



Job Opportunity: Field Officer – INCLUDE Project (1 Position)

Location: Rubanda District

Duration: One-year contract (Renewable based on performance and funding)

Reports to: Program Officer

Application Deadline: 02nd April 2026 at 11:59 PM

Preferred Start Date: Immediately

Background

Albertine Interventions for Development (AID) is grassroot and multisectoral development partner legally registered as a national development organization founded in 2007 to provide transformative and sustainable solutions to the multidimensional challenges facing vulnerable communities in Uganda. Registered under Uganda Registration Services Bureau (REG NO: 227181) and the Uganda National NGO Bureau (REG No S.5914/12791), AID leverages community-driven approaches to deliver multi-sectoral programs in rural and peri-urban settings.

AID's work is rooted in the belief that locally led solutions foster long-lasting development outcomes. Our strategic interventions span six thematic areas:

- ✚ Climate Smart Agriculture and Enterprise Development
- ✚ Environmental Protection and Natural Resources Management
- ✚ Water, Sanitation and Hygiene (WASH)
- ✚ Community Health and Nutrition
- ✚ Orphans and Vulnerable Children (OVC) Empowerment
- ✚ Entrepreneurship and Skills Development

Guided by the vision of *“Improved quality of life for vulnerable communities in Uganda,”* and a mission *“to improve the livelihoods of poor and vulnerable households through promotion of sustainable development interventions,”* AID continues to drive community resilience, food security, and inclusive growth across Uganda's sub-regions.

About the INCLUDE Project

In partnership with SNV Netherlands Development Organisation, AID will be implementing the INCLUSIVE LIVESTOCK DEVELOPMENT (INCLUDE) Project in Rubanda District, southwestern Uganda. The INCLUDE project seeks to address systemic barriers that limit smallholder farmers' access to sustainable livestock production systems, inclusive markets, and nutritious food.

The project aims to directly reach 110,000 smallholder farmers (SHFs) and strengthen the adaptive capacity and resilience of at least 75,000 households. It focuses on three interconnected outcome areas:

1. Sustainable livestock production systems
2. Inclusive livestock market systems
3. Improved access to milk through a School Milk Programme and local milk market development

A core pillar of the project is the Participatory Integrated Planning (PIP) approach a modular, community-based methodology designed to empower farmers to actively define their visions, develop integrated farm plans, and implement actions that enhance stewardship, motivation, and resilience. The PIP approach will serve as the entry point and delivery mechanism for all field-level interventions under the INCLUDE project.

Job Purpose

The Project Officers will be responsible for facilitating field-level implementation of the INCLUDE Project in assigned sub-counties within Rubanda District. The role focuses on directly engaging smallholder households using the Participatory Integrated Planning (PIP) methodology to promote integrated livestock systems, improved productivity, and access to livestock markets.

Project Officers will work closely with the Program Officer and local stakeholders to ensure timely delivery of all project components and promote community ownership of the interventions.

Key Responsibilities

1. Community Mobilization & PIP Facilitation

- ✚ Mobilize, sensitize, and register eligible smallholder farmers across diverse household categories.
- ✚ Conduct step-by-step facilitation of the five PIP modules (visioning, planning, action planning, integration, and sustainability).
- ✚ Provide tailored support to farmers in developing Integrated Farm Plans.

2. Livestock Systems & Market Linkage Support

- ✚ Assist in promoting sustainable livestock management practices among targeted households.
- ✚ Facilitate farmer linkage to milk markets and coordinate school milk outreach initiatives.
- ✚ Support inclusion of marginalized groups (women, youth, PWDs) in livestock production chains.

3. Monitoring, Documentation, and Reporting

- ✚ Conduct regular field visits to monitor progress, gather feedback, and track activity completion.
- ✚ Submit timely, accurate monthly reports with photos, beneficiary data, and implementation updates.
- ✚ Maintain proper documentation using approved templates and digital tools (if available).

4. Community Engagement & Collaboration

- ✚ Ensure respectful and inclusive engagement aligned with local customs, leadership structures, and consent protocols.
- ✚ Participate in joint planning meetings, district coordination forums, and learning events.
- ✚ Act as a bridge between community members and project leadership to ensure transparency and feedback.

5. Capacity Building & Learning

- ✚ Identify knowledge gaps and support peer learning sessions among farmers.
- ✚ Participate in periodic refresher trainings organized by SNV and AID.

- ✚ Share innovations, challenges, and success stories with the wider team.

Qualifications and Experience

- ✚ Bachelor's degree in Agriculture, Social Work, natural resources, or a related discipline.
- ✚ Minimum of 3 years of experience in community-based development work with proven application of PIP or participatory methodologies.
- ✚ Strong facilitation, communication, and interpersonal skills.
- ✚ Fluency in English and local languages of Rubanda District.
- ✚ Competence in using MS Word, Excel, and PowerPoint.
- ✚ Possession of a valid motorcycle riding permit is mandatory.

How to Apply

Submit the following documents in a single PDF file:

- Cover Letter
- Updated CV (with 3 professional referees)
- Academic Certificates

Send to: hr@aid.org

Cc: coordinator.aid@gmail.com

Subject Line: *Application – Field Officer (INCLUDE Project)*

Only shortlisted candidates will be contacted.

“AID is an equal opportunity employer and is committed to building a diverse and inclusive workforce. We do not discriminate on the basis of race, religion, color, gender, age, disability, or any other protected status. Female candidates, persons with disabilities, and individuals from marginalized communities are strongly encouraged to apply”.

Deadline for submission: 2nd April 2026 at 11:59pm, Only shortlisted candidates will be contacted. If you do not hear from us within four (4) weeks after this closing date, please consider your application unsuccessful.