

NATIONAL ENVIRONMENT MANAGEMENT AUTHORITY (NEMA)
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NEMA EXTERNAL ADVERT – 25TH OCTOBER 2026

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 in the Authority.

	Position	Scale	No. Positions
1.	Principal Environment Officer- Soils and Land use (Re-advertised)	E3	1
2.	Senior Information Systems Officer	E4	1
3.	Information Technology Officer	E5	2
4.	Client Relations Officer	E5	2
5.	Environment Inspector -Mining	E5	1
6.	Environment Inspector- Air Quality, and Noise	E5	1

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 **24th November, 2026**. 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. Applicants who previously applied for re-advertised posts should not reapply. Only succesful 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	Principal Environment Officer- Soils and Land use
DEPARTMENT	Environment Planning and Coordination
REPORTS TO	Commissioner, Environment Planning and Coordination
SALARY SCALE	NEMA E3
SUPERVISES	None

MAIN PURPOSE OF THE JOB

To provide specialized services in sustainable management of Soils and Land Use in Uganda.

DUTIES AND RESPONSIBILITIES

1. Spearhead the development and implementation of Work Plans, Budgets and prepare timely reports for the section
2. Initiate and or coordinate formulation of Policies, Strategies, Plans and Programs for sound and sustainable management of soil resources
3. Review sectoral Policies and Plans to integrate sustainable soil and land use management
4. Undertake and/or coordinate studies for sustainable soils and land use management
5. Support review processes for Environment Assessment and Audits
6. Provide specialized technical support in soils and land use management as may be required by various Government sectors and institutions, NGOs/CBOs, the Private Sector, Academia and individuals
7. Receive, compile and prioritize needs for sustainable management of soils and develop strategies and/or programs to provide the required support
8. Provide technical support for integration of soil conservation and Land use management into Local Government and Urban Authorities' Environment Action Plans and Development Plans;
9. Advise Government on International and Regional programs, Agreements and Protocols on water and wetland management
10. Monitor management of soils by Lead Agencies, Private Sector, Civil Society, Communities and other stakeholders
11. Support compilation of the State of Environment Reports for Uganda
12. Perform any other official duties as may be assigned by the supervisor

PERSON SPECIFICATIONS

QUALIFICATIONS:

An Honors Bachelor of Science Degree in the relevant field of Environment and Natural Resources Management, Agriculture, Soil Science or Land Use Management
A Master's Degree in any of the relevant field above.

Experience:

Must have at least six (6) years' relevant professional working experience in soil conservation or land use management three of which should have been at senior level in a reputable organization.

Competences and skills:

- a) Excellent Scholarly writing, publication and presentation skills
- b) Excellent scientific analytical skills
- c) Strong interpersonal, communication and negotiation skills
- d) Knowledge and skills in Strategic Planning
- e) Knowledge and skills in Conservation Planning
- f) Leadership, team building and supervision skills
- g) Financial and Human Resource Management skills
- h) Resource Mobilization skills
- i) Risk Management skills
- j) High moral integrity
- k) Knowledge Management skills

JOB TITLE	Senior Information Systems Officer
DEPARTMENT	Environment Planning and Coordination
REPORTS TO	Asst. Commissioner, Environment Information Systems
SALARY SCALE	NEMA E4
SUPERVISES	Information Systems Officer

MAIN PURPOSE OF THE JOB

To support management of a robust Environment Information Management System at NEMA

DUTIES AND RESPONSIBILITIES

- 1. Support the development and implementation of Work Plans, Budgets and prepare timely reports for the division
- 2. Initiate development of environment information management systems
- 3. Support acquisition and maintenance of environment information management systems
- 4. Support establishment and maintenance of an efficient and secure Environment Information System
- 5. Effectively secure data and information systems
- 6. Oversee NEMA software programming and applications development for information acquisition and dissemination.
- 7. Support management of Environment Information Systems within the Institution
- 8. Support the compilation of the State of Environment Reports for Uganda
- 9. Support and promote applied research and innovations
- 10. Supervise and appraise staff under him/her
- 11. 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

A Master's Degree in Environment and Natural Resources Management or Geographical Information Systems and Remote Sensing or related field.

Professional certification in information systems development and management

Experience:

Must have at least three years' relevant professional working experience in Environment Information Systems development and management in a reputable organization.

