

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 or contact:

Cecilie Bjørnskov-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**.