

The Global Alliance for Improved Nutrition

Job title:	Project Manager, Fortification and School Feeding
-------------------	---

Classification:	Grade 5	Direct reports:	1 - 5
Work location	Kampala, Uganda	Travel required:	30%

The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation launched at the United Nations in 2002 to tackle the human suffering caused by malnutrition. Working with governments, businesses and civil society, we aim to transform food systems so that they deliver healthier diets for all people, especially the most vulnerable.

Headquartered in Geneva, Switzerland, GAIN has offices in countries with high levels of malnutrition: Bangladesh, Benin, Ethiopia, India, Indonesia, Kenya, Mozambique, Nigeria, Pakistan, Rwanda, Tanzania and Uganda. To support work in those countries, we have representative offices in the Netherlands, the United Kingdom, and the United States.

At GAIN, we believe that everyone in the world should have access to nutritious, safe, and affordable food. Today, one in three people - drawn from nearly every country on the planet - are unable to consume enough nutritious food. We work to develop and deliver solutions to this daily challenge.

DESCRIPTION
<p><u>Overall Purpose</u></p> <p>The Project Manager will lead the implementation of the Grain to Gains Wholegrain Project and the integration of Fortified Whole Grains (FWGs) into Uganda’s National School Feeding Program. These complementary initiatives operate within the same maize value chain and aim to improve household and nutrition outcomes by strengthening production, processing, and market systems while expanding institutional demand for fortified wholegrain products.</p> <p>The role will foster an enabling policy and market environment that supports increased FWG consumption through policy review, advocacy, and stakeholder engagement. The Project Manager will coordinate efforts to enhance millers’ technical capacity, improve access to affordable fortification systems and quality inputs, strengthen farmer-miller linkages, and collaborate with consortium partners to ensure adequate production of quality maize grain.</p> <p>In addition, the Project Manager will ensure all material developed for integrated marketing and demand-creation strategies targeting schools, workplaces, and households to drive the adoption and sustained consumption of Fortified Whole Grains across Uganda are aligned with GAIN standards</p>

The Global Alliance for Improved Nutrition

Tasks and Responsibilities:

Technical Oversight

- Oversee the profiling and selection of millers based on capacity, market performance, and gender/youth inclusion criteria.
- Strengthen market systems by building structured procurement linkages between millers and institutional buyers, enhancing farmer-miller relationships through contract farming and warehouse receipt systems, and partnering with financial institutions to develop tailored credit solutions.
- Provide millers with technical assistance, capacity building, mentorship, access to affordable fortification systems and quality premix, and compliance with UNBS standards and certification requirements.
- Work with partners to ensure product demand and consumption of FWGs through improved packaging and integrated marketing approaches (BTL, ATL, and digital channels).
- Guide policy review and advocacy efforts, including joint review of the food fortification policy, identification of opportunities to integrate Fortified Wholegrains (FWGs), development of wholegrain standards, and promotion of youth- and women-friendly business regulations.
- Conduct and oversee research, case studies, and evidence generation to assess business viability, market demand, competitiveness, pricing, supply chain efficiency, and the added value of fortification in wholegrain processing.

Project Design, Planning and Implementation

- Provide strategic leadership in the design, planning, and implementation of the project as per the GAIN Project Management Guidelines (PMG) to design and deliver strategically relevant, sound, and feasible project interventions with a solid log frame.
- Monitor the context dynamics and adapt the project activities and implementation modalities accordingly.
- Ensure assessments and take part in project development work, including sourcing new funding and continuation of the project.
- Lead the preparation for the inception and other workshops for the project.
- Facilitate the inception workshop with support from the other teams in GAIN.
- Facilitate project review meetings at regular cycles and ensure (track) documentation of findings and recommendations in PRISM.
- Ensure the timely closure and reporting for the project according to the donor and internal requirements. This includes aspects of staffing, sustainability, end-line, audits etc.

Project Management and Oversight

- Responsible for consulting and/or communicating on any change requests or course corrections.
- Identify, track, and resolve project issues on an ongoing basis, and proactively seek support where issues require wider attention and resolution.
- Create and maintain a risk register. Monitor risks and develop contingency plans. Escalate when needed.
- Work with relevant environment, gender, and safeguarding specialists to ensure that they are integrated into project designs and implementation plans.
- Ensure that implementation of project activities is in line with the policies and standards of GAIN.
- Ensure monitoring and tracking targets, evaluation, and learning take place within the project.
- Actively engage with GAIN's Knowledge Leadership team and monitoring expert, as well as our partners' monitoring and evaluation teams.

