



UGAFODE Microfinance Limited (MDI)

HR/STAFF/VAC – 05/03/2025/1

CAREER OPPORTUNITY – ESG OFFICER

Responsible for ESG strategy development, driving sustainable and responsible business practices, identifying ESG risks and opportunities, and ensuring compliance with ESG regulations and reporting requirements.

KEY ACCOUNTABILITIES:

- Develop and implement the organization's ESG strategy, aligning it with institutional goals and industry best practices.
- Conduct comprehensive assessments and analyses to identify key environmental, social, and governance issues that may affect business.
- Collaborate with cross-functional teams to integrate ESG considerations into business strategies and operations
- Engage with senior management to drive awareness and understanding of ESG principles and their impact on the organization's reputation and financial performance.
- Ensure compliance with relevant ESG regulations, standards, and reporting.
- Conduct ESG research and analysis to identify emerging trends, benchmark against peers, and provide recommendations for continuous improvement.
- Collaborate with investors, regulators, and other external stakeholders to address ESG-related inquiries and provide transparent disclosure of ESG initiatives.
- Develop and conduct ESG training and capacity building sessions for staff to ensure compliance with relevant regulations and standards
- Support the development of ESG-related communications, reports, and disclosures for internal and external stakeholders.

CANDIDATE PROFILE

- At least a Bachelor's degree in Environmental Management, Environmental Sciences, or any other relevant field.
- Professional certifications such as CFA, CSR-P, or sustainability-related certifications are advantageous.
- Prior experience in ESG strategy, sustainability consulting, corporate social responsibility, or related fields
- At least 3 years' in a banking/microfinance business operation.
- Strong understanding of ESG principles, sustainability frameworks, and industry-specific ESG issues.
- Proficiency in ESG reporting standards and frameworks
- Experience in conducting ESG risk assessments and analyses.
- Familiarity with ESG data and information sources, sustainability indices, and ratings agencies.
- Data analysis and quantitative skills to measure and track ESG performance indicators.
- Knowledge of relevant ESG regulations, guidelines, and reporting requirements.
- Proficiency in Microsoft Office applications, particularly Excel, Word and PowerPoint
- Excellent communication and presentation skills
- Relationship-building/ Networking skills

HOW TO APPLY:

If you believe you meet the requirements as stated, submit an application letter together with an up-to-date CV to our email: recruitment@ugafode.co.ug. Save the Documents as **Your Full Name** & indicate the job title you are applying for in the Email Subject Line. Your applications should be addressed to the Head of Human Resources and the closing date for receiving all applications is **16th March 2025**.

Note: UGAFODE provides equal opportunity in employment to all people. Therefore, women are encouraged to apply.