



VACANCY ANNOUNCEMENT

WWF Uganda Country Office

Environmental and Social Safeguards (ESSF) Specialist (Readvertised)

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 the 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 to 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 to 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 [Environmental and Social Safeguards \(ESSF\) Specialist](#).

Position:	Environmental and Social Safeguards (ESSF) Specialist
Reports to:	Planning, Monitoring & Evaluation, and Learning (PMEL) Manager
Location:	Kampala
Supervises:	None

Job Summary

The ESSF Specialist is responsible for implementing, updating and reporting on environment and social safeguards and risk management/mitigation. S/he ensures that the ESSF and other approved WWF's related social policies are strictly implemented and applied to all WWF field programs in the landscapes, WWF's third parties and service providers to ensure a no-harm principle is embedded in all works from policies to work on ground.

In this regard, the ESSF Specialist will take a lead role in the following;

ESSF Planning, Implementation, Monitoring & Reporting

- Lead in the review and development of WWF Uganda's Environmental and Social Safeguards guidelines and framework.
- Support landscape leads and project teams in carrying out ESSF procedures such as stakeholder analysis, context analysis, and quality assurance, providing quality assurance throughout the process.
- Work in collaboration with conservation staff to prepare ESSF workplans.
- Lead in the development and functionality of grievance handling mechanism.
- Advise Management on responses to safeguard-related complaints.

- Undertake ESS Risk analysis and work together with landscape leads, teams, and stakeholders to develop mitigation plans.
- Support the monitoring of the implementation of mitigation plans
- Ensure that proposals that meet quality standards including adequate risk screening, documentation, monitoring, and mitigation are built into successful projects and programmes.
- Lead in the recruitment and management of consultants engaged in ESSF work with WWFUCO.
- Provide technical guidance on ESS screening of WWF Programs/Projects to help in the identification and mitigation of risks.
- Coordinate ESSF Audits and implement recommendations on time.
- Work collaboratively with the risk and audit team to ensure compliance with ESSF policies and procedures at all levels in line with WWF guidelines.
- Prepare regular reports on ESS risks and follow up on the implementation of recommended actions.

Capacity building

- Work with the communication team to develop material that will promote a better understanding of WWF social safeguard policies.
- Induct new staff as well as lead capacity building of WWF Staff and Partners on ESS.
- Lead ongoing learning and quality improvement processes to identify key ESS issues and design effective responses, ensuring high-quality implementation.
- Identify challenges, opportunities, priorities and needs for the development and implementation of ESS plans for projects and programmes.

Representation

- Ensure that WWF's ESS' remain relevant and aligned with national priorities, community perspectives, and aspirations.
- Participate in donor and government coordination meetings and related initiatives.
- Ensure WWF Uganda's participation and engagement with the ESSF network.
- Ensure that WWF is represented well at the local, provincial, national, and regional levels in response to ESS issues.

Required Qualifications and Experience

A Master's Degree in Social Science, Anthropology, Environmental Management, Economics, Development Studies, and studies in Indigenous People. Training in Environmental and Social Safeguards is an added advantage.

The ideal candidate should have at least 3 years of relevant experience in environmental and social safeguards and risk management. They should have knowledge and experience dealing with social issues with an understanding of human rights issues like protection from sexual exploitation, abuse and harassment (PSEAH), gender equality, poverty, child safeguarding, and indigenous people, having worked with communities on social policies and safeguarding. A high degree of cultural sensitivity and experience addressing power differentials and inequalities within communities is necessary for this role. The candidate should demonstrate knowledge of local community policy development and implementation, along with a strong understanding of Uganda's institutional and legal frameworks on human rights, community-based natural resource management, and related policy issues. They should be able to apply risk-based approaches Experience in capacity building development on safeguards through training, and coaching is essential.

Additionally, the candidate should be self-driven, proactive, and have strong analytical, planning, organizational, decision making, and problem-solving skills. Good written and spoken communication skills, with proficiency in Microsoft Office applications including Word, PowerPoint, and Excel are required. Experience working in international organizations is an added advantage. Adherence to WWF's values of *Courage, Integrity, Respect and Collaboration* is a must.

How to apply?

Fill in this form using this link <https://forms.office.com/e/ZaUqyY4TJL> and email your Cover letter and CV with contact details of three (3) referees plus copies of academic qualifications (**sent as one PDF document**) clearly indicating ***“the job title”*** in the subject line to: recruitment@wwfuganda.org . ***Female candidates are highly encouraged to apply.***

Kindly note that due to the large volumes of applications only shortlisted candidates will be contacted.

Deadline for applications: 8th December 2025.

WWF is an equal opportunity employer and is committed to having a diverse workforce