The Global Alliance for Improved Nutrition

People and Team Management

- Build a positive and inclusive culture and working environment for staff and consultants to carry out their activities.
- Recruit and manage staff or consultants in line with GAIN policies, including performance management, ensuring that they have the necessary induction, training, and support as required.
- Coach and/ or mentor the project team members and support the development of their capacity.
- Understanding of and commitment to adhere to equity, diversity, gender, child safety, and staff health and wellbeing principles
- Support the uptake and ensure accountability on the GAIN code of conduct.

Stakeholder Management

- Engage key external partners in project design, implementation, and review.
- Engage and liaise with government stakeholders and partners to facilitate the inclusion of FWGs into government programmes, leveraging GAIN and WFP's credibility and convening power.
- Support sector coordination and institutional strengthening, including establishment of the Uganda BDS Alliance and a gender-balanced National Technical Working Group with regular convenings.
- Build and maintain a culture of mutual accountability and partnership with other teams within GAIN working closely with Project Sponsors, QUADs, and the PIC to manage and deliver effective projects.
- In partnership with the Communications department, ensure regular communications products are produced and disseminated both internally and externally.

Resource Management

- Write donors' reports in collaboration with project teams, technical teams, the DO team, and support teams.
- Ensure narrative reporting and financial accounting meet GAIN and donors' requirements.
- Work with international finance to ensure that accurate budgets and forecasting are drawn up for all activities, and that activity costs are kept within budgets.
- Lead the procurement process by identifying, selecting, and managing suppliers within ethical and procurement standards and guidelines.
- Ensure monthly project reporting (in line with GAINs Project Management Standards) to update management on program progress achieved, program plans, changes in direction, and challenges.

Key organizational relationships

- Reports to the Country Director
- Oversees consultants supporting the project.
- Close collaboration with the other projects and operational staff.
- Liaise regularly with GAIN Programmes and Knowledge Leadership teams.
- Government, Donors, NGOs, Private Sector, Academia, and others.

The Global Alliance for Improved Nutrition

JOB REQUIREMENTS
<p><u>Competencies</u></p> <ul style="list-style-type: none"> • Excellent project management capabilities. • Strong team leadership abilities with the ability to motivate and mobilize individuals. • Clear and systematic thinking demonstrates good judgment, expert problem-solving, and creativity. • Good interpersonal, influencing, and communication skills, diplomacy, tact, and negotiation skills. • Demonstrable understanding of the gender and protection dynamics of humanitarian and development work, and the ability to capture this in the analysis and design of interventions. • Strong ability to be flexible and adaptable in times of unexpected challenges and provide creative solutions, whilst always maintaining the ethos and objectives of the work. • Strong ability to work with diverse groups/individuals with different backgrounds, views, and cultures • Computer literacy with good Excel, MS Word, Outlook, and PowerPoint skills.
<p><u>Experience</u></p> <ul style="list-style-type: none"> • Proven experience or track record in fortification or related nutrition programmes in Uganda. • Proven experience in project management in complex and diverse environments. • Experience in developing and implementing nutrition policies to promote healthy environments and improve public health outcomes. • Experience improving processes and tools, including risk management, benefits management, financial management, and quality assurance. • Experience in people management, including coaching, motivation, performance assessment and conflict prevention. • Experience in group facilitation to ensure effective stakeholder participation and consensus building. • Experience in donor contracting & budget management.
<p><u>Education</u></p> <ul style="list-style-type: none"> ▪ Degree or recognized international accreditation in project management, development studies, nutrition, public health, or related field. ▪ A postgraduate university degree in project management, monitoring and evaluation, nutrition, and public health is an added advantage.
<p><u>Other requirements</u></p> <ul style="list-style-type: none"> • Knowledge of the local grain value chains • Ability to drive policy dialogues

The Global Alliance for Improved Nutrition

WHAT GAIN OFFERS

- A competitive remuneration package
- Flexible working hours through hybrid working opportunities
- Friendly working environment
- Professional development opportunities
The chance to make a lasting contribution to reducing global malnutrition

Please note that job descriptions cannot be exhaustive, and the post-holder may be required to undertake other duties, which are broadly in line with the above key responsibilities.