

Message Uganda:
Restore Project Manager



“I truly love working at the Message Trust because the organisation has built its DNA on people, I get to play my part in that by drawing out the BEST in young people- reminding them of their REAL God given worth & value.”

Taryn Torien, RespectME South Africa Coordinator

The Message Trust Uganda was launched in December 2024.

The Message has a special focus of sharing the love of Jesus Christ with the hardest to reach young people in urban areas. We seek to raise up Urban Heroes – culture shifting disciples who will impact their generation.

The Message Uganda shares the same vision and values as the founding organisation in the UK. The goal is to adapt and contextualise the way we impact young people and communities to better suit the Ugandan context.

The mark of a life changed by Jesus is the desire to see others changed too. We believe young people in Uganda can go from being the problem to the solution. We want to use the talents and resources that God has graciously given us to create pathways to success for tens of thousands of urban teenagers and young adults through our Creative Mission, Christ-centred Enterprise, Community Transformation and Training & Equipping initiatives.

Our dream for all those we work with is that they will grow into transformational leaders, fulfilling their God-given potential.

We are unashamed about our witness and dependence on Jesus Christ – the surest hope for the transformation of our society. We are glad that you are part of The Message family that is now growing in multiple countries around the world.

Find out more: www.messageuganda.ug



Job Title: Restore Project Manager

Location: Kampala, Uganda.

Hours: 40

Start Date: 1st July 2026

Responsible to: Message Uganda Team Leader.

Role Summary

The Restore Project Manager will lead the implementation of Restore, a Christ-centred residential restoration programme for girls rescued from sexual exploitation. The role translates vision into a safe, structured, and legally compliant programme by establishing strong operational foundations, coordinating holistic care and programme delivery, and building effective partnerships. It ensures a high-quality restoration pathway that promotes character formation and dignity, builds resilience, and enables long-term reintegration in line with organisational direction.

Key Responsibilities

1. Programme Development & Implementation.

- Lead the rollout and delivery of the Restore programme in line with its established model, phased design, and organisational mandate.
- Contribute to the development of a structured, holistic restoration pathway integrating discipleship, trauma-informed care, education, and skills development.
- Establish programme systems, tools, and frameworks for intake, care plans, and progress tracking within defined organisational standards.
- Oversee phased implementation from pre-launch through pilot and scale, ensuring fidelity to agreed programme design and organisational decision-making structures.

2. Residential Programme & Safeguarding Oversight

- Oversee the setup and day-to-day management of the Restore home, ensuring a safe, secure environment compliant with child protection and safeguarding standards.
- Contribute to safeguarding policy development and ensure consistent implementation of safeguarding procedures and accountability mechanisms.
- Ensure provision of holistic care including accommodation, health, emotional wellbeing, and daily structure in line with organisational care standards.

3. Outreach, Intake & Reintegration Pathways

- Support outreach efforts to identify and build trust with vulnerable girls in line with programme strategy.
- Oversee assessment, intake, and individualised care planning in accordance with established criteria and processes.
- Contribute to reintegration pathways including family reunification, independent living, education, and employment transitions.
- Ensure structured aftercare and follow-up systems are consistently implemented.

4. Partnerships & Stakeholder Engagement

- Develop and manage partnerships within organisational partnership frameworks with:
 - Counsellors and mental health professionals
 - Schools and vocational training institutions
 - Local churches and mentors
 - Child protection and referral systems
- Strengthen collaboration with community leaders and local authorities to support programme outcomes.

5. Team Leadership & Volunteer Development

- Recruit, train, and supervise staff, mentors, and volunteers in line with organisational staffing structures and HR policies.
- Foster a culture of discipleship, accountability, and excellence aligned with organisational values.
- Facilitate ongoing training in safeguarding, trauma-informed care, and discipleship within training frameworks and resources.

6. Monitoring, Evaluation & Learning

- Develop and implement monitoring and evaluation systems to track impact and progress.
- Conduct regular programme reviews to assess effectiveness and inform continuous improvement.
- Lead documentation, reporting, and learning processes to strengthen accountability and programme refinement.

