



PIP FIELD OFFICERS NEEDED

Integrated Seed and Sector Development Uganda (ISSD Uganda) is an independent local NGO in Uganda, which aims to be a leading agricultural development organization in fostering resilient seed and food systems for sustainable agricultural production. Currently, ISSD Uganda is implementing the CommonGround Project which is a 4-year project funded by the Embassy of the Kingdom of the Netherlands, Kampala. The project is a land restoration and farming systems project in the Western, Southwestern and Eastern Highlands of Uganda, implemented in a collaborative partnership between Wageningen Environmental Research (WENR) as lead partner, and ISSD Uganda, as the local implementing partner. The project is in its final year of implementation.

ISSD Uganda is looking for competent and experienced **Participatory Integrated Planning (PIP) Field Officers** to be based in Bududa district starting January 2026.

ISSD Uganda is an equal opportunity employer that seeks to recruit dynamic, self-motivated, passionate, and qualified individuals to join the team.

1. PIP Field Officer - Watershed/Land Restoration (3 Positions)

Position Overview

Based in Bududa Field Office, the PIP Field Officer will support the project activities in the (sub) watershed and land restoration Pathway. The Field Officer will work under the supervision and guidance of the Field Supervisor and focus on both technical and organizational aspects of land restoration activities in degradation hotspots and at the (sub) watershed level.

Main Duties and Responsibilities

The PIP Field Officer will perform the following tasks:

- Organize and conduct awareness and capacity-building trainings and feedback sessions for all stakeholders in the watershed, especially rural communities.
- Facilitate the establishment of village-level Natural Resource Management committees and sub-watershed committees (for stakeholders).
- Catalyze collective action for purposes of promoting landscape restoration and Integrated Water Resources Management (IWRM) activities at the community and (sub) watershed level, including defining appropriate strategies.

- Assist in the monitoring and evaluation (data collection) of progress concerning IWRM and landscape restoration activities at the different levels (hotspots, community, sub-watersheds)
- Work closely with other project team members to strengthen the project's collaboration with the government, farmers, and other key stakeholders in watershed management.
- Systematically document experiences and lessons learned across communities and report results to project team members as need arises.
- Compile and prepare periodic reports highlighting the progress of the watershed management interventions based on project periodic plans.
- Review the tree nursery-training curriculum and prepare training materials and tools, to facilitate practical training of farmers in nursery establishment, operations management and propagation techniques.
- Conduct on-site visits to individual nursery groups post-training to ensure implementation of transferred knowledge.
- Perform any other related duties as required.

Experience, Qualifications, and Skills

- Minimum of bachelor's degree in Agricultural/ Land Use Management, Environmental Resource Management/forestry, or related field is required.
- At least 4 years of work experience supporting farmer communities in the implementation of watershed management/restoration or natural resource management interventions.
- Good working knowledge and technical expertise in integrated watershed management, biodiversity conservation, natural resource management, and sustainable development.
- Knowledge of the PIP approach is an added advantage
- Experience working in a rural environment, demonstrated capacity to support, advise, and guide institutional networking processes with Local Government and other stakeholders
- Good leadership skills, interpersonal skills, commitment to teamwork, and working across disciplines and stakeholders.
- Excellent communication, writing, and presentation skills in English.
- Ability to work independently with minimal supervision.
- Fluency in the Lumasaba.
- Must be able to work and reside in hard-to-reach communities of Bududa district.
- Must be able to ride a motorbike with at least 3 years' experience in riding with a valid permit.
- Proficiency in Microsoft Word, Excel, and PowerPoint packages

2. PIP Field Officer – Farming Systems and Community Development (1 Position)

Based in Bududa Field Office, the PIP Field Officer will support the project activities in the area of resilient farming and community development. The FO will assist in scaling up household PIP creation by conducting such technical trainings and following up on the implementation of already existing household action plans. The Field Officer is also responsible for stimulating the change process beyond the household level to the village level, by guiding communities into developing village visions and plans for collective action.

Main Duties and Responsibilities

- Conduct household agritech trainings to equip farmers with best farming practices tailored to household visions and action plans.
- Mobilizing farmers to assist them in developing farm plans and visions (PIPs and IPPS) and following up on the existent farm plans/actions for implementation.
- Conduct community-strengthening activities in target villages, based on the inventory of priorities that may include topics such as community structuring, leadership, conflict reduction, and others.
- Support the Village Development Committees to implement their Village Visions, based on related action plans and priorities set by communities including local value chain development.
- Train farmer groups on locally relevant crop and land management practices for resilient farming and support them in establishing and monitoring Integrated Plot Plans (IPPs) where best practices are integrated to restore soil health.
- Support environmental clubs to conduct PIP-inspired environmental education in primary and secondary schools.
- Support PIP households to improve their social resilience and self-development by initiating diversified income activities by different family members as guided by the Participatory Integrated Planning (PIP) Approach.
- Perform any other related duties as required.

Experience, Qualifications, and Skills

- Minimum of bachelor's degree in Agriculture, Rural Development, Development Studies or related field.
- At least 4 years of experience in working with farmers at household level providing extension services or training them in practical application of technical farming practices. Highland exposure will be added advantage.
- Strong knowledge and understanding of farming practices in the highland areas of Uganda.
- Knowledge of the PIP model is an added advantage.
- Demonstrated capacity to support, advise, and guide institutional networking processes with Local Government and other stakeholders.
- Good leadership skills, interpersonal skills, commitment to teamwork, and working across disciplines and stakeholders.
- Excellent communication, writing, and presentation skills in English.
- Ability to work independently with minimal supervision.
- Fluency in the Lumasaba.
- Must be able to work and reside in hard-to-reach communities of Bududa district.
- Must be able to ride a motorbike with at least 3 years' experience in riding with a valid permit.

Proficiency in Microsoft Word, Excel, and PowerPoint packages

How to apply

Interested and qualified individuals are encouraged to apply by emailing their cover letter and CV maximum of 4 pages to hr@issduganda.org while indicating the job title in the email subject not later than **1st December 2025 at 5:00 pm EAT**. For more details, visit the ISSD Uganda website at www.issduganda.org. **Only shortlisted candidates will be contacted.**