare them to ensure continuity of services in times of climate related hazards, shocks and stresses.
- On request and in agreement with the project partner, support the assigned health centers with tasks related to the role.
- Compile, share and submit monthly outreach updates, reports and other relevant information to the assigned CBO supervisor, Assistant District Health Officer and the health facility in-charges.
- Ensure child safeguarding, PSHEA, Do-No-Harm, and ethical practices across all activities and report safeguarding concerns according to existing procedure.

**Minimum Qualifications:**

- Must have enrolled midwifery certificate.
- Must be registered with the Nurses and Midwives council.
- Must have a valid practicing license.
- Experience working with young people providing SRHR services with contraceptives as a priority service
- Relevant work experience of at least two years is essential with Reproductive Health department.
- Be able to work in a stressful setting and adapt quickly to changing environments.
- Excellent communication and interpersonal skills

**2. Job Title:** PROJECT OFFICER- SBCC (1) position

**Location:** TESAMBIA A, WESTERN WARD B, BALA TOWN COUNCIL, KOLE DISTRICT

**REPORT TO EXECUTIVE DIRECTOR**

**KEY ROLES AND RESPONSIBILITIES**

**Implement Integrated Sexuality Education, Climate change, Adolescent SRH Services & Youth Economic Empowerment (YEE)**

- Deliver in-school and out-of-school SE, using teacher-led, peer-led, and participatory approaches in line with the SE project guidance.
- Ensure SE facilitators cover essential topics like contraception, mental health, pleasure, consent, bodily autonomy, sexual wellbeing, infertility and sex positivity.

- Support schools and community facilitators to align all their sessions with the project SE curriculum, Plan International/UNESCO SE standards as per the project indicators or M&E requirements.
- Coordinate with Growth Care Uganda and support menstrual health and hygiene education, addressing stigma and supporting access to hygiene products including reusable sanitary pads and menstrual cups for girls, women and other community members.
- Monitor SE session quality and provide regular coaching and mentorship to teachers and Community Facilitators.
- Facilitate linkages between communities, schools, and health facilities and ensure effective referral of school going children to health centers for counseling and other SRHR services tailored to their needs.
- In consultation with Reproductive Health officer, ensure all SE members and other structures targeted by the project has access to contraceptive services including condoms, prevent unintended pregnancies, and access to STIs treatment.
- Support effective mobilization of out of school Adolescent and Youth outreach, mobile services, and community campaigns to increase service uptake by working closely with Peer Navigators and Reproductive Health Officer.
- Facilitate skills training, mentorship, internships, and employment readiness programs for AY supported by the project.
- Regularly update the list of private sector partners that will be identified after the AYs choose the course of their preference and ensure they are supported to start their own businesses after course completion.
- Ensure clear guidelines for targeting and selection criteria are developed to ensure transparency and equal treatment among AY qualified for YEE/IGA initiatives.
- Support inclusive targeting for out-of-school youth, young people with disabilities, and pregnant/parenting adolescents as beneficiaries of YEE/IGA initiatives.
- Support youth to have knowledge and understanding on business development, including bookkeeping, registration, and booster funds.
- Ensure that that CAY with disabilities is meaningfully included in all aspects of the project by addressing the barriers they face in accessing SRHR information and services,

ensure SE and SRH services are fully accessible, developing accessible materials, training healthcare providers on inclusive practices, and eliminating stigma and discrimination.

- Support climate change education within SE groups including in-school, out of school and parenting sessions by using Climate Change/CSE cards to deliver the sessions.

### **Strengthen Social Behavioral Change Communications interventions in ASK project**

- Organize parenting sessions using tested tools such as Building Bridges and ensure sessions are delivered as expected from time to time.
- Help parents become “askable”, confident to talk openly about sexuality and adolescence during and after the sessions.
- Facilitate and organize community and intergenerational dialogues to challenge harmful practices like child marriage and GBV.
- Engage religious and faith leaders to support positive SRHR messages and ensure that all their sessions and activities are fully supported as expected.
- Support the development of all SRHR messages based on biblical verses by working together with religious leaders who will eventually use the verses for community sensitization and dialogue sessions.
- Implement all the social norms findings by incorporating all of them into the budget and work plan for project implementation.
- Help M&E Coordinator Track and report changes in attitudes and norms within families and communities using the agreed tools and methodologies.
- Support families and households of marginalized youth and youth with disabilities to meaningfully be involved in project activities including home visits and have access to information and services.
- Implement and document Social and Behavior Change Communication (SBCC) strategies, such as storytelling, radio programmes, drama, or community dialogue, to foster positive behavior change.
- Profile men and boys in your communities to understand their SRHR and gender needs and ensure their needs are integrated into the project plans and activities.

### **Coordinate peer-peer and youth engagement approaches**

- Support Peer Navigators and Disability Inclusion Facilitators to engage their fellow youths by linking them with the project Service Provider or Enrolled Midwife.
- After completion of the sessions, ensure all the group participants (peer, parents etc.) deliver SE and SRHR-related information to the community members.
- Engage SE groups to promote positive gender norms, including masculinities and male engagement strategies in line with Sonke Gender Justice Recommendations and findings.
- Support peer-led referrals to youth-friendly SRHR services by tracking all the Community-Health facility referrals made by the peers, Peer Navigators and Disability Inclusion Facilitators and other project participants.
- Ensure continuous mentoring and supervision of Disability Inclusion Facilitators, ensuring safeguarding and quality delivery.
- Support use of youth scorecards and self-reporting tools for SRHR service accountability with the health facilities supported by the project.
- Work with youth-led organizations, Organizations of Persons with Disabilities and movements to strengthen advocacy, leadership, and representation at district, sub county, parish and village levels.
- Participate and support the project radio talk shows by preparing and reviewing the talking points or scripts related to SRHR and other cross cutting themes of the project.

