PETROLEUM AUTHORITY OF UGANDA

CAREER OPPORTUNITIES

EXTERNAL JOB ADVERT NUMBER 3 OF 2026

BACKGROUND

The Petroleum Authority of Uganda is a statutory body established under Section 9 of the Petroleum (Exploration, Development and Production) Act Cap. 161, and in line with the National Petroleum Policy for Uganda, which was approved in 2025. The mandate of the Petroleum Authority of Uganda is to monitor and regulate the exploration, development, and production, together with the refining, gas conversion, transportation, and storage of petroleum in Uganda. This includes ensuring that petroleum operations in Uganda are carried out in accordance with the relevant Laws, Regulations, Guidelines, Statutes and in line with international best practice for the petroleum industry.

The Petroleum Authority of Uganda invites applications from qualified Ugandans who fully meet the required job specifications and with the right personal attributes to occupy the following positions in the Authority's established structure.

OFFICE OF THE EXECUTIVE DIRECTOR

1. PAU/OED/011/603: OFFICER RISK

1.1. Job Summary

This role exists to monitor and execute risk engagements and make recommendations for the management of new and existing risks and mitigation measures.

1.2. Key Duties and Responsibilities

i. Assist in conducting an organization wide risk assessment and monitor emerging risks.

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ii. Gather risk information in the Authority and conduct risk reviews to establish if all required actions are implemented to ensure that the Authority risks are within acceptable levels.
iii. Operationalize the risk management framework in the Authority and assist in training staff on risk management activities.
iv. Aid in coordinating the Enterprise risk management activities of Authority.
v. Contribute to the implementation of audit recommendation and report on management compliance and response to regulatory and Audit reviews.
vi. Identify key risks and assess mitigating controls to determine the risk profile for the Authority.
vii. Detect emerging risks that present new regulatory risks.
viii. Assess potential risks that may hinder the reputation, safety, security and financial status of the Authority.
ix. Undertake any other assignments as may be directed from time to time.

1.3. QUALIFICATIONS, SKILLS AND EXPERIENCE

1.3.1. Basic Qualifications

An Honors Bachelor's Degree in Accounting and Finance, Business Administration/Commerce, Economics, Statistics, or a related field.

1.3.2. Experience

Three years' experience in risk management.

1.3.3. Character & Competencies

i. Risk Management,
ii. Audit planning and implementation,
iii. Analytical skills
iv. Innovative
v. High level of integrity
vi. Communication and report writing skills.
vii. Interpersonal skills

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DIRECTORATE OF DEVELOPMENT AND PRODUCTION

2. PAU/DP/032/602: PROCESS ENGINEER

2.1 Job Summary

This role exists to review, assess, and support the approval of the design, engineering, and operation of the proposed process systems submitted by licensees to ensure compliance with Part VII and Part VIII of the Upstream General Regulations 2016.

2.2 Key Duties and Responsibilities

i. Support the review of technical proposals submitted by production licensees on upstream processing systems and technologies to ensure their suitability and compliance. These include process engineering-related FEED deliverables, detailed engineering designs, study proposals, process simulation models, and 3D facilities models among others.

ii. Assist in the review of process aspects of Field Development Plans, Reservoir Management Plans, Detailed Engineering, and any other technical proposals concerning processing of petroleum.

iii. Utilize process simulation software to analyze and review process designs of the upstream processing facilities, including defining the flow assurance of the proposed pipelines, interactions of the processing facilities among the proposed battery limit pools, and the operability and maintainability of the systems among others.

iv. Aid in the evaluation of process safety requirements and advise on process risks to ensure that inherently safe considerations are undertaken when covering the design envelope.

v. Assist in the review of licensee work programs and budgets relating to production systems, processes, and operations to ensure technical and cost efficiency.

vi. Partake in field monitoring and reporting on the installation, commissioning, operation, and maintenance of processing systems to ensure compliance with the Ugandan legal framework, standards, procedures, international practice, and industry codes.

vii. Maintain a database on aspects relating to process equipment and real-time production data submitted by the licensee per Regulation 145 of the Upstream General Regulations 2016.

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viii. Undertake any other assignments as may be directed from time to time.

2.3 QUALIFICATIONS, SKILLS AND EXPERIENCE

2.3.1 Basic Qualifications

A Bachelor's Degree (Hons) in Chemical or Process Engineering or Industrial Chemistry from an internationally recognized University/institution.

