

OPPORTUNITIES NEW APPOINTMENTS ADVICE HUMAN RESOURCE ISSUES

JOB MART

# Ugandans tipped on oil sector jobs

By Prossy Nandudu

On Thursday, the education ministry, through the Skilling Uganda programme, organised a stakeholders' workshop to discuss the crucial issue of local skills or lack thereof, for the oil and gas sector.

The workshop, held at the Nakawa Vocational Training Institute, had interesting revelations. The chairperson of the Chamber of Mines and Petroleum, Elly Karuhanga, who officiated at the workshop, said oil companies everywhere are under pressure from their financiers, governments and civil society organisations to deliver results, so they may not want to waste time on semi-trained local people.

"When banks are on their necks, the Government is demanding taxes and civil society is busy attacking the investment, it is important to employ only qualified people with a particular skill for the sector," he said.

The workshop, according to Skilling Uganda official Jimmy Twebaze, was to bring together all departments with the oil and gas component for proper co-ordination. "We have a lot of people in the sector giving different information, so we want to come together and talk the same language," Twebaze said.

The stakeholders included the energy ministry, vocational training institutions, donors, recruitment agencies in the sector and training institutions for oil and gas.

Karuhanga said instead of demanding consideration for local people, the locals should first ensure they acquire the right qualifications and skills.

"Oil companies exploring in Uganda will not employ Ugandans without the qualifications needed in the oil and gas sector," he said.

He explained that working in an oil-related field calls for caution

## BETWEEN THE LINES:

Currently, for one to work with one of the three oil companies in Uganda, they must be certified by international bodies such as City and Guild, which offers specialised training for the oil and gas sector.

to avoid dangers such as fires as a result of oil leakages and spillage. So the concern of the oil companies would be to save on the amount of money and time that might be spent after such accidents have occurred.

"Just training people to get a certificate is not sufficient for employers to give you a job, they will not trust you, they will want someone with skills they are comfortable to work with. For that reason, they hire from outside," Karuhanga said.

Kenneth Mwesigwa, a mechanical engineer who has worked in four continents and over nine years in the oil industry agrees. Mwesigwa says Ugandans have failed to penetrate the oil and gas job market because of lack of the required hands-on-training for the complicated field.

According to Mwesigwa, thousands of jobs are available, but those who access them must strictly adhere to the requirements.

"The demand for strictness in regard to safety and security for workers means that only those professional with adequate knowledge of the dangers involved can take on such jobs," he said.

"The beauty of careers in the oil and gas industry is that they offer hands-on training as long as you are open-minded and can face the challenges," Mwesigwa said. But he says one first needs certain level of training.

Additional reporting by Norman Katende



Karuhanga (left) with the commissioner of policy and planning from the education ministry, Godfrey Dhatemwa and Reform Task Force's Rosemary Kobutagi at the workshop. Photo by Abbey Ramadhan

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**SDS Program**  
Strengthening Decentralization for Sustainability

**RECRUITMENT ANNOUNCEMENT**

Strengthening Decentralization for Sustainability (SDS) Program is a 6-year USAID funded program in support of the Government of Uganda (GOU) at the district and local government level. The project aims to improve the results and sustainability of decentralized social service delivery through appropriate tools, technical assistance, and financial support, with an initial emphasis on health and HIV/AIDS services.

SDS Program now in its final year of implementation, is currently recruiting for vacant full time position of Compliance Officer.

All interested candidates can access the position description on the SDS website, <http://www.uganda-sds.org/about-sds/opportunities-with-sds>.

Qualified applicants should send their CV addressed to the Chief of Party to [sds.jobs@uganda-sds.org](mailto:sds.jobs@uganda-sds.org), please make sure to indicate the position that's applied for in the subject line.

Deadline for submission: **5.00pm on Friday, 17 June 2016**

Only shortlisted candidates will be contacted.

## You can nurture talent

We are often taught that talent begins with genetic gifts. This is false. Talent begins with brief, powerful encounters that spark motivation by linking your identity to a high-performing person or group. This is called ignition and it consists of a tiny, world-shifting thought lighting up your unconscious mind:

"I could be them," is the introduction to Daniel Coyle's *The Little Book of Talent*, which gives 52 easy, proven methods to improve almost any skill. Here is an example. The key, he says, is to make sure you use a method that follows the R.E.P.S. gauge:

**Reaching and repeating:** Practice should require you to operate at the edge of your abilities. In short, you have to consistently reach and

constantly repeat.

**Engagement:** Practice must command your attention and make you feel emotionally invested in striving for a goal.

**Purposefulness:** Practice must directly connect to the skill you want to build. (Sounds obvious, but often what we practice has little to do with what we need to accomplish.)

**Strong, speedy feedback:** Practice must provide an immediate and consistent flow of accurate information about performance. Waiting even a day for feedback creates a mental distance and a lack of engagement that are really hard to overcome, which means much of the time you spent trying to learn.

Adapted from Internet



**THE UGANDA ASSOCIATION OF WOMEN LAWYERS (FIDA -UGANDA)**

**NOTICE OF ANNUAL GENERAL MEETING (AGM)**

FIDA Uganda, a not for Profit Organization (NGO) and champion of Women and Children's Rights, requires a qualified, dynamic and experienced legal counsel for the position below:

1) Legal Counsel/ Strategic Litigation Expert

Interested candidates are invited to view the detailed job description and application instructions from FIDA Uganda

Website: [www.fidauganda.org](http://www.fidauganda.org).

Note: Priority will be given to female candidates

The closing date for receiving applications is **15th June 2016**.



**PRIVATE SECTOR FOUNDATION UGANDA**  
Your Partner in Private Sector led development

**PRIVATE SECTOR FOUNDATION UGANDA (PSFU)**

**SKILLS DEVELOPMENT FACILITY (SDF) - JOB ADVERT**

**Background:**  
The World Bank (WB) has approved a US\$100 million credit to the Government of Uganda (GoU) for the implementation of the Uganda Skills Development Project (USDP). Its objective is to enhance the capacity of institutions to deliver high quality and demand driven training programs in the agriculture, construction and manufacturing sectors and create stronger linkages between vocational training and industry.

The USDP is made up of four components with component 3 providing \$18million towards the implementation of the Uganda Competitive Fund for employer-led short term training which will provide grants for training activities through a Skills Development Facility (SDF). The SDF will be managed by the Private Sector Foundation of Uganda (PSFU), with a Grant Committee being established to provide oversight.

PSFU now invites suitably qualified individuals, with qualifications and experience to apply for the following positions:

**1. Procurement Officer**  
**2. Project Administrator**  
**3. Accounts Assistant**

**NOTE:**  
Detailed Job profiles can be accessed on: [www.psfuganda.org](http://www.psfuganda.org)

Interested persons should submit their application, CV and copies of academic certificates indicating the position you are applying for on the top corner of the sealed envelope addressed to: **Executive Director, Private Sector Foundation Uganda (PSFU) Plot 43 Nakasero Hill Road Tel: 0312263850/0312263849 P. O. Box 7683. Kampala.**

The deadline for application is **20th June 2016** not later than 5.00pm.