### **Coordinate stakeholders' engagement at the project levels.**

- Strengthen referral systems and coordination between schools, health facilities, the community department, and other relevant departments at the district levels.
- Support and coordinate holistic services for CAY at risk, including survivors of GBV, Persons with Disabilities and pregnant or parenting adolescents.
- Attend and present the project's achievements to the District/Sub- County council including the relevant committees of the project.
- Update the relevant district and subcounty leadership by sharing reports, advocacy updates, baselines/evaluation reports, social norms findings/recommendations and updating regularly the project files in their offices.

- Coordinate and timely invite relevant district or subcounty officials to attend relevant project meetings, monitoring visits, trainings and other engagements.
- Facilitate and support the different working groups including the Child Marriage/ASRHR Working Groups at Sub- County and District levels and share project results, best practices, lessons learnt and recommendations to improve services.

### **Support Advocacy & Influencing activities of the project**

- **Support and implement the agreed project communications plan, advocacy and influencing plan by clearly identifying and implementing the agreed advocacy asks or priorities.**
- Facilitate follow-up on advocacy asks and commitments made by duty bearers including council meetings on the implementation of existing, **new or revised government commitments** to SRHR priorities.
- Map stakeholders and develop tailored engagement strategies for the effective implementation of the advocacy and influencing strategies.
- Document advocacy and influencing activities and results from all the engagements with stakeholders, communities and other relevant authorities.
- Support youth groups, parent's groups and in-school groups to have improved advocacy capacity to articulate SRHR advocacy issues, engage duty bearers and other key stakeholders.
- Advocate for more gender-responsive and transformative policies including the Child Marriage/Adolescent Pregnancy strategy, Adolescent Health Policies and other relevant SRHR policies and ensure that government policies are aligned with Human Rights Based Approach and implemented in a way that supports young people's SRHR.
- Partner with representative organizations, including OPDs and youth-led groups, to ensure their voices shape policies and government/other CSO programs by ensuring that the needs of all young people, including those with disabilities, are fully recognized and addressed in the project activities.
- Collect and document advocacy and influencing outcomes using agreed Monitoring tools.

## **Monitoring, Learning & Reporting**

- Support and ensure the accurate and timely collection of disaggregated data to monitor activities and participants in all project's activities (incl. SE and community-based groups, training and other sessions with different stakeholders, awareness raising events, SRH outreaches, etc.) using approved tools, reporting systems and processes.
- Monitor the quality of project activity implementation (including SE, work on social and gender norms with community members and parents, SRH outreaches, advocacy initiatives, etc.), ensuring that rights-based and gender-transformative approaches are applied, documented, and strengthened through routine observation and the timely use of feedback and reporting tools.
- Promote and actively support data-informed decision-making to strengthen the project's quality, accountability, and learning across partners, by compiling timely and high-quality reports and engaging in the analysis and use of M&E data (led by MEAL coordinators).
- Support the project's learning strategy by maintaining a reflective and critical approach across reporting and coordination processes, actively participating in project reflection sessions, and contributing to evidence-based adaptive management as well as the documentation of lessons learnt, good practices, and most significant change stories.
- Support the project's accountability strategy by promoting the use of appropriate feedback channels among all stakeholder's, ensuring feedback is accurately reported in the agreed tools, and actively engaging in the analysis and response processes throughout the feedback loop, and the use of feedback to improve the project's implementation.

## **Safeguarding**

- Ensure child safeguarding, PSEA, Do-No-Harm, and ethical practices across all activities and report safeguarding concerns according to existing procedure.
- Serve as a focal person for the integration of safeguarding in SRHR work by working closely with Plan International/project Safeguarding focal point person
- Ensure that staff and associates are ware of and understand their responsibilities under the safeguarding policy and PI Code of Conduct, their relevance to their work.

## **JOB REQUIREMENTS**

- Education at degree level of study in social sciences in fields such as SRHR, public health or gender studies. Post Graduate study will be an added advantage.
- At least 3 years proven experience within the development sector in SRHR in development settings.
- Significant practical experience of project implementation in the sector (or closely related sectors) and work related to Adolescent Pregnancy, SE, Contraceptives, YEE and Climate Change with a clear rights-based approach
- Business Management competencies required in planning and budgeting for programs and projects; Resource management; project planning and management;
- Proven experience on gender transformative programming and good understanding on inter-sectionality and inclusion.
- Experience in capacity development of Community and school level Facilitators including; strong facilitation and training skills.
- Ability to plan work and meet deadlines when working under pressure on several activities.
- Fluency in English, both written and spoken; local language of the project area is an asset.

### **How to apply:-**

Attach a copy of your CV/ Resume, cover letter and academic credentials, three referees with their contacts and their E- mails

You may submit a soft copy of your application on E-mail [contact@cdsuganda.org](mailto:contact@cdsuganda.org)

NOT LATER THAN 12<sup>th</sup> March, 2026 at exactly 4:00PM

OR

HAND DELIVER TO

Our office located at **TESAMBIA A, WESTERN WARD B, BALA TOWN COUNCIL, KOLE DISTRICT. Adress your Application to Executive Director**

**NOTE:** Only shortlisted applications will be contacted for interview