

Join Our Team as a Director of Operations and Finance!

Department	Senior Management Team
Role	Director of Finance and Operations
Reporting Line	Country Director
Location	Kampala, Uganda

About the Opportunity:

The Agrifood System Transformation for Youth Employment (ASTYE) program in Uganda is a transformative initiative designed to address systemic challenges hindering agricultural development and youth employment, particularly for young women. Funded by the Mastercard Foundation and implemented in partnership with DSG, AGRA, and GOAL, ASTYE aims to create dignified and fulfilling work opportunities for young people while strengthening Uganda's agrifood ecosystem.

The Director of Finance and Operations is responsible for stewarding the organization's financial health, operational effectiveness, and people systems, ensuring that DSG has the discipline and talent required to deliver the ASTYE Uganda program with integrity and efficiency. The role provides strategic oversight across finance, operations, and human resources, including budgeting, financial reporting, compliance, internal controls, procurement, and workforce management, while ensuring adherence to donor, regulatory, and organizational requirements. Working closely with the Country Director and program teams, the Director translates strategy into sound financial planning, robust systems, and efficient operational execution, enabling program delivery at scale and fostering a high-performing, accountable, and inclusive environment.

In This Role, You Will Make An Impact By:

Financial Management

- Oversee all financial transactions, ensure accurate documentation, and lead auditing processes.
- Serve as a financial leader within the organization, providing financial guidance and contributing to developing the organization's financial capabilities.
- Oversee DSG's financial operations, including budgeting, financial reporting, and risk management.
- Provide accurate financial forecasts to guide strategic decision-making.
- Ensure compliance with all financial regulations and donor requirements.
- Manage key financial accounts and relationships with relevant stakeholders, including financial institutions, auditors, donors, and service providers, and manage grant funding and program budgets effectively.
- Manage monthly, quarterly, and yearly budgets.
- Generate detailed financial reports for internal and external stakeholders.
- Conduct thorough financial analysis to identify trends and opportunities.
- Oversee account reconciliation across multiple currencies.

Operational Leadership

- Provide oversight of outsourced operational functions including HR, procurement, and logistics.
- Develop and implement efficient operational processes to improve productivity and workflows.
- Participate in developing and implementing internal control systems, financial and HR policies, procedures, and best practices.
- Build and maintain strong relationships with other departments and stakeholders.
- Be a strategic thinker with strong problem-solving and decision-making abilities.

Human Resource Leadership

- Oversee all HR functions, including recruitment, onboarding, performance management, compensation and benefits, and employee relations.
- Ensure compliance with all relevant labor laws and regulations.
- Foster a positive and productive work environment that promotes employee engagement and retention.
- Partner with leadership to develop and implement talent management strategies and oversee employee benefits and compensation administration.

To Succeed In This Role, You Bring:

Education & Professional Experience

- Master's degree in Business Administration, Accounting, Finance, Human Resources, or a related field relevant to the position requirements.
- A minimum of 15 years of experience in relevant financial management, with progressive experience on programs of similar complexity in developing countries.
- A minimum of 8 years of experience supervising overall operations of an organization of similar complexity (e.g., teams of human resources, operations, and finance staff).
- Track record of managing relationships with major financial institutions and donors.

Leadership & Technical Competencies

- Strong understanding of financial regulations, compliance requirements, and HR best practices in Uganda.
- Proven experience in leading a diverse, multi-disciplinary and international caliber team of professionals.
- Experience in operating as a member of the Senior Management Team of a dynamic organization.

Ready To Lead Uganda's ASTYE?

If you are a senior finance and operations leader motivated to steward financial integrity, operational excellence, and people systems in support of large-scale agrifood system transformation, we invite you to apply.

Please submit a resume and cover letter outlining your leadership experience, operational and financial achievements, and motivation for the role to talent@kipawa.io

Applications will be reviewed on a rolling basis, and early submission is encouraged!