



NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)
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NEMA EXTERNAL ADVERT

The National Environment Management Authority (NEMA) was established under the National Environment Act, Cap.153 and continued under the National Environment Act No.5 of 2019 as the Principal Agency for Environment Management in Uganda with mandate to Regulate, Monitor, Supervise and Coordinate all activities relating to the environment in Uganda.

Applications are hereby invited from suitably qualified Ugandans to fill the following vacant positions.

	Position	Scale	Number of Positions
1	Senior Environment Assessment Officer	E4	02
2	Senior Laboratory Analyst	E4	01
3	Senior Environment Assessment Officer- Green Economy	E4	01
4	Environment Inspector- Oil and Gas	E5	01
5	Information Systems Officer	E5	01

Details of the Job Descriptions and Person Specifications for the above positions are available on the NEMA website www.nema.go.ug

Potential candidates should download an application form from the NEMA website, fill the form and attach "O" and "A" level certificates, Bachelor's and Postgraduate Degree Transcripts and Certificates, Professional certificates where applicable and Employment letters in **one pdf file** named: "Position-Name of Applicant".

The **one pdf file** should be submitted to ed@nema.go.ug not later than 10th February , 2025. Applications not in **one pdf file** and those arriving after closing time will not be considered.

Applicants are allowed to apply for not more than two posts. Only successful candidates at any stage shall be contacted.

Any form of lobbying to Executive Director, Board or any other authority or individual will lead to automatic disqualification of the Applicant.

Barirega Akankwasah, PhD
EXECUTIVE DIRECTOR

JOB TITLE	Senior Environment Assessment officer
DEPARTMENT	Environment Compliance
REPORTS TO	Manager Environment Assessment
SALARY SCALE	NEMA E4
SUPERVISES	Environment Assessment Officer
NO. OF POSTS	02

MAIN PURPOSE OF THE JOB

To support effective management of Environment and social Assessment programme of the Authority.

DUTIES AND RESPONSIBILITIES

1. Contribute to development and implementation of work plans and budgets
2. Undertake Environment and Social Impact Assessment (ESIAs) and Strategic Environment Assessments (SEAs)
3. Advise the supervisor on procedures, guidelines and protocols on conduct and review of (ESIAs)
4. Support lead agency participation in the review of ESIAs
5. Support capacity building activities for ESIA at all levels in Uganda
6. Support the development of national policy guidelines for ESIAs and SEAs
7. Effectively contribute to development and management of an ESIA and SEA information system as part of the overall Environment Information Management System
8. Support and promote applied research on best environment practices
9. Supervise and appraise staff
10. Perform any other official duties as may be assigned by the supervisor

PERSON SPECIFICATIONS

QUALIFICATIONS:

An Honors Bachelor of science degree in relevant field of Environment and Natural Resources Management or Natural Sciences or Environment Engineering.

A Master's Degree in the relevant field of Environment and Natural Resources management or Environment Engineering

Training in Environment and Social Impact Assessment

Training in Geographical Information System (GIS) and Remote Sensing

EXPERIENCE:

Must have at least three (3) years relevant professional working experience in environment and social assessments in a reputable organization.

COMPETENCES AND SKILLS:

- a) Leadership, team building and supervision skills
- b) Strong interpersonal skills, communication and negotiation skills
- c) Conservation planning knowledge
- d) Good understanding of mitigation hierarchy
- e) Excellent scholarly writing and publication skills
- f) Excellent analytical and presentation skills
- g) Financial and Human Resource Management skills
- h) Excellent report writing skills
- i) Resource Mobilization skills
- j) Risk Management skills
- k) Command of excellent information communication technology skills

JOB TITLE	Senior Laboratory Analyst
DEPARTMENT	Environment Planning and Coordination
REPORTS TO	Principal Research and Innovations Officer
SALARY SCALE	NEMA E4
SUPERVISES	Laboratory Analyst
NO. OF POSTS	01

