



Job Description: Lok Neno Program Director

Reports to: Deputy Executive Director

Location: Lok Neno Demonstration, Research and Training Site, Palabek Refugee Settlement, Lamwo District, Uganda

Employment Type: Full-Time

Start Date: January 2026

About African Women Rising (AWR)

African Women Rising (AWR) empowers women and families in Northern Uganda and South Sudanese refugee communities to rise out of poverty through regenerative agriculture, microfinance, adult literacy, and girls' education. Our integrated programs strengthen livelihoods, restore degraded landscapes, and build long-term resilience.

In 2022, AWR launched Lok Neno ("Let's change our mindset" in Acholi)—a 15-acre Resilience Design demonstration, Research and training site in Palabek Refugee Settlement. Lok Neno is the first of its kind in a humanitarian context: a regional center of excellence for regenerative agriculture and systems design. Through hands-on learning and a Training-of-Trainers (ToT) model, Lok Neno equips humanitarian, government, and community partners to scale climate-resilient agriculture and livelihood programs across East Africa.

Position Overview

The Lok Neno Program Director will lead the overall management, strategic direction, and growth of the Lok Neno Demonstration, Research and Training Facility located in Palabek Refugee Camp. This leadership role bridges technical excellence, partnership development, and program innovation—ensuring that Lok Neno remains a model of climate resilience, systems learning, and community empowerment. The Director will oversee day-to-day operations at Lok Neno, including program implementation, the demonstration nursery, staff supervision, coordination with partners such as Resilience Design Consulting, and representation of AWR's Resilience Design work with key stakeholders, donors, and government partners.

Key Responsibilities

1. Strategic Leadership and Program Management

- Provide strategic and operational leadership for all Lok Neno activities, ensuring alignment with AWR's mission and strategic plan.



- Oversee implementation of the Resilience Design ToT program, including curriculum delivery, certification, and post-training support.
- Lead annual work planning, budgeting, and monitoring of Lok Neno program performance.
- Supervise and mentor the Lok Neno technical and administrative teams.
- Ensure the site's demonstration plots, block farm, and infrastructure are effectively managed and serve as learning resources.

2. Partnership and Collaboration

- Serve as primary liaison with Resilience Design Consulting, coordinating technical visits, remote support, and joint resource development.
- Strengthen partnerships with UN agencies, NGOs, research institutions, and government bodies engaged in climate resilience and humanitarian response.
- Represent AWR and Lok Neno in regional and international fora, building visibility and partnerships.

3. Technical Quality and Learning

- Champion the integration of Resilience Design principles across AWR programs.
- Oversee data collection, analysis, and learning systems to document and communicate impact.
- Contribute to creation of training materials, technical briefs, and publications positioning Lok Neno as a center of excellence.
- Support production of co-branded learning materials and videos with Resilience Design Consulting.

4. Resource Mobilization and Growth

- Identify opportunities for income generation, research collaboration, and fee-for-service training.
- Contribute to the long-term sustainability plan of Lok Neno.

5. Compliance and Administration

- Oversee financial management, procurement, and reporting for Lok Neno activities in compliance with AWR policies and donor requirements.
- Ensure adherence to safety, safeguarding, and environmental standards.

Qualifications

Education:

- Bachelor's degree in management, business administration, development, or related field; equivalent experience considered.



Experience:

- Minimum 8–10 years of progressively responsible experience in program management, ideally in agriculture, climate resilience, or humanitarian programming.
- Demonstrated experience leading multi-stakeholder partnerships and technical teams.
- Field experience in East Africa, preferably in Northern Uganda or refugee contexts.
- Familiarity with regenerative agriculture or permaculture methodologies is a strong asset.

Skills and Attributes:

- Strategic thinker with strong organizational and communication skills.
- Proven ability to manage complex projects and diverse teams.
- Excellent relationship-building skills and cultural competence.
- Passion for systems change, climate resilience, and women's empowerment.

Compensation and Benefits

AWR offers a competitive salary and benefits package commensurate with experience and local market standards. Housing or relocation support may be provided for non-local candidates.

Application Process

Interested candidates should submit

1. A **cover letter** explaining their motivation and suitability for the role;
2. A **detailed CV** (maximum 4 pages) including three professional referees.

Please send applications by email to awr@africanwomenrising.org by 02 December, 2025.

Subject Line: **Application-Lok Neno Program Director**

Only shortlisted candidates will be contacted.

AWR is an equal opportunity employer. Women are strongly encouraged to apply.