

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

Advisor for Resource Mobilization

Full time assignment for several project partners, based in Kampala/Uganda

horizont3000 supports a number of local partner organisations in Uganda that implement projects in the education, human rights & civil society and rural development sectors. Most of the funding for these organisations comes from relief organisations and foundations based in Europe. In recent years, more funding and donations are being raised in the country itself. Moreover, many donors have decentralized and opened their funding schemes for local organisations as well. Thus, the opportunity to raise funds directly without an intermediary (like an international NGO) is there – pushing local organisations to professionalize and develop their fundraising mechanism and products.

Many local organisations in Uganda lack adequate capacities and skills to effectively fundraise with donors and communicate with external stakeholders. The funds they have are not sustainable because most of the time they are project based. This is often also reflected in insufficient processes and structures. They are in the need for adequate tools, systems and methods for PR and donor communication. The advisor will be based in Kampala and support several Ugandan partner organisations in developing their communication- and fundraising strategies that can lead them to financial sustainability.

Your Responsibilities

The advisor supports the Partner organisations (NGOs) in Uganda in the areas:

- Provide strategic guidance in the design and implementation of effective resource mobilization and donor engagement strategies
- Develop practical manuals and toolkits that enhance institutional capacity in resource mobilization and donor communication
- Offer organisational consulting to strengthen internal systems, processes, and structures for sustainable and professional fundraising
- Track and assess the impact of resource mobilization initiatives, and generate insightful recommendations to inform strategic direction
- Support in crafting compelling proposals, with a focus on integrating gender mainstreaming into all resource mobilization efforts
- Design and deliver tailored training materials and workshops to build local capacity in best practices
- Facilitate peer-learning events and training sessions that foster knowledge exchange and collaboration among NGOs in the sector
- Advise on and promote innovative fundraising approaches, including tapping into opportunities with foundations, social enterprises, and alternative funding streams.

Your Profile

- **A Bachelor's or Master's degree in Business Administration, NGO Management, Economics, Public Relations, Social Sciences, or a closely related field**

- Proven track record in resource mobilization within NGOs or comparable roles in the non-profit sector - experience in marketing, sponsorship, or key account management is highly valued
- Hands-on experience in designing and facilitating workshops, with strong knowledge of capacity-building methodologies such as peer learning, coaching, and mentoring
- A highly organised, proactive, and diplomatic mindset—capable of independently driving initiatives while fostering collaboration
- In-depth familiarity with EU proposal writing processes and donor compliance requirements
- Experience in working with social enterprises
- Willingness to travel as needed, with a flexible and adaptive approach to varying environments and contexts.
- A deep sense of respect, empathy, and cultural sensitivity, especially when working with faith-based organisations and local NGOs
- **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

horizont3000 East African Regional office is situated operates in the 3 original East African Countries that's Kenya, Tanzania and Uganda and supports approximately 16 local partner organisations in the Region that implement projects in sustainable livelihoods, human rights & civil society and rural development sectors. Some are strong and well-established national or regional umbrella organisations, whereas other are small community-development oriented NGOs. horizont3000 supports partner organisations in capacity building initiatives that ensure institutional growth.

The advisor will collaborate with various stakeholders in Uganda. His/her assignment will be requested by the partner organisation with the Executive director as the main point of contact.

Deployment site

The assignment will be in Kampala with frequent travels.

Kampala being a national and commercial capital, one has access to various facilities of international standards including health, banking and recreation facilities among others etc. The cost of living is reasonable. Accommodation is available in Kampala that meets good standards and one can be secured near the station of work. The prices vary depending on the location and services provided.

A number of hospitals can be accessed within reasonable distance from place of work. Many malls, stores (supermarkets), small shops exist for the purchase of groceries, clothes, household items, etc. shops are open from early morning to late night.

Kampala is generally safe; except for some petty theft. Kampala is one of the safest capitals in Africa. It is fairly safe to walk or take Taxis/matatus all day long, but don't take unnecessary chances using them at night, but rather make use of

Uber, or trusted taxi drivers. In addition, the Regional Office East Africa provides security alerts when received from reliable sources, such as the UN and EU. One is encouraged to be responsible and ensure personal security.

[Jetzt bewerben](#)

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.