



WWF UGANDA COUNTRY OFFICE
VACANCY ANNOUNCEMENT

Position Title:	Water Governance Specialist
Reports to:	Conservation Director
Supervises:	Water Program Officers
Location:	Mbarara

Want to make a positive difference to the future of people and our one shared home, the Earth? Working at WWF could be your opportunity of a lifetime.

All around the world, people are waking up to deepening crisis of nature loss. A growing realization that nature is our life-support system. And that nobody will be spared from the impacts of its loss. Here at WWF, we are helping tackle this enormous global challenge. Our people come from hugely diverse backgrounds and with a variety of expertise, ranging from HR and Finance to advocacy and conservation science. We welcome applications from anyone who believes they can help us create a better future for people and wildlife.

What we do

We are an independent conservation organization, striving to sustain the natural world for the benefit of people and wildlife. From individuals and communities to business and government, we are part of a growing coalition calling on world leaders to set nature on the path of recovery by 2030. Together, we seek to protect and restore natural habitats, stop the mass extinction of wildlife, and make the way we produce and consume sustainable.

We are looking for a dynamic enthusiastic and highly qualified person to fill the position of

Water Governance Specialist

Job Summary

The Water Governance Specialist will lead the realization of targets and priorities under the Freshwater Program by leading planning, management, coordination, supervision and resource mobilization to ensure efficient and timely delivery of program goals, objectives, and targets. S/he shall report to the Conservation Programmes Manager until a substantive Policy Lead is recruited.

In this regard, the Water Governance Specialist will;

Program Management, Program Quality and Leadership

- Lead the implementation of WWF UCO freshwater action plan and ensure its alignment with the new country office strategic plan
- Support WWF-UCO in mainstreaming freshwater management strategies and actions across UCOs focus areas
- Provide technical leadership in planning, management, and implementation of freshwater projects and activities under the WWF UCO Freshwater Program.
- Provide oversight for all water programs in the CO, including but not limited to annual planning, budgeting and reporting that meet the donor expectations
- Support the generation and advancement of new information and innovative ideas to promote Integrated Water Resource Management best practices in Uganda.
- Lead staff and partners to identify and partner with private sector actors and financial institutions to provide solutions to actors in freshwater resources including management and use along the value chain
- Ensure coordination with other WWF-UCO programmatic initiatives in forestry, wildlife, climate and transboundary conservation.
- Collaborate with the Regional Office of Africa (ROA) specifically, the “Blue Heart of Africa Initiative” to build relationships with environmental and development NGOs, Government Ministries and Departments, the academia to develop and share new ideas in water resources management, practices, strategies and tools.
- Coordinate planning, monitoring, evaluation and learning under the Water Governance Program in liaison with the WWF PMEAL Lead
- Coordinate preparation of program technical and scientific reports, policy recommendations and position papers to strengthen the water governance framework in Uganda.
- Prepare monthly, quarterly, and annual work plans, budgets, and technical reports on Water Governance activities as part of the overall Freshwater program planning and reporting cycle.
- Document case studies and share information on Water Governance best practices and lessons learned with local partners and the general public.
- Undertake studies that build and strengthen program knowledge base across targeted watersheds that profile UCO standing in water governance space

Fundraising and Resource Mobilization

- Lead and coordinate preparation of new funding concepts and proposals on Water Governance related issues, in collaboration with other UCO staff and partners, to ensure sustained growth of the Freshwater Program portfolio.
- Identify key strategic partnerships for the WWF UCO freshwater program, including civil society organizations, INGOs, UN and government entities, and develop and support strategies to cultivate partnerships on priority programmes and initiatives.



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- Conduct potential funding mapping and opportunity assessment for the freshwater program including identification of thematic orientations, modalities of engagement, entry points and forecasts.
- Report proactively on the status of the pipeline and fundraising processes to WWF-Uganda CD, proactively sharing information on opportunities and fundraising challenges within the CO, but also with the ROA team with a view to strengthen collaboration and align actions.
- Ensure lessons from the project development process are captured and applied to improve future proposals, promote information sharing and learning.
- Responsible for identifying, researching, developing and maintaining strategic partnerships with public sector, Private sector and individual donors in close consultation and coordination with the WWF-Uganda Conservation Head and WWF fundraising teams across the network, placing focus on opportunities from the Africa Region.

Staff Supervision

- Build and maintain a cohesive and motivated WWF UCO Water Governance team through provision of technical backstopping, coaching, mentoring, and giving constructive feedback in line with WWF Human Resources guidelines.
- Create opportunities for freshwater program staff to ensure they are equipped to effectively deliver on their mandate.
- Responsible for performance management of all staff under the freshwater department to deliver on their assignments

Required Qualifications and Experience

- Bachelors' Degree, Environment Management, or water/Civil Engineering or Water Resources Management, Hydrology and/or Irrigation Engineering is a MUST.
- A Masters' Degree in any of the above fields is an added advantage.
- At least 10 years of professional experience in water resources and water catchment management and restoration work.
- Specific experience in integrated/catchment-based water resources management in Uganda is desirable and would be a strong added advantage.
- Specialized training and experience in wetlands management and aquaculture, Water Governance, Riparian Management etc. is an added advantage
- Professional training in Project Planning and Management, resource acquisition and fundraising techniques is an asset.
- At least five years' experience managing complex projects and budgets, preferably in an NGO with a strong focus on multi-donor projects
- Good general knowledge and understanding of the Uganda water sector and existing water governance framework is desirable.



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- Demonstrated experience and track record in writing winning proposals and concepts for donors in public and private sector
- Strong competences and track record in public and private sector partnerships
- Highly developed conceptual, analytical and innovative problem-solving ability.
- Strong oral and written communication skills.
- Excellent interpersonal skills and ability to establish and maintain effective working relations with people in a multi-cultural, multi-interest, multi-ethnic environment;
- Must be detail-oriented and have the ability to multi-task under limited supervision

How to apply?

Email an application cover letter, Curriculum Vitae and contact details of three (3) referees plus copies academic qualifications (sent as one PDF document) clearly indicating “*the job title*” in the subject line to; recruitment@wwfuganda.org

Deadline for applications: 16th July 2026



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