



ALBINISM UMBRELLA- JOB ANNOUNCEMENT – FIELD PROMOTER

Position: Field Promoter (2 Positions)

Organisation: Albinism Umbrella

Duty Station: Kamwenge- Bwizi Sub County (1) and Nkoma Sub County (1)

Employment type: Full-time

Start Date: April 1st

Duration: Project-based contract

About Albinism Umbrella

We are an NGO founded in 2015 and incorporated in 2017, with an ultimate aim of having a joint voice for all persons with albinism in Uganda. AU was established to empower persons with albinism, including those with other disabilities to fully engage in social-economic aspects that directly improve their living conditions while promoting and protecting their lives.

Our mission is to promote and protect the rights of persons with albinism in Uganda through research, partnerships and advocacy for their improved wellbeing.

Visit our website: <https://albinismumbrella.org/> to learn more about our values and impact.

Position Summary

Albinism Umbrella, with support from Christian Blind Mission (CBM), is implementing "**Enhancing Inclusive Economic Livelihood and Eye Health (EIELEH)**" project in Kamwenge District. The project aims at improving the quality of life of persons with disabilities through strengthened economic empowerment initiatives and enhanced access to inclusive eye health and primary healthcare services.

The project runs up to 2028 and is currently being implemented in Nkoma, Katalyeba, Kabambiro, and Busiriba Sub Counties, focusing on inclusive savings and livelihood groups, entrepreneurship and financial literacy training, vocational training and mentorship for income-generating activities, disability inclusion awareness, improved access to eye health services, and distribution of assistive devices.

In response to the positive outcomes realized so far, and the high level of unmet need, Albinism Umbrella intends to strategically scale up the project to **Bwizi and Nkoma Sub Counties**, expanding outreach to more underserved communities. As part of this scale-up strategy and to ensure effective field-level implementation, Albinism Umbrella seeks to recruit **two (2) Field Promoters** to support project

delivery in the respective sub-counties, strengthen community-based structures and promote sustainable inclusion outcomes.

1. COMMUNITY MOBILIZATION & AWARENESS (25%)

- Conduct community sensitization meetings on disability inclusion
- Door-to-door visits to identify potential group members (persons with disabilities and other vulnerable groups)
- Facilitate community dialogues on economic empowerment and social inclusion
- Organize community entry meetings with local leaders
- Create awareness about EIELEH project objectives and benefits
- Challenge stigma and promote positive narratives about persons with disabilities' economic potential

2. CAPACITY BUILDING & TRAINING (20%)

- Deliver financial literacy training (saving, budgeting, loans, interest calculation)
- Conduct business skills training (business planning, record keeping, marketing)
- Train group leaders on governance, decision-making, and accountability
- Facilitate training on group constitutions, by-laws, and operating procedures
- Teach record-keeping systems (savings registers, loan ledgers, attendance sheets)
- Provide ongoing refresher trainings as groups mature

3. GROUP SUPPORT & MENTORSHIP (20%)

- Conduct regular group visits (weekly or bi-weekly depending on group stage)
- Facilitate group meetings (especially in early formation stages)
- Observe group dynamics and address tensions early
- Mediate conflicts using culturally appropriate approaches
- Motivate members during challenges (low savings, loan defaults, internal disputes)
- Encourage peer support and collective problem-solving
- Build group cohesion through team-building activities
- Support groups in setting and achieving collective goals
- Mentor group leaders in inclusive leadership practices

4. MONITORING, DOCUMENTATION & REPORTING (20%)

- Collect weekly/monthly group performance data (savings amounts, loans disbursed, membership)
- Use approved data collection tools (mobile apps, paper forms)
- Compile monthly/quarterly performance reports for Project Officer
- Document success stories, testimonials, and case studies
- Capture photos and videos (with consent) for documentation
- Participate in review meetings with Project Officer (weekly/bi-weekly)

- Report challenges and propose solutions
- Maintain beneficiary database with disaggregated data (sex, age, disability type)

5. GROUP QUALITY ASSURANCE & SUSTAINABILITY (10%)

- Monitor group composition (ensure disability inclusion targets met)
- Verify proper documentation (group constitutions, member lists, financial records)
- Assess group functionality using quality checklists
- Support groups in developing sustainability plans
- Link mature groups to financial institutions or markets
- Encourage groups to continue beyond project support
- Address quality issues early (poor attendance, weak leadership, financial mismanagement)

Reporting

The Field Promoter will report directly to the Project Officer, liaise with the Program Manager where necessary, and work closely with the Sub-County Focal Person.

Qualifications and Requirements

- Minimum of a **Diploma or Bachelor's Degree** in Community Development, Social Work, Development Studies, Business Administration, Education, or a related field.
- Must be a **resident of either Bwizi or Nkoma Sub County** (applicants must clearly indicate their Sub County of residence).
- Demonstrated experience in community mobilization, group facilitation, or livelihood programming is an added advantage.
- Strong interpersonal, communication, and reporting skills.
- Ability to work independently within rural community settings.
- Commitment to disability inclusion and community development principles.

How to Apply

Applications (including a cover letter, CV, and copies of academic documents) should be sent via email to: info@albinismumbrella.org by **Friday 6th, March 2026** at 5:00 pm. Only shortlisted candidates will be contacted.

Albinism Umbrella is an equal opportunity employer. Persons with disabilities are strongly encouraged to apply.