

INSPECTORATE OF GOVERNMENT (IG)

CAREER OPPORTUNITY

The Inspectorate of Government (IG) is established by the Constitution of the Republic of Uganda under Chapter 13 as the Good Governance Institution and Anti Corruption body of the country responsible for promoting and fostering strict adherence to the rule of law and principles of Natural Justice in administration; elimination and fostering the elimination of corruption, abuse of authority and public office and supervision and enforcement of the Leadership Code of Conduct.

The mission of the IG is **“To promote good governance through enhancing accountability and transparency; and enforcement of the rule of law and administrative justice in public offices.”**

The Appointments Board of the IG now seeks to recruit suitably qualified, experienced and competent professionals to fill the following vacancies:

1. JOB TITLE: SENIOR PRINCIPAL HUMAN RESOURCE OFFICER (1 Vacancy)

Reports To: Permanent Secretary
Responsible for: Human Resource Officers

Role: Responsible for leading and managing the HR function within the IG by ensuring that quality services are provided to stakeholders enabling them to achieve their strategic objectives and contribute to the success of IG.

Key Result Areas:

- To lead in the development of HR strategies that are aligned to and support the achievement of IG overall goals and objectives
- Ensure that IG has a performance management framework that facilitates the achievement of strategic objectives by building a fully engaged and highly skilled workforce
- Ensure that appropriate and relevant policies and procedures are in place; that they are consistently applied throughout the organization and that all policies are aligned and communicate the values of IG
- Ensure that IG has a performance management framework that facilitates the achievement of strategic objectives by building a fully engaged and highly skilled workforce
- Lead in the development and implementation of an effective remuneration, reward and benefits system that motivates, engages and retains staff and skills at IG
- To lead the HR Team, in a manner that empowers them to deliver IG's goals and objectives

Person Specifications.

a) Educational Qualifications:

- Applicants should be Ugandans holding an Honours Bachelor's Degree in either Arts, Social Sciences or a related field from a recognised university/ institution.
- Master's in Human Resources Management
- CIPD Professional Qualification – an added advantage
- Strategic Planning and Management – an added advantage

b) Job related experience and knowledge:

- At least 7 years in a similar position working within the Human Resources Function in a medium to large organization
- Knowledgeable of the Employment / NSSF and Occupational Health and Safety Acts of Uganda
- Experience in developing and managing Performance Management Systems
- Demonstrable and proven experience in Talent Sourcing & Management and Succession Management & Planning
- Experience in Organization Development
- Proven experience in Leadership Developments, Learning and Development and Managing Rewards and Remunerations

c) Competencies:

Competency	Foundation	Specialist	Leader
Commitment & Personal Integrity		□	
Getting Work Done			□
Proactively & Innovation			□
Learning & Resourcefulness			□
Relationship Building		□	
Communication & Influencing		□	
Thinking & Problem Analysis			□
Effective Resource Management			□

d) Age limit: 35 - 50 years

e) Remuneration and Benefits:

This position is placed in the IG's salary scale IG-2

Application Procedure:

Interested candidates who meet the specifications above should pick application forms from and apply to;

**The Secretary, Appointments Board, Inspectorate of Government
5th Floor Jubilee Insurance Building, Parliament Avenue
P.O Box 1682, Kampala.**

E-mail: secig@igg.go.ug

To reach not later than **5/4/2019, 5:00pm**, local time.

The application forms can also be down loaded from the internet www.igg.go.ug address above.

Please enclose detailed C.V, copies of academic certificates, transcripts and testimonials, day time telephone numbers, postal and E-mail address. In addition include telephone numbers of three competent referees, who should not be relatives.

Any form of canvassing for a post shall lead to automatic disqualification.

Only successful candidates shall be contacted.