

MILLAR CAMERON

Lok Neno
Program Director
African Women Rising



About


African Women Rising

African Women Rising (AWR) empowers women and families in Northern Uganda and South Sudanese refugee communities to rise out of extreme poverty through regenerative agriculture, microfinance, adult learning, and girls' education. Our integrated approach strengthens livelihoods, restores degraded landscapes, and builds long-term resilience in post-conflict settings.

In 2022, AWR launched Lok Neno ("Let's change our mindset" in Acholi) - a 15-acre working farm in Palabek Refugee Settlement. Lok Neno is designed to restore degraded land, strengthen food security, and build climate resilience in one of the world's most vulnerable contexts through three core functions:

- Demonstration – A living model of regenerative agriculture that restores land and improves household food security
- Training – A Training-of-Trainer's certification program that builds the capacity of partners to implement climate-resilient, food-secure systems
- Research – Generating evidence on environmental resilience and household-level outcomes

Lok Neno is the first initiative of its kind in a humanitarian setting - a regional center of excellence for regenerative agriculture, systems design, and applied research.



MILLAR CAMERON

Mission and Vision

African Women Rising

Mission:

To empower women in post-conflict communities – particularly in Northern Uganda – to lift themselves out of poverty.

Vision:

A future where women affected by war and extreme poverty in Africa build social, economic, and political equality.



Main responsibilities

The Lok Neno Program Director will lead the overall management and strategic direction of the Lok Neno Demonstration, Research, and Training Facility located in Palabek Refugee Settlement. This role combines program leadership, operational oversight, and team management, ensuring that Lok Neno functions effectively as a working demonstration farm, training center, and research hub.

The Director will oversee day-to-day operations at Lok Neno, including farm activities, training delivery, and site management. The role requires a strong on-site presence to ensure effective team leadership, operational discipline, and coordination across multiple functions. The Program Director will also support program implementation across three core functions: demonstration, a Training-of-Trainers certification program, and applied research. In addition, the role will contribute to partnership engagement and the ongoing development of Lok Neno as a center of excellence.

This is a site-based leadership role, requiring residence at Lok Neno from Monday through Friday to ensure strong operational oversight, team leadership, and engagement with partners and participants.

Dimensions of the role

Strategic Leadership and Program Management

- Provide strategic and operational leadership for all Lok Neno activities, ensuring alignment with AWR's mission and strategic plan.
- Oversee the day-to-day management and performance of the Lok Neno site, including farm operations, training delivery, and facility management.
- Ensure effective management of demonstration plots, livestock, nursery, and seed bank, maintaining strong oversight of live agricultural assets.
- Lead annual work planning, budgeting, and monitoring of program performance.
- Establish and strengthen operational systems, routines, and quality control measures to ensure consistent delivery and accountability.
- Supervise and mentor the Lok Neno technical and administrative teams (approx. 7 direct reports), ensuring high performance and clear task ownership.

Partnership and Collaboration

- Serve as primary liaison with technical partners, including Resilience Design Consulting, coordinating inputs while ensuring alignment with AWR's direction.
- Strengthen partnerships with UN agencies, NGOs, research institutions, and government bodies engaged in climate resilience and humanitarian response.
- Represent AWR and Lok Neno in regional and international fora, building visibility and partnerships.

- Host and engage external stakeholders visiting the site, ensuring a high-quality and well-coordinated experience.

Technical Quality and Learning

- Champion the integration of Resilience Design principles across Lok Neno activities and broader AWR programming.
- Oversee data collection, basic analysis, and learning systems to document and communicate impact.
- Support development of training materials, technical briefs, and learning outputs.
- Ensure that site activities (demonstration, training, research) are well-coordinated, integrated, and effectively executed.

Resource Mobilization and Growth

- Identify opportunities for collaboration, partnerships, and program development.
- Support proposal development and fundraising efforts by providing inputs and technical insights.
- Contribute to the long-term sustainability and positioning of Lok Neno.

Compliance and Administration

- Oversee financial management, procurement, and reporting for Lok Neno activities in compliance with AWR policies and donor requirements.
- Ensure adherence to safety, safeguarding, and environmental standards.
- Maintain a well-organized, safe, and functional site environment.

MILLAR CAMERON

Skills and experience

Education

- Bachelor's degree in management, business administration, development, or related field; equivalent experience considered.

Experience

- Minimum 8–10 years of progressively responsible experience in program management, ideally in agriculture, climate resilience, or humanitarian programming.
- Demonstrated experience leading multi-stakeholder partnerships and technical teams.
- Field experience in East Africa, preferably in Northern Uganda or refugee contexts.
- Familiarity with regenerative agriculture or permaculture methodologies is a strong asset.

Skills and Attributes

- Strong people management and team leadership skills.
- Proven ability to run operations and enforce accountability.
- Ability to manage complex, hands-on environments with multiple moving parts.
- Strong organizational and problem-solving skills.
- Ability to engage effectively with external stakeholders and partners.
- High level of adaptability, resilience, and practical decision-making.





Additional *information*

Reports to

Deputy Executive Director

Location

Lok Neno Demonstration, Research and Training Site,
Palabek Refugee Settlement, Lamwo District, Uganda

Employment Type

Full-Time

MILLAR CAMERON

How to apply

Please send your CV and contact details to Grace Galaty or Diana Mwai who will contact you to discuss your application in more detail.



Contact: Grace Galaty

Email: grace.galaty@millarcameron.com

Phone: +254 20 5038443



Contact: Diana Mwai

Email: diana.mwai@millarcameron.com

Phone: +254 20 5038442

Application Deadline

Please submit your application by 22nd May 2026. Applications received after this date may not be considered.

Due to High Volume

We appreciate all applications; however, only shortlisted candidates will be contacted. Thank you for your understanding.

Commitment to Diversity

At Millar Cameron, we are committed to supporting our clients in building diverse and inclusive teams. If you're enthusiastic about this role but don't meet every requirement, we still encourage you to apply.



Who are Millar Cameron?

Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.



MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

Oxford London Nairobi