

horizont3000 - Austrian Organization for Development Cooperation, is seeking an Expert for Organisational Development for a **SHORT-TERM ASSIGNMENT in Arua (Uganda) UNTIL THE END OF 2026.**

## Advisor for Social Enterprise Capacity Building

### Full time at AFARD in Arua/Uganda

AFARD, registered in 2000 as an NGO, operates countrywide envisioning a prosperous, healthy and informed people of Uganda. Currently, AFARD is implementing its new AFARD Strategy 2026-2030 that among other things seeks to strengthen AFARD internal revenue generation from its social enterprise *West Nile Holdings Ltd*. The advisor will support AFARD staff in enhancing the re-engineering of the revenue generation capabilities of the enterprise to enhance the sustainability of its social enterprise ultimately impacting the mainstream AFARD positively.

The purpose of this assignment is to strengthen the capacity of AFARD and WNHL staff to independently plan, manage, and grow their social enterprise operations. The advisor will provide structured technical guidance, mentoring, and knowledge transfer to enable the enterprise to operate sustainably, access premium markets, and generate revenue that supports AFARD's social development objectives.

### Your Responsibilities

#### The advisor supports the team in the areas:

- Provide advisory support on business planning, financial modelling, and cost-effective management
- Mentor and coach staff on enterprise management, financial control systems, and operational planning
- Support staff in identifying and assessing viable business opportunities
- Advise on market access strategies, including entry into premium commodity markets
- Guide the development of mutually beneficial partnerships with private and public sector actors
- Support the establishment of functional business management and control systems
- Facilitate capacity-building workshops, coaching sessions, and knowledge transfer to strengthen team capabilities
- Promote sustainability, scalability, and effective revenue generation within the social enterprise
- Document lessons learned and support organisational knowledge sharing.

### Your Profile

- **Master's degree in Business Administration, Agrobusiness, or related field**
- Minimum of four (4) years' professional experience in social enterprise development, business advisory, or capacity-building roles
- Proven skills in business/financial planning, management, and produce marketing
- Experience in private sector partnership development
- Familiarity with digital marketing strategies
- Experience in mentoring and coaching organisational staff, especially in low-resource or rural contexts.

- Strong analytical, facilitation, and communication skills
- Ability to work independently while maintaining strong collaboration with partner staff
- Fluency in English
- **For the North2South assignment we are looking for an expert with a valid work permit for Austria/ EU as well as Uganda. The position cannot be filled with a local contract/Ugandan!**

## Our Services

Further information on financial benefits can be found in the [FAQs](#). **The position will be filled as soon as possible.**

## Your Working Environment

### Location of work

The work place will be based in West Nile Nebbi district with occasional travel to AFARD intervention areas.

### Nebbi

AFARD is headquartered in Nebbi Municipality (over 400Kms from Kampala), there are also satellite offices in Maracha and Yumbe districts. Local housing conditions is modest. Self-contained 1-2-bedroom houses are available with piped water and grid electricity. Often families have solar power systems to backup power outage. Very small supermarkets exist in the town (and major ones are in Arua). However, the local market provides ample locally grown and organic food products at relatively low prices. Opportunities for leisure exists too. Football, netball, and basketball teams are in place (and vibrant during school holidays). Importantly, Nebbi is close to Murchison falls national park (25 minutes' drive only).

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Diversity, inclusion and equal opportunities are very important to horizont3000. We welcome applications regardless of gender, age, ethnic origin, nationality, religion, disability or sexual orientation via our job portal.

horizont3000 is committed to providing a safe organisation and to preventing harm in any form for all staff and associated personnel, children and the community with whom they interact. Therefore, horizont3000 is implementing the highest standards of recruiting incl. check of criminal records and vetting procedures. Selected candidates adhere to the Code of Conduct of horizont3000.