



EWB Long Term Fellowship HR Officer - Laboremus Uganda

Role: Human Resources Officer

Venture: Laboremus Uganda Ltd.

Website: www.laboremus.ug

Location: Kampala, Uganda

Start Date: Training in Toronto beginning May 7th, departure for placement May 27th, 2018

Duration: 3 weeks of training in Canada, 12 months in Uganda

About Engineers Without Borders Canada (EWB)

Engineers Without Borders Canada (EWB) is a Canadian NGO that invests in people and ventures to create a thriving and sustainable world. Bolstered by its network of 40 chapters and 1300 members, EWB provides seed funding, talent and mentorship to social enterprises throughout Sub-Saharan Africa. For more information on EWB, visit <http://ewb.ca>.

About the EWB Fellows Program

The EWB Fellows Program exists to develop a cadre of Systems Change Leaders by equipping them with the opportunities, competencies and skills needed to build a more thriving and sustainable world. Every year we recruit 25-30 outstanding people for the 12-month Fellowship, placing successful candidates in one of our early-stage Ventures located throughout Sub-Saharan Africa. This Fellowship opportunity is with Laboremus Uganda and is based in Kampala, Uganda. This Fellowship opportunity is with Laboremus Uganda and is based in Kampala, Uganda.

About Laboremus

We are a young tech company that is on a mission to improve lives in East-Africa by providing ground breaking technology solution. We are a textbook case that shows how a private company can impact and drive developments in frontier markets. Our story began in Oslo in 1996 with the founding of Laboremus Oslo. Today, our group is active in Scandinavia under the 'Quesnay' brand and enjoys a strong reputation as developer of technology solutions for the finance sector.

In 2013 we opened our Kampala office. Our 21 highly talented software developers, product



owners and consultants deliver projects to banks in Scandinavia as well as solutions to governments, private companies, NGOs and fintechs in East-Africa. Since 2016 we are also active in the financial inclusion; we leverage our expertise in financial technology to provide unbanked rural areas with access to finance. As part of our efforts, we recently launched an ambitious project with the UN to provide affordable loans to dairy farmers in Uganda using advanced data analytics.

About the Role

The Fellow will help us in our mission to create “a world where inspired Africans provide ground-breaking technology solutions”. As HR Officer you help us to bring our HR practice to the next level. Your assignment is to reshape our strategic people development framework. Specially:

- You develop a capacity grid tailored to our junior, medior and senior people
- You expand our training program
- You improve our appraisal and career counselling methodology

You do this in close cooperation with the Managing Director and two team leads that mentor our software developers and product owners. Other than that you support us on:

- Recruitment
- Staff evaluation
- Employment contracts
- On/off-boarding process

Sound exciting? Here's who we are looking for.

Skills & Qualifications

We look for a driven and ambitious Fellow who combines a professional approach with an open attitude to thrive in a new culture. Specifically:

- You have great communication and people skills
- You have experience in HR or related field
- You bring a self-starting work attitude



- You have a high level of integrity and confidentiality

Please note: You must be a Canadian citizen, permanent resident, or landed immigrant in order to apply. No exceptions.

Compensation

All costs relating to the placement are either paid for directly by EWB (airfare, insurance, vaccinations, trainings) or indirectly through a living stipend, which covers food, living expenses, local travel, etc. Fellows also receive an honorarium that can be used to assist with repatriation costs that is provided after completion of 12 month contract. The stipend covers basic living expenses for a modest lifestyle in your placement country. It is not likely that you will be able to use the stipend to cover previous expenses (ex. student loans). However, EWB will do its best to support you in extending the non-repayment period on student loans if necessary.

Additionally, EWB offers a range of benefits including insurance, a settlement allowance, professional development opportunities, and more.

Application Instructions

Submitting your application for the EWB Fellowship involves two steps:

Step 1: Under the subject line “HR Officer - Laboremus”, submit your CV/Resume to ltfrecruitment@ewb.ca.

Step 2: Complete the [following online application form](#).

We **highly encourage** applicants to apply for more than one role as this is a highly competitive program. If you would like to submit your candidacy to more than one role, please fill out separate forms.

Applications will be reviewed, and interviews scheduled on a rolling basis, so please submit your application as soon as possible. If the posting is still on our website, consider the role available.

For further detail about EWB, please refer to our [website](#).