7. Operational & Administrative Management

- Manage programme budgets in collaboration with finance staff, ensuring stewardship within allocated resources and financial controls.
- Ensure legal and regulatory compliance across all programme activities.
- Coordinate operational logistics for programme delivery, including the skilling centre and Restore shop.

8. Spiritual Leadership

- Model Christ-centred character, humility, and servant leadership in all aspects of work.
- Ensure discipleship and identity restoration in Christ remain central within programme delivery.
- Foster a spiritually healthy environment shaped by prayer, Scripture, and lived faith

Other Expectations

- Practical involvement in fundraising and personal support development as per approved annual targets.
- Submit monthly reports to the Message Uganda Team Leader and attend regular line management meetings.
- Ensure practical adherence to Safeguarding (Child Protection) policy.
- Attend devotions and Message Prayer Days.
- Exercise delegated authority in operational decisions within approved plans, budgets, and policies, escalating matters beyond this scope to the Message Uganda Team Leader.

Person Specification



Essential

- A committed Christian with a strong personal faith and active involvement in a local church.
- Passion for working with vulnerable young people, particularly girls at risk.
- Experience in project management, programme development, or social work/community development.
- Strong leadership and team-building skills.
- Understanding of safeguarding and child protection principles.
- Excellent organisational, communication, and relational skills.

Desirable

- Experience in trauma-informed care, counselling, or psychosocial support.
- Experience working in residential programmes or rehabilitation settings.
- Knowledge of vocational training or economic empowerment programmes.
- Familiarity with urban slum communities and their dynamics.

Key Competencies

- Compassion with strength (able to hold both empathy and structure)
- Strategic thinking with practical execution
- High integrity and accountability
- Relational intelligence and cultural sensitivity
- Resilience and emotional maturity

Note

The post holder must be a committed Christian who believes in the Lordship of Christ and the authority of scripture, and who wants to see the Christian message communicated effectively to young people. Applicants should be able to articulate a clear vision for their role within the work of The Message, particularly with reference to their ability to function within the framework of its Mission, Vision, Ethos and Values

All employees commit to adhering to the terms of the Children's Act of 2005 [or Ugandan equivalent]
The successful candidate for this post will be asked to apply for a Police Clearance.

This job description is not exhaustive and amendments and additions may be required in line with future organisational changes.

The Message Trust is a worldwide movement passionately sharing the love of Jesus Christ in words and actions with the hardest-to-reach young people and communities.

We're a worldwide movement passionate about sharing the love of Jesus Christ with the hardest-to-reach young people in words and deeds. In schools, communities, on stages and in prisons you'll find us giving hope to the next generation by sharing the gospel with them. Each and every day we see lives transformed as people discover their true identity.

We are committed to raising up generations of Urban Heroes. Thousands of youth from the margins who have found hope and purpose in Jesus. They are transformational leaders who are emotionally, socially and economically mature. They are people of faith, positive role models, leading healthy lifestyles, economically active. Urban Heroes not only are transformed, but transform others, creating a ripple effect of change in their families, communities and nation.

These objectives are being worked out in four main areas:

Creative Mission: Our cutting-edge mission teams creatively shares the good news about Jesus to young people through the creative arts, school programmes and gospel proclamation events. Live music events, relevant Christian music, printed materials, the internet and multi-media are all used to communicate the Gospel to young people mainly within the Cape Town area, in ways that are relevant to today's youth culture and perspectives.

Community Transformation: Our Community Hubs provide a safe environment for young people to engage in after school programmes including life skills, discipleship, educational support and fun-based youth activities. The Community Hubs are in some of Cape Town's toughest neighbourhoods and provide long-term interventions for at-risk youth. Community-based teams of volunteers advance the work of The Message through partnerships with local churches. Our goal is to see Community Hubs with full-time and volunteer youth and community workers established in the most deprived neighbourhoods of Cape Town, positively impacting the people in those areas irrespective of religion, colour or background.

