



a little  
bit of  
hope

NURTURING HOPE IN THE BUTALEJA DISTRICT OF UGANDA BY ENABLING PEOPLE TO OVERCOME THE HURDLES THAT PREVENT THEM REACHING THEIR FULL POTENTIAL.

## JOB OPPORTUNITY: Development Manager

<b>Position</b>	Development Manager
<b>Hours</b>	1 day per week (flexible working hours)
<b>Contract</b>	12 months fixed term
<b>Salary range</b>	£30,000 - £35,000 pro rata (depending on experience)
<b>Location</b>	Working from home
<b>Responsible to</b>	Trustees (via the chairperson)

### BACKGROUND

**a little bit of HOPE** is a small charity, founded on Christian principles, with the vision of nurturing hope in the Butaleja District of Uganda by enabling people to overcome the hurdles that prevent them reaching their full potential.

**a little bit of HOPE (Uganda)** is a registered NGO, with a board and staff team who are committed to enabling people in the Butaleja District to reach their full potential. Their passion, local knowledge, experience and expertise ensure that programmes are developed, implemented and monitored with compassion and competence.

**a little bit of HOPE** in the UK is a registered Charity Incorporated Organisation. Our key activities are to raise awareness and funds and ensure that the money raised is spent effectively.

The Trustees of **a little bit of HOPE** in the UK, and the board and staff of **a little bit of HOPE (Uganda)** work closely to assess needs, decide priorities and develop programmes.

To find out more about our work, please see the extract from our Annual Report at the end of this document.

### THE ROLE

We are currently celebrating **a little bit of HOPE's** tenth anniversary! As we look forward, we would like to double the funds we raise in the UK (from approximately £50K to £100K per year), so we can significantly increase our impact in Uganda. To be able to achieve this, we have decided to employ our first member of staff in the UK.

For someone who has the ambition, skills and determination, this is a great opportunity to join a small but established organisation and be at the heart of taking it to the next level.

The main purpose of this role will be to work with both the trustees in the UK and the staff team and Board in Uganda to develop the charity and take it into this next season. This will include monitoring and reviewing the programs currently in place and helping make decisions on where funding is spent in order to have the biggest impact and effectiveness.

While the primary focus of the role will be in strategy and development, time will also need to be spent on fundraising and communication (individuals, churches and trusts) and a variety of administrative tasks. We are willing to be flexible to ensure that the role suits the skills and experience of the successful applicant.

This post is offered part time at one day per week, with the possibility to increase hours as our income in the UK increases. The role also has the scope to be supported by one or more volunteers or work placement students. We have currently secured funding for this role for 12 months, but it is our desire to ensure funding is in place to make this a permanent position.

## **KEY RESPONSIBILITIES**

This outlines the scope of the role – but we recognise that the role will need to be better defined, in line with the skills and experiences of the successful applicant, to ensure it is achievable in one-day-a-week.

### ***Management and Development***

- Work with the UK Trustees to help shape and implement strategy
- Support the Uganda team in enhancing and developing their projects.
- Coordinate the monitoring and evaluation of projects.
- Develop administration processes.

### ***Fundraising and Communication***

- Investigate new funding sources and support trustees in making funding proposals to trusts.
- Communicate with existing and potential new donors – including individuals, churches and other organisations. Including relaunching regular prayer updates and maintaining our support database.
- Be responsible for our online communications.

## **PERSON SPECIFICATION**

We are looking for someone who is driven and up for the challenge of taking a small but established charity to the next level.

### ***Essential***

- Excellent organisational skills.
- Initiative, driven and willing to work independently.
- Ability to communicate effectively from a distance, including cross-culturally.
- Charity and management experience.
- Strong written and spoken English.
- Proficient in the Microsoft Office Suite.
- Willingness to travel to Uganda once a year (budget dependent).
- Attending regular trustee meetings (online and in person).
- Willing to occasionally travel to speak in churches and at other events.
- A practicing Christian (see Occupational Requirement).

### ***Desirable***

- Experience of developing and implementing monitoring systems to review the impact of projects.
- Experience of finance management and budgeting.
- Experience of strategic planning.
- Experience of working or volunteering within the third sector, preferably with an international NGO.
- Experience of trusts and foundations fundraising.
- Knowledge of the churches and Christian networks in the UK.

### ***Occupational Requirement***

As a result of our Christian ethos and some of the essential aspects of the job description, this post is covered by an Occupational Requirement under Part 1 of Schedule 9 to the Equality Act 2010. The successful applicant will be expected to be a practicing Christian.

### **HOW TO APPLY**

Please fill in the following application form to apply to this role. Please ensure that your application clearly shows how your skills and experience meet the requirements for this role.

The deadline for applications is 1<sup>st</sup> December 2021. Return application form to by email ([eliza@alittlebitofhope.org](mailto:eliza@alittlebitofhope.org)) or post (100 Mile End Lane, Stockport, SK2 6BP).

If you have any questions about the job role or the application process, please do not hesitate to contact Phil Green (chair of trustees) by email [phil@alittlebitofhope.org](mailto:phil@alittlebitofhope.org).

# Highlights from 2020

At the beginning of 2020, there were detailed plans for the year ahead. COVID-19 changed most of them! In 2020, the people of Butaleja were largely spared from the ravishes of the virus itself, however, the impact of lockdown were significant. However, what was evident through was resilience and innovation. Although our priorities shifted many of our core programmes continued - some like borehole fixing becoming more urgent than ever, others like the making of reusable sanitary pads saw were adapted so they continued to have impact.

