CAREER OPPORTUNITIES

BACKGROUND

Safe Way Right Way Initiative Uganda is an NGO founded by Total Energies and world Bank to implement initiatives with an objective to reduce road traffic crashes on the Ugandan road Network.

The institution implements initiatives with an aim in improving the safety of people on Ugandan roads guided by the Safe systems approach. Strategic focus has been placed on building collaboration and partnerships with key stakeholders to prioritize funding for implementing safe systems. The narrative of African roads as prevailing death traps can be changed with continuous deliberations among the community of practice with focus on multi-disciplinary institutional engagement.

Safe Way Right Way is seeking to recruit suitable candidates for the positions listed below:

1. **Job Title: Officer Monitoring, Evaluation, Accountability and Learning (MEAL)**
   Reports to: General Manager
   Duty Station: Kampala

   The Officer MEAL at Safe Way Right Way is responsible for leading the design, implementation, and management of robust monitoring, evaluation, accountability, and learning systems across all programs. The role ensures that SWRW's interventions are results-driven, evidence-based, and continuously improving, with a focus on measurable impact in reducing road traffic crashes and enhancing road safety in Uganda.

Roles and Responsibilities:

o   Lead the development and implementation of a comprehensive MEAL strategy aligned with SWRW's mission to reduce road traffic crashes in Uganda.
o   Provide technical guidance to program teams in designing logical frameworks, indicators, and results-based monitoring systems.
o   Design and oversee the implementation of tools, methodologies, and systems for collecting high-quality, timely, and relevant program data.
o   Monitor progress toward project objectives, track key road safety indicators, and flag underperformance for corrective action.
o   Ensure the integration of GIS/mapping, accident reporting, and traffic data into program monitoring.
o   Lead the planning and execution of baseline, midline, and endline evaluations for all road safety interventions and pilot projects.
o   Commission or conduct impact assessments to determine the effectiveness of behavior change, infrastructure, or policy initiatives.
o   Support learning around innovations such as non-motorized transport corridors or school zone safety interventions.
o   Develop and maintain accountability frameworks that enable community feedback, complaints, and response mechanisms.
o   Ensure program designs incorporate community voices, especially vulnerable road users (children, pedestrians, cyclists).
o   Facilitate regular learning sessions, after-action reviews, and evidence-sharing events with staff, partners, and stakeholders.
o   Document and disseminate case studies, best practices, lessons learned, and success stories from SWRW programs.
o   Strengthen internal knowledge management and promote adaptive programming based on data and evidence.
o   Build MEAL capacity within SWRW by training staff and partners on M&E tools, data use, accountability systems, and evaluation techniques.
o   Support field teams in embedding MEAL practices into day-to-day project management.
o   Produce high-quality, data-driven reports for donors, partners, and national stakeholders.
o   Ensure timely and accurate submissions of performance reports, evaluation findings, and data dashboards.
o   Contribute MEAL sections to project proposals and grant reports.
o   Work closely with government agencies (e.g., Ministry of Works and Transport, Uganda Police), NGOs, and academic institutions on data sharing and joint learning.
o   Participate in national road safety forums, technical working groups, and research collaborations.

Required Qualifications:

- o Post Graduate Diploma in Monitoring and Evaluation, BSc, in Economics, Statistics, Data Science, Public Health, Project Management or related fields with strong M&E training, Additional training or certification in Monitoring and Evaluation, data management are a strong asset.
- o Results-Based Management (RBM), Data Analysis and Visualization (e.g., Power BI, Tableau), Quantitative and Qualitative Research Methods, GIS Mapping (for spatial analysis if relevant to road crash mapping), Knowledge of ISO 39001 Road Traffic Safety Management standards are added advantage

HOW TO APPLY

All interested candidates are invited to send their applications a to email: careers-ug@safewayrightwayug.org   not later than 23rd May 2025 with the Subject as the NAME – POSITION applied for.