2.3.2 Experience

Three (3) years of relevant working experience in a similar role.

2.3.3 Added Advantage

Specific Experience in the Oil and Gas Industry.

2.3.4 Character & Competencies

i. Innovative and with proven high level of integrity.
ii. Ability to work independently and in a team.
iii. Ability to interpret and analyze process diagrams.
iv. Excellent interpersonal and communication skills.
v. Proficiency in using relevant process simulation software.
vi. Excellent analytical/critical thinking skills.
vii. Proven record of outstanding performance.

ECONOMIC AND NATIONAL CONTENT MONITORING

3. PAU/ENCM/002/03-02: NATIONAL CONTENT OFFICER- CONTRACTS (Readvertised)

3.1 Job Summary

The National Content Officer Contracts is responsible for monitoring and regulating procurements in the Oil and Gas Sector in Uganda. The holder of this role will also measure and report on national content achievements in the Sector.

3.2 Key Duties and Responsibilities

i. Participates in the reviews and give an opinion on all Bid Evaluation Reports for procurements undertaken by the Licensees to ensure they comply with the National Content legal requirements and aspirations as well as best

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procurement practices.

ii. Participates in the review of quarterly and annual procurement reports submitted by Licensees detailing all procurements undertaken within the review period and prepares quarterly and annual compliance reports in the area of procurement.

iii. Supports in ensuring adequate monitoring of value addition efforts arising from procurements in the Sector and prepares a monthly, quarterly and annual report on the same.

iv. Contributes to quarterly, annual and adhoc stakeholder engagements to highlight and disseminate information on oil and gas opportunities for Ugandans.

v. Participates in the reviews of contracting strategies submitted by Licensees to ensure the legal requirements and aspirations of the national content policy are considered.

vi. Supports the discussions and review of the National Content Annual work programs for Licensees to ensure that appropriate and relevant national content initiatives are considered for the period under review.

vii. Keeps an up-to-date record of contracts for goods, works and services entered into by the licensees is maintained.

viii. Enables the coordination of the Authority's annual audit exercises of the procurement processes by the Licensees and ensure an open, timely and professional engagement throughout the exercise to ensure continued compliance to the national content legal requirements and best practices in the Sector.

ix. Undertakes any other assignments as may be directed from time to time.

3.3 QUALIFICATIONS, SKILLS AND EXPERIENCE

3.3.1 Basic Qualifications

A bachelor's degree (Hons) in Business Administration, Procurement/Supply Chain Management, Engineering, Economics, Physical Sciences, or any related discipline from an internationally recognized institution.

3.3.2 Experience

Three (3) years of relevant work experience in a busy and well-organised institution.

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3.3.3 Added Advantage

Specific Experience in the Oil and Gas Industry.

3.3.4 Character & Competencies

i. Risk Management.
ii. Analytical skills.
iii. Innovative.
iv. High level of integrity.
v. Communication and report writing skills.
vi. Interpersonal skills.

HOW TO APPLY

The PAU will **ONLY** consider online applications submitted through her website. Interested persons who fully meet the required job specifications and have the right personal attributes for the above positions are invited to visit the PAU website: **www.pau.go.ug** and go to the link **"OPPORTUNITIES-CAREERS-VACANCIES"** to view details and apply for the available opportunities.

APPLICATION DEADLINE:

All applications must reach the PAU's website, www.pau.go.ug, by **26th November 2026 at 11:59 pm.**

NOTE:

1. **ONLY** online applications will be considered. Applications submitted by e-mail or hand-delivered will not be accepted.
2. Applicants are required to scan and attach **proof of previous work experience,** e.g. copies of appointment letters, contracts or certificates of service and **certified** copies of the required academic documents only, e.g., Degree, Transcript, Diploma, A-level, and O-level certificates and professional qualifications where applicable.
3. Academic documents for the successful candidates will be vetted, and background checks conducted before they are considered for appointment into the Authority.
4. Only short-listed and successful candidates will be contacted, and any form of lobbying will lead to automatic disqualification.
5. All appointments shall be subject to a probationary period of not more than six months and subsequent confirmation in service will be based on satisfactory performance of the individual.
6. Please forward any enquires regarding this advert to recruitment@pau.go.ug or call telephone numbers +256 313231600/ +256 417896600.

"PAU is an equal opportunity employer and does not charge any money to any applicant for employment in its Service"

ACTING EXECUTIVE DIRECTOR
PETROLEUM AUTHORITY OF UGANDA