MAIN PURPOSE OF THE JOB

To spearhead Environment Management Laboratory program

DUTIES AND RESPONSIBILITIES

1. Develop and implement Work Plans, Budgets and timely reporting
2. Develop and manage a robust environment monitoring and compliance Laboratory Service
3. Spearhead Laboratory registration and accreditation program in line with the National Environment Act
4. Develop and manage environment Laboratory Services Strategy and Programs
5. Support development and promotion of sustainable environment Science, Technology and Innovations
6. Support development and implementation of National Environment Action Plan
7. Support development and implementation of Local Governments and Urban Authorities Environment Action Plans
8. Support Environment Monitoring, Audit and Prosecution functions
9. Support environment research and innovations
10. Support compilation of the State of Environment Reports for Uganda
11. Develop bankable proposals for sustainable resource mobilization and collaboration efforts
12. Coordinate with other divisions/departments to mainstream Environment Laboratory Service

- 13. Supervise and appraise the staff under him/her
- 14. Perform any other official duties as may be assigned by the Supervisor

PERSON SPECIFICATIONS

QUALIFICATIONS:

An Honors Bachelor’s Degree in the relevant field of Environment and Natural Resources Management or Natural Sciences Laboratory Technology

A Master’s Degree in the relevant field of Environment and Natural Resources management or Natural Sciences Laboratory Technology

EXPERIENCE:

Must have at least three (3) years relevant professional working experience in Environment Laboratory services in a reputable organization.

COMPETENCES AND SKILLS:

- l) Excellent Scholarly writing, publication and presentation skills
- m) Excellent scientific analytical skills
- n) Strong interpersonal, communication and negotiation skills
- o) Knowledge and skills in Strategic Planning
- p) Knowledge and skills in Conservation Planning
- q) Leadership, team building and supervision skills
- r) Financial and Human Resource Management skills
- s) Resource Mobilization skills
- t) Risk Management skills
- u) High moral integrity
- v) Knowledge Management skills

JOB TITLE	Senior Environment Officer-Green Economy
DEPARTMENT	Environment Compliance
REPORTS TO	Principal Environment Officer Compliance Assistance
SALARY SCALE	NEMA E4
SUPERVISES	Environment Officer-Green Economy
NO. OF POSTS	01

MAIN PURPOSE OF THE JOB

To support development and implementation of Plans, Strategies and Initiatives to encourage proactive and innovative approaches to compliance with National Environment Policies, Legislations and Standards

DUTIES AND RESPONSIBILITIES

1. Support Principal Environment Officer Compliance Assistance
2. Develop and implement Work Plans and Budgets for proactive and innovative approaches to compliance
3. Develop and implement actions for promotion of cleaner green economy
4. Identify needs and design response strategies for green economic development
5. Coordinate and Monitor proactive and innovative approaches to environment compliance
6. Promote initiatives that promote green development
7. Coordinate research and innovation in green economy in various development programs of Government
8. Develop and implement a green development certification program for Uganda
9. Develop and implement a rewards system for best environment practices in the country
10. Effectively contribute to development and management of information system as part of the overall Environment Information Management System
11. Coordinate with other departments on all matters relevant to environment compliance
12. Support and promote applied research on best environment practices
13. Support public awareness and education about eco-innovative approaches to green economy
14. Supervise and appraise the staff
15. Perform any other official duties as may be assigned by the Supervisor.

PERSON SPECIFICATIONS

QUALIFICATION

An Honors Bachelor of Science Degree in the relevant field of Environment and Natural Resources or Chemical or Environment Engineering or Chemistry from a recognized University or Institution

Master of Science Degree in the relevant field of Environment and Natural Resources, Environment Science Technology or Chemical or Environment Engineering or Chemistry from a recognized University or Institution

EXPERIENCE

At least three (3) years relevant working experience in Environment Management in a reputable organization.

