



TERMS OF REFERENCE (ToR)

COALITION PROGRAMME MANAGER (CPM) — GIRLS NOT BRIDES UGANDA

August 2026

1. Introduction & Context

About Girls Not Brides Uganda:

In Uganda, Girls Not Brides Uganda (GNBU) brings together 144 civil society organisations working to advance the rights of adolescent girls and eliminate child marriage. Formed in 2013, the coalition has evolved into a key national actor and currently focuses on supporting and tracking the implementation of Uganda's National Strategy to End Child Marriage and Teenage Pregnancy (2022/23–2026/27). The coalition operates in a complex national landscape where 34% of girls are married before the age of 18. Immediate contextual priorities include providing research to address legislative contradictions between statutory frameworks and the Customary Marriage Act 1973 (which sets minimum marriage ages at 16 for girls), technical advisory referencing the Sexual Offences Bill, and tracking implementation gaps across 34 rolled-out districts.

The Uganda Coalition is a member of Girls Not Brides; a global partnership working to end child marriage and ensure every girl can shape her own future. Girls Not Brides brings together more than 1,400 organisations in nearly 100 countries united by one goal: to stop child, early, and forced marriages and unions everywhere. Girls Not Brides envisions a world without child marriage, where girls in all their diversity decide if, when, and whom to marry, one where their rights and futures are fully realized. Girls Not Brides supports the coalition through technical assistance, grant-making, advocacy support, and coalition strengthening efforts aimed at ending child marriage.

Introduction to the Role:

The Coalition Programme Manager (CPM) is a senior professional responsible for supporting and coordinating the coalition's influencing agenda and Strategic Engagement programme to advance shared objectives and accelerate progress towards ending child marriage.

The CPM provides strategic and operational leadership to support high-quality programme delivery, effective collective action, strong member engagement, and achievement of the coalition's influencing objectives. Working closely with the coalition's governance structures, member organisations, and key partners, the CPM helps translate collective priorities into coordinated action and measurable results.

The role is responsible for supporting and coordinating the coalition's influencing agenda and collective action to end child marriage, and for ensuring the effective design, delivery, accountability and learning of coalition-led programmes and initiatives. The CPM also supports the coalition to strengthen its governance, effectiveness, sustainability and long-term organisational capacity.

2. Role Logistics & Reporting

Job Location:	Kampala, Uganda
Contract Duration:	1 years (Fixed-term, renewal subject to performance and funding)
Host Organisation:	Child Rights Empowerment and Development Organisation (CEDO), the National GNBU Secretariat, on behalf of the coalition. Upon completion of the grant process and identification of the designated grantees, the role may transition to the selected grant-hosting organisation.
Accountable To:	The Steering Committee of Girls Not Brides Uganda
Salary Range:	Competitive package benchmarked against the market, commensurate with experience.

Reporting Relationships:

The CPM is employed by the host organisation (CEDO) on behalf of the coalition. The role works under the strategic direction of the Coalition Steering Committee and under the direct operational supervision of the host organisation.

3. Key Responsibilities

The CPM serves as the coordinator of collective action and the operational engine of the network. The role coordinates coalition direction, facilitates decision-making, strengthens internal governance, and ensures cohesive positioning across 144 member organisations.

1) Strategic Influencing, Partnerships, and Stakeholder Engagement

- Support the coalition to develop, refine and implement its influencing strategy and priorities.
- Identify and pursue high-impact policy, legislative, financing and advocacy opportunities.
- Monitor the political, policy and stakeholder landscape and identify opportunities/risks relevant to coalition objectives.
- Mobilise coalition members around shared influencing priorities and coordinated action.
- Build and maintain relationships with government institutions, development partners, donors, and civil society organisations.
- Represent the coalition, as appropriate, in relevant policy, advocacy and partnership spaces.
- Support positioning of the coalition as a credible and influential national platform for ending child marriage.

2) Programme Design, Delivery, and Accountability

- Coordinate the development of programme designs, concept notes, workplans, budgets, and implementation plans.
- Ensure programmes remain aligned with agreed objectives and deliver intended results.

- Coordinate programme implementation across coalition members and partners.
- Oversee grant delivery, compliance, reporting, risk management, and accountability requirements.
- Track progress against results frameworks, ensuring timely data analysis to inform decision-making.
- Facilitate evidence-based learning, reflection, and adaptive management to strengthen programme effectiveness.
- Promote compliance with safeguarding policies, procedures, and institutional standard standards.

3) Coalition Coordination and Delivery of Collective Action

- Ensure alignment between coalition priorities, governance processes, and programme implementation.
- Maintain effective, transparent communication and collaboration across the entire coalition network.
- Support the translation of coalition governance decisions into actionable programme plans and field activities.
- Identify and proactively address coordination challenges that may affect collective action delivery.

4. Qualifications and Experience

- Education: Master's degree in Social Sciences, Human Rights, Law, Public Policy, or related humanitarian disciplines.
- Experience: Minimum of seven (7) years of a demonstrable track record coordinating complex civil society networks or development coalitions.
- Contextual Depth: Thorough knowledge of the Ugandan legislative landscape and specific policy mechanisms related to child protection.
- Facilitation Skills: Proven capacity to manage participatory spaces and align diverse multi-stakeholder structures.
- Communication: Exceptional command of written and spoken English, with strong skills in drafting high-level data briefs.

5. Safeguarding, Diversity, and Inclusion

Girls Not Brides Uganda and CEDO maintain a zero-tolerance policy toward any form of child abuse, sexual exploitation, or harassment. The successful candidate will be required to sign and strictly adhere to Safeguarding and Child Protection Policies.

6. How to Apply

Please submit your updated CV and a tailored cover letter by **31st August 2026** to secretariat@gnbu.org and copy to hr.cedouganda@gmail.com, jnakato@uyahf.com, and coordinator@gnbu.org with the subject line '**Application: Coalition Programme Manager (CPM) - Uganda**'.