BACKUP UGANDA

Gulu, Uganda
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Job Title: Frostig Trainee - Every Child Can Learn

Location: Gulu and Kitgum Districts, Northern Uganda
Reports to: Project Coordinator
Contract Type: 12 months (not renewable), starting 4th January 2027
Application Deadline: 28th October 2026
Open to: Recent graduates in disability inclusion and education-related courses **(**Ugandan nationals)
Number of positions: 2

About Backup Uganda

Backup Uganda is an education-based NGO committed to promoting and providing individual attention for pupils and students in Uganda, particularly those who experience learning difficulties and disabilities. Since 2016, we have been working with schools, teachers, parents, and local leaders to promote inclusive education practices across Northern Uganda.

About Every Child Can Learn

From 2026-2028, Backup Uganda is implementing the Every Child Can Learn project in Omoro, Kitgum, and Nwoya. The project's aim is to make a significant contribution to high-quality, inclusive education for all children in Uganda through a sustainable, inclusive support system for primary school learners. The Backup team does this by:

- Strengthening teachers', administrators', parents' and caregivers' capacity for early identification and individualized management of learning difficulties & disabilities among learners at 30 primary schools;
- Strengthening district/city/municipality/town council education and health officials' and health facilities representatives' capacity for referral and specialist assistance for learners experiencing learning difficulties & disabilities;
- Encouraging inclusive learning and social environments, created and sustained by learners.

Position Summary

The **Frostig Trainee** will be responsible for advancing inclusive education by building the capacity of educators, parents, and organizations to support learners with learning difficulties and disabilities better. You will conduct trainings and mentorship sessions, raise community awareness, and help NGOs incorporate inclusive approaches into their work. Additionally, you will contribute to the design, organization, and evaluation of workshops and training programs, ensuring their effectiveness and long-term impact.

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Key Responsibilities

- Training and mentoring teachers, student teachers, Teacher Training Institute tutors, and local education and health representatives in identifying, supporting, and referring learners with learning difficulties and disabilities.
- Raising awareness among parents and communities about individual learning differences.
- Supporting NGO workers to integrate inclusive practices into their programs and projects.
- Assisting in the design and organization of training and workshops.
- Participating in monitoring and evaluation (M&E) activities for all trainings and workshops conducted.

Qualifications and Experience

- A Bachelor's degree in Education or Special Needs/Inclusive Education (completed after January 2026) from a Ugandan university.
- Additional training or experience in facilitating trainings and workshops is an added advantage.
- Proven proficiency in computer skills.
- Fluency in spoken and written English (knowledge of Luo is an added advantage but not required).

Personal Attributes

- Passionate about inclusive education and child development.
- Self-driven, proactive, and adaptable to field conditions.
- Excellent interpersonal and teamwork skills.
- High level of integrity and accountability.

How to Apply

Interested candidates should submit their **cover letter**, **CV**, and **academic documents** in one PDF file to info@backupuganda.org with the subject line **"Frostig Trainee, Gulu or Kitgum."** Please specify if you are applying for the position in Gulu or in Kitgum.

Cover letters and CVs are permitted to be shared in video format of maximum 5 minutes. Please note that this should be a video of you speaking. In your cover letter, please answer the following question: In this role, how do you expect to make a unique contribution to inclusive education in Uganda?