Christ-Centred Enterprise: Our prisons and enterprise team provide a Christ-centred holistic approach to break the cycle of crime and gangsterism amongst young people. We do this through providing effective discipleship through our Prisons & Enterprise programmes that can give previously incarcerated young people a fresh start in life. Not only do we share the Gospel in and out of prison, but we also offer accommodation, training and a first job to young men and women with a criminal record. This intervention can stop the tragic consequences of gang activity, crime and reoffending that entraps so many youth across the city.

Training and Equipping: Inspiring and training church leaders and youth groups to be effective in reaching and communicating the Christian gospel to young people around the world. Our goal is to produce discipleship materials, evangelism training courses and to inspire people to get involved with their neighbourhoods, through social action and evangelistic outreaches.

Ethos and Values

Making A Difference

The Message Trust's work is underpinned by a clear definition of its Ethos and Values, which affirms the Christian origins of the Trust and its ongoing day-to-day working principles. This statement of ethos and values is in place to demonstrate how the Christian Faith energises the organisation's work and sustains its culture, galvanising its long-term cohesion. The Trustees, Executive, Management and Outreach posts within the organisation have been recognised as carrying a Genuine Occupational Requirement. This is to ensure that the organisation's distinctive Christian basis is sustained. This is important given the extensive nature of the organisation's Christian charitable donor base which provides the basis for the financial viability of the work. The Message Trust is an inclusive Christian organisation, working with and supporting people from all sections of the community. In particular the Statement explains how organisations and individual people from all faiths or no faith can identify with and benefit from the services and support that the organisation provides.

We maintain the Trust's Christian ethos which is founded on a belief in God the Father as Creator, Jesus Christ the Son of God the Redeemer, and The Holy Spirit, the Enabler and third person of the Trinity. The Trust also affirms that the practical application of the Christian faith in accordance with the Bible should be expressed in daily work and living. As a Christian organisation working with and supporting people from all sections of the community, we recognise the need to set out our values. These are clearly drawn from our Christian faith and our aim is that all our staff, volunteers, clients, service users, charitable funders and business partners should be able to identify with the benefits of the organisation's work and ethos.

People

We seek to empower staff to meet the needs and expectations of our clients and other service users as well as the requirements of the organisation overall. We will support staff through a comprehensive induction and training programme, backed up by strong supervision. The Message seeks to establish a culture that encourages teamwork, rewards creativity and innovation, and welcomes imaginative suggestions. Key attributes that The Message seeks in all its staff members and volunteers include valuing one another, honesty and integrity, the importance of the individual, respecting differences, a profound compassion, and working in an inclusive, non-discriminatory and non-judgemental way.

Partnership

We expect all staff to work together to achieve the aims and objectives of the organisation. To achieve this, staff will act as team players in supporting one another, recognising that more is achieved through harmony. We acknowledge and value contributions to our operation arising from the diversity of staff who join the organisation, and actively look to promote links and partnerships between the Trust and other service providers, local communities and agencies. To ensure all staff work as team players, we seek to create an environment where openness, trust and support of one another is expected. Our formal supervision policies place this expectation on all staff.

Performance

Our philosophy is to recognise the dignity and diversity of our clients and service users, to respect their independence, and to work with them to help meet their needs. Our staff will create an environment where our clients and service users are encouraged to take control of their lives and have the ability to exercise choice wherever possible. We will provide a high-quality framework for our work, which sets out guidance and

expectations. All staff and volunteers will accept their responsibility and accountability to treat clients and service users as they would wish to be treated and challenge any practice that does not meet this standard at all times. Respect for the individual's freedom of choice will be paramount at all times. By working together, we aim to be recognised for "services of excellence" which offer proven choice, added value, and individually tailored support. We will value and recognise the importance of every individual helping to achieve this goal.

Confidentiality

Any information relating to people contacted by the Trust acquired in the course of duty must be treated in strictest confidence and must be discussed only within the confines of the work setting with the appropriate members of staff.

Any information relating to staff acquired in the course of duty must be treated in the strictest confidence and must be discussed only with senior staff members or with the line manager.

All information handled must strictly adhere to our personal information privacy policies.