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
- f) Good understanding of mitigation hierarchy
- g) Financial and Human Resource management skills
- h) Excellent scholarly writing, publication, and presentation skills
- i) Resource Mobilization skills
- j) Risk Management skills
- k) High moral integrity
- l) Knowledge Management skills

JOB TITLE	Information Technology Officer
DEPARTMENT	Environment Planning and Coordination
REPORTS TO	Senior Information Systems Officer
SALARY SCALE	NEMA E5
SUPERVISES	None
NUMBER OF POSTS	02

MAIN PURPOSE OF THE JOB

To assist in the management of a robust Information Communication Technology Management 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 management of the Information and Communication Technology services at NEMA
3. Assist in the management of Information Communication and Technology Networks
4. Assist all departments and staff with ICT support services, skills and knowledge
5. Assist in the acquisition and maintenance of ICT hardware and software
6. Assist in network and internet service facilities management across the organization
7. 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 Communication Technology or Computer engineering

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
- f) Good understanding of mitigation hierarchy
- g) Financial and Human Resource management skills
- h) Excellent scholarly writing, publication, and presentation skills
- i) Resource Mobilization skills
- j) Risk Management skills
- k) High moral integrity
- i) Knowledge Management skills

JOB TITLE	Client Relations Officer
DEPARTMENT	Executive Director's Office
REPORTS TO	Senior Public Relations Officer
SALARY SCALE	E5
SUPERVISES	None
NUMBER OF POSTS	02

PURPOSE OF THE JOB:

Support the Front Office function of the Authority.

KEY DUTIES AND RESPONSIBILITIES

1. Receive and guide NEMA visitors
2. Respond to inquiries
3. Receive and forward documents to responsible officers
4. Direct visitors to the people and offices they desire to see or go to
5. Manage the switchboard, generate and circulate usage print outs
6. Receive feedback from NEMA visitors and forward them to Management, and
7. 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 Front Office Management, Office Management, Tourism and Hospitality, Business Administration or Public Administration

KEY COMPETENCES AND SKILLS

- a) Knowledge and skills in customer care
- b) Ability to work as a team
- c) Interpersonal and communication skills
- d) Computer literacy

JOB TITLE	Environment Inspector (Mining)
DEPARTMENT	Environment Compliance
REPORTS TO	Senior Environment Inspector-Mining and Geothermal
SALARY SCALE	NEMA E5
SUPERVISES	None

MAIN PURPOSE OF THE JOB

To assist in effective management of Environment and Social Impacts of Mining and Geothermal development

DUTIES AND RESPONSIBILITIES

1. Contribute to development and implementation of Work Plans and Budgets
2. Assist in the monitoring and coordination of Environment and Social Impact Assessments (ESIAs) and Strategic Environment Assessments (SEAs) in Mining and Geothermal industry
3. Assist in coordination of compliance monitoring and inspections of Mining and Geothermal activities
4. Advise the Authority on procedures, guidelines and protocols on conduct and review of (ESIAs) in the Mining and Geothermal industry

5. Assist in the coordination of Lead Agency participation in the review of ESIAs related to Mining and Geothermal
6. Assist in the coordination of capacity building activities for ESIA in Mining and Geothermal industry
7. Assist in the coordination of the development of National Policy Guidelines for ESIAs and SEAs in the areas of focus
8. Effectively contribute to development and management of an ESIAs 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. Assist in promoting public awareness and education about ESIAs requirements in Mining Geothermal development
12. Assist in the coordination of the licensing regimes for waste streams in the Mining and Geothermal industries
13. Assist in the coordination of health, safety, quality and environment aspects of facilities in the Mining and Geothermal industry
14. Perform any other official duties as may be assigned by the Supervisor

PERSON SPECIFICATIONS

Qualifications

An Honors Bachelor of Science Degree in any relevant field of Environment and Natural Resources; Physical or Natural Sciences or 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 skills

JOB TITLE	Environment Inspector (Air Quality, Noxious Smells and Noise)
DEPARTMENT	Environment Enforcement and Field Operations
REPORTS TO	Senior Environment Inspector (Air Quality, Noxious, Smells & Noise)
SALARY SCALE	NEMA E5
NO. OF POSTS	01

MAIN PURPOSE OF THE JOB:

To support Environment Inspections, Monitoring and Audits

DUTIES AND RESPONSIBILITIES

1. Support Manager Environment Inspections, Monitoring and Audits to:
2. Develop and implement division Work Plans, Budgets and prepare timely reporting
3. Develop and implement Plans and Strategies for effective environment inspections, monitoring and audits to support enforcement of laws, standards and conditions of approval of developments
4. Conduct Environment Inspections, Monitoring and Audits and ensure remedial actions are taken
5. Facilitate identification, appointment, gazettement, capacity development and supervision of Environment Inspectors
6. Provide technical support to law enforcement operations, compliance and prosecution
7. Supervise and appraise staff
8. Monitor and ensure that staff comply with Policies, laws and best environment practices
9. Mobilize Resources for Environment Inspections, Monitoring and Audits.
10. Perform any other 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 Chemistry or Engineering

COMPETENCES AND SKILLS

- a) Leadership, team building and supervision skills
- b) Strong interpersonal, communication and negotiation skills
- c) Excellent scholarly writing and publication skills
- d) Excellent analytical and presentation skills
- e) Financial and human resource management skills
- f) Excellent report writing skills
- g) Marketing and Public Relations skills
- h) Command of excellent Information Communication Technology skills
- i) Planning and organization skills
- j) Research and innovation skills
- k) Knowledge and skills in handling scientific equipment and tools