## Our COVID 19 Response

Working closely with the District's COVID-19 Taskforce, *a little bit of HOPE (Uganda)*, were at the heart of responding to the pandemic. This was made possible by our supporters in the UK donating £15,304 as part of our emergency appeal.

### Prevent

- Part of the taskforce's education campaign which aims to inform people about COVID-19 and reduce the likelihood of it spreading. This reached approximately 180,500 people. Later, a similar campaign focused on educating the community about gender-based violence and violence against children – both of which rose dramatically as a result of lockdown. This effort reached 240,000 people.
- We stepped up our programme of fixing boreholes, repairing 16 boreholes during the year. This enabled 13,300 people to have easier access to safe water – essential for washing hands.

### Prepare

- We helped Busolwe Hospital to prepare for an outbreak. We enabled them to establish a 10-bed isolation ward. We also supplied them Personal Protective equipment (PPE), cleaning supplies, and an infrared thermometer.

### Provide

- With so many people relying on daily income to buy daily food, lockdown provided a serious challenge. We provided 2,240 households with food parcels, benefiting 11,700 people.



## Education – a RUMPs production centre

One of our headline projects is our RUMPs programme. We educate girls – in school, and women in the community, how to make 'Reusable Menstrual Pads'. Too many girls miss school for several days each month, and as they get further behind, dropping out completely becomes more likely. With schools closed, we couldn't run this programme in our usual way – but our team in Uganda recognised that RUMPs were more essential than ever – as sanitary products were increasingly hard to access.

Therefore, as restrictions began to ease, we created a 'RUMPs Production Centre' at the Busolwe Community Library!

We painted one of the spare rooms, connected electricity, provided furniture – including storage for materials and the finished pads, and purchased four sewing machines. By the end of the year, 1,537 pads have been made at the Centre and distributed to girls and women in the community. When the pads are given out, training is also provided, and where possible, we conduct follow up visits to ensure that pads are being used correctly, and provide further instruction where necessary.

Running the centre, is a volunteer named Geoffrey. He was part of our scholarship programme and studied tailoring at college. He's using this an opportunity to improve his own skills in using a sewing machine and is



enjoying training others to make RUMPs. It was surprising that a man volunteered for this task – but when asked about it, he explained that he was happy to make anything which enabled him to practise his tailoring skills. We are hoping that he is setting an example in the community and will make other men more comfortable with the subject of menstruation!

The centre serves as a central place for women and young people to learn how to make the pads, which is particularly important while schools are closed and women can't meet in larger groups. With more free time, many girls from local schools have been coming to the centre to use the sewing machines to make pads for their own use, and also to sell on at affordable prices to friends.



Geoffrey working at the RUMPs production centre

During lockdown, there has been a significant increase in teenage pregnancies – the *a little bit of HOPE (Uganda)* team have been involved in a number of initiatives to provide education, and safety, to young girls. One of these initiatives is a 'youth corner' – a youth club style activity based at the local library. This has also increased the number of girls learning how to make RUMPs.

### Health, water and sanitation – Focusing on four villages

While giving so much of our attention to the health emergency facing the entire world and being part of the District-wide education efforts, we continued our commitment to the villages of Suni, Namadamwe, Madungha and Nabala B to work with the community to promote good hygiene and sanitation – with the aim of reducing the outbreak of disease. In the four villages, households with access to a latrine rose from 34.6% to 56%.

Fazira Mutambuli says, "I am a mother of four children [and] also a member of the village health team in this village, overtime I have been hearing that [a] little bit of hope is implementing a sanitation program in Namahoho our neighboring village I have been admiring such a program to be implemented in my village to improve on the sanitation standard but am so happy that such a program will be in my village this year"



Education sessions seek to engage the whole community.

### Business and innovation – Apprenticeships

The 2020 cohort were unable to be enrolled at the beginning of the year, but towards the end of the year, 20 young women did begin our apprenticeship programmes – either learning tailoring or hairdressing. This is Joseline's story: *'I got pregnant in 2018 at the age of 18 years in primary Five (P.5) then dropped out of school and now am 21 years old, am staying with my mother because the boda boda man (motorcycle-taxi driver) that made me pregnant ran off! I have had many challenges in raising up my baby because I had no source of income but when such an opportunity by a little bit of HOPE came that could enable me learn a skill that would later earn me some money I was more than ready to take it up. Am already having some critical techniques in hair dressing through being attached to an experienced hair dressing trainer and I bright new future ahead'*

### Vulnerable households – enabling farming to generate income

Much of our work with vulnerable women groups is to enable them to generate income through small scale farming efforts. We provide education, along with essential inputs (such as seeds, tools, chickens and goats). This is Maria's story, *"I am so grateful for the support from a little bit of HOPE for the harvests from rice that I received. I planted 5kg of rice and I applied all the knowledge the staff of a little bit of HOPE advised me to do and to my surprise I harvested 300kg which I am sure I am going to see part of it to buy iron sheets to complete my house which has been pending since last year. I am equally thankful for the knowledge and skills I have received from the staff in savings, crafts and farming that has made me stand on my own now as a widow without begging, I as well sell vegetables, crafts and this partly increased my shares in my savings group and I bought a bull at 600,000UGX. I am happy for having mentored and nurtured by a little bit of HOPE"*



Maria with her rice harvest.