

# DanChurchAid (DCA) is Seeking a Dynamic, Experienced, and Values-Driven Leader to Take on the Role of Country Director (CD) in Uganda

**Deadline:**  
03-02-2026

**Contact person:**  
Cecilie Bjørnskov Johansen

**Place of Work:**  
Kampala

## About the role

As Country Director, you will provide overall strategic leadership for DCA's Uganda country programme. In close collaboration with the Senior Management Team, you will **co-create and drive strategic direction**, ensuring high-quality, accountable, and innovative programme delivery.

Through **value-based and relational leadership**, you will foster a supportive and inclusive working environment that prioritises staff wellbeing, performance, and professional growth. You will also play a key role in **building trust-based external relationships** with government authorities, donors, UN agencies, civil society partners, and other stakeholders.

DCA Uganda works across all three pillars of DCA's Global Strategy:

**Saving Lives, Building Resilient Communities, and Fighting Extreme Inequality.**

The programme spans humanitarian response, long-term development, and rights-based approaches, with a strong focus on partnerships and localisation.

The Uganda office has **50+ staff** and an annual turnover of approximately **USD 10 million**. The position is based in **Kampala**, with regular travel to project sites and the **West Nile office in Yumbe**.

## Key responsibilities

- Provide overall strategic, programmatic, and operational leadership of DCA Uganda
- Lead and support the Senior Management Team through inclusive, value-based leadership
- Ensure high-quality programme implementation, accountability, and compliance
- Strengthen and expand partnerships, including local partners, in line with the localisation agenda
- Drive resource mobilisation, programme development, and donor engagement
- Represent DCA externally and strengthen relations with key stakeholders
- Promote staff wellbeing, organisational culture, and an enabling work environment

## We are looking for a candidate who has

- **At least 5 years' experience** as a Country Director or in a comparable senior leadership role
- **At least 10 years' experience** managing development and humanitarian programmes
- Extensive experience in **partnership development and management**, including localisation processes
- A strong track record in **fundraising, programme development, and project initiation**, including with institutional donors, UN agencies, private sector actors, and foundations
- Strong diplomatic, communication, and interpersonal skills, with proven ability to build trust-based relationships
- Demonstrated ability to **lead, motivate, and support diverse teams**
- Entrepreneurial mindset and a strong results orientation
- A **relevant Master's degree**
- **Fluency in English**, both written and spoken
- **Fluency in Danish** is an advantage

## What we offer

At DanChurchAid, we strive to create a supportive and rewarding work environment where you can thrive while making a meaningful difference.

- A **36-month international staff contract** (renewable subject to funding and performance)
- A **competitive salary and benefits package**
- **30 days of paid annual leave**
- Insurance in line with industry standards
- A challenging and rewarding leadership role addressing humanitarian and development needs
- A dynamic, flexible, and respectful work environment with strong organisational support

## Application process

**Application deadline:** 3 February 2026

- **First interview:** 18 February 2026
- **Second interview:** 24 February 2026

Between the first and second interviews, shortlisted candidates will be asked to complete a **behavioural analysis** and receive feedback. Please indicate in your application whether you will be available during this period.

For further information, please visit [www.danchurchaid.org](http://www.danchurchaid.org) or contact:

**Cecilie Bjørnsvik-Johansen**, Programme Director  
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Only applications consisting of a **motivation letter and CV** will be considered. Only shortlisted candidates will be contacted.

#### **Equality, safeguarding, and compliance**

DanChurchAid encourages applications from all qualified candidates regardless of age, gender, race, religion, sexual orientation, disability, or ethnic background.

DCA conducts an **anti-terror check** as part of the recruitment process. Appointment is subject to passing and maintaining this check. All staff must comply with DCA's **Code of Conduct, Policy on Prevention of Sexual Exploitation, Abuse and Harassment**, and **Child Safeguarding Policy**.