COMPETENCES AND SKILLS:

- a) Excellent scientific analytical skills
- b) Knowledge and skills in instrumentation
- c) Production processes Technical Audit skills
- d) Knowledge of green development and cleaner production
- e) Leadership, team building and supervision skills
- f) Strong interpersonal, communication and negotiation skills
- g) Good understanding of mitigation hierarchy
- h) Financial and Human Resource management skills
- i) Excellent scholarly writing, publication and presentation skills
- j) Resource Mobilization skills
- k) Risk Management skills
- l) Command of excellent Information Communication Technology skills

JOB TITLE	Information Systems Officer
DEPARTMENT	Environment Planning and Coordination
REPORTS TO	Senior Information Systems Officer
SALARY SCALE	NEMA E5
SUPERVISES	NONE
NO. OF POSTS	01

MAIN PURPOSE OF THE JOB

To assist in the management of a robust Environment Information Management System at NEMA

DUTIES AND RESPONSIBILITIES

1. Assist in the development and implementation of Work Plans, Budgets and prepare timely reports for the division
2. Assist in the development and management of environment information management systems
3. Assist in the acquisition and maintenance of secure environment information management systems
4. Assist in the establishment and maintenance of an efficient Environment Information System
5. Assist in NEMA software programming and applications development for information acquisition and dissemination.
6. Assist in the management of Environment Information Systems within the Institution
7. Assist in the compilation of the State of Environment Reports for Uganda
8. Assist in promoting applied research and innovations.

9. Perform any other official duties as may be assigned by the Supervisor.

PERSON SPECIFICATIONS

QUALIFICATIONS:

An Honors Bachelor's Degree in the relevant field of Information Systems or Geographical Information Systems development and management

COMPETENCES AND SKILLS:

- a) Excellent scientific analytical skills
- b) Knowledge and skills in Strategic Planning
- c) Knowledge and skills in Conservation Planning
- d) Leadership, team building and supervision skills
- e) Strong interpersonal, communication and negotiation skills

JOB TITLE	Environment Inspector –Oil and Gas
DEPARTMENT	Environment Compliance
REPORTS TO	Senior Environment Inspector- Oil and Gas
SALARY SCALE	NEMA E5
SUPERVISES	NONE
NO. OF POSTS	01

MAIN PURPOSE OF THE JOB

To assist in effective management of Environment and Social Impacts of Oil and Gas development

DUTIES AND RESPONSIBILITIES

1. Contribute to development and implementation of Work Plans and Budgets
2. Assist in monitoring and coordination of Environment and Social Impact Assessments (ESIAs) and Strategic Environment Assessments (SEAs) in Petroleum industry
3. Assist in coordination of compliance monitoring and inspections of oil and gas activities
4. Advise the Authority on procedures, guidelines and protocols on conduct and review of ESIAs) in the oil and gas industry
5. Assist in coordination of Lead Agency participation in the review of ESIAs related to oil and gas
6. Assist in coordination of capacity building activities for EISA in Petroleum
7. Assist in coordination of the development of National Policy Guidelines for ESIAs and SEAs in areas of focus

8. Effectively contribute to development and management of an ESIA's and SEAs information system as part of the overall Environment Information Management System
9. Coordinate with other staff on all matters relevant to environment and social assessments
10. Assist in promoting applied research on best environment practices
11. Support public awareness and education about ESIA's requirements in oil and gas, minerals and geothermal
12. Support coordination of the licensing regimes for waste streams in the oil and gas
13. Assist in the coordination of health, safety, quality and environment aspects of facilities in the petroleum industry
14. Perform any other official duties as may be assigned by the Supervisor

PERSON SPECIFICATIONS

QUALIFICATIONS:

An Honors Bachelor's Degree in the relevant field of Environment and Natural Resources; Physical or Natural Sciences or Environmental, Chemical or Petroleum Engineering and Geology and Chemistry

COMPETENCES AND SKILLS:

- a) Leadership, team building and supervision skills
- b) Strong interpersonal, communication and negotiation skills
- c) Conservation planning knowledge
- d) Good understanding of mitigation hierarchy
- e) Excellent scholarly writing and publication skills
- f) Excellent analytical and presentation skills
- g) Financial and human resource management skills
- h) Excellent report writing skills
- i) Resource Mobilization skills
- j) Risk management skills
- k) Command of excellent Information Communication Technology skill