



UGANDA RAILWAYS CORPORATION

JOB ADVERTISEMENT FOR MANAGING DIRECTOR

BACKGROUND

Uganda Railways Corporation (URC) is a corporate body established by the URC Act, Cap—331 Laws of Uganda. The mandate of the Corporation is to construct, operate, and maintain Railway, Marine, and Road services both inside and outside Uganda for the carriage of passengers and goods.

In line with its bold and ambitious strategic plan that entails strategic interventions to boost the railways sector, URC is now seeking to recruit a strategically emboldened and commercially astute person for the position of Managing Director and hereby invites applications from qualified individuals.

JOB PURPOSE

The **Managing Director** will hold overall responsibility for the strategic leadership and day-to-day operational management of the Corporation, ensuring alignment with the organization's mission and long-term vision. Reporting directly to the Board of Directors, the Managing Director will be tasked with driving the achievement of the Corporation's strategic objectives, overseeing the delivery of a modern railway infrastructure for Uganda, and fostering stakeholder engagement. This includes creating awareness of existing and potential opportunities within the sector and facilitating investment from both domestic and international investors.

In this capacity, the Managing Director will lead efforts to enhance the railway's attractiveness and competitiveness, ensuring that operations are efficient, sustainable, and fully aligned with Uganda's national objectives for rail transport. Additionally, the role involves spearheading initiatives that promote an enabling environment for a thriving railway business, emphasizing sustainable practices that support long-term growth.

The Managing Director will ensure the profitable operation and strategic development of Uganda Railways Corporation, working within the mandates of national laws and policies, and adhering to the direction set forth by the Board. The position will be central to steering the Corporation towards fulfilling its mission and vision while balancing commercial success with national transportation goals.

KEY DUTIES AND RESPONSIBILITIES

- Serving as a link between the Board and the Management and recommending to the Board the strategy and annual business plans for the corporation; providing regular, thorough, and prompt communication to the Board on key technical, financial, and administrative matters and communicating the Board's strategies, decisions, and policies to Senior Management and Staff.
- Providing Strategic Leadership, general supervision, and management of the Corporation on a day-to-day basis in accordance with the plans and policies approved by the Board to ensure achievement of the corporation's strategic objectives;
- Be the Accounting Officer to the Board in matters of the Corporation's financial and technical performance and in ensuring that the corporation delivers on its mandate as stipulated by the Act.
- Provide professional management to the Corporation on sound commercial principles by policies and decisions made by the Board.
- Promote efficient, safe, and reliable railways transport services including coordinating the Corporation's strategic goals of establishing a modern railway facility and positioning railways at a national level aligns with the goals of the country..
- Provide strategic leadership in acquiring and managing financial resources, capital facilities and infrastructure
- Lead the development and implementation of Business strategies and plans for growth.
- Coordinate the proper and efficient deployment and use of the assets and resources of the Corporation.
- Formulate and gain agreement for major plans, i.e. the business plans and estimates of income and expenditure to ensure that they are effectively implemented.
- Lead the efficient implementation of Board decisions.
- Guide the leadership team in developing and achieving business performance and individual objectives.
- Provide effective leadership to ensure that functional objectives are implemented and met regularly.
- Provide leadership to the Corporation on adapting and responding effectively to change.
- Provide strategic leadership in implementing effective and progressive human resource management/administrative policies, practices and systems and driving the human capital development agenda and succession plan for the Corporation and ensuring that it acquires a human resource force appropriately.

- Maintain a conducive working environment suitable for attracting, developing and retaining an efficient, motivated and a progressive workforce that properly strengthens the Corporation to deliver on its mandate and objectives
- Oversee a properly designed and regularly reviewed performance management system to maximize the efficiency and effectiveness of the corporation's Staff including staffing plans and appropriate delegation and decision-making frameworks to support the accomplishment of corporate goals and objectives.
- Entrench a working culture and promote creativity and innovation in the corporation.
- Providing Strategic Leadership and ensuring that the Corporation grows to become a financially sustainable state enterprise by generating its resources and effectively and efficiently leading the deployment of available resources for the best value to the corporation and public interest
- Lead in assuring financial capability of the corporation to continuously deliver on its mandate including in proper internal controls, implementation of efficient financial systems that support the effective use of resources and ensuring well returned financial audits.
- Maintain and communicate to the public in the country and internationally the exceptional image for the corporation.
- Foster a good working relationship with and under guidance/consultation with the parent Ministry.
- Ensure compliance with national, regional, and international laws as may be applicable.

QUALIFICATIONS

- An honors Bachelor's Degree and Masters degree in any of the following fields; Engineering, Commerce, Business Administration, Economics, Management, Accounting, and Law from a recognized University.
- Additional qualifications in the transport and logistics sector is an added advantage.

EXPERIENCE AND COMPETENCIES

- **Extensive Professional Experience:** A minimum of fifteen (15) years of relevant professional experience, ten (10) of which at a senior management level.
- **Leadership with proven track record in Key Sectors:** Senior-level leadership in areas such as transport and logistics, urban transit, infrastructure project financing, or equivalent sectors is mandatory.
- **High-Level Stakeholder Engagement:** Experience in fostering strong relationships and engaging with government officials and senior leaders in public and private sectors is required.

- **Communication, Interpersonal and Negotiation Skills:** Excellent communication, negotiation, and presentation skills, with the ability to effectively convey complex ideas, influence decisions, and represent the Corporation at the highest levels.
- **Strong Analytical and Problem-Solving Skills**

APPLICATION PROCEDURE

All qualified candidates should submit their applications together with their certified copies of relevant academic certificates, curriculum vitae, copies of valid Ugandan National Identity card, list of three (3) referees (on character and professional experience) with their names; details of contact numbers, physical addresses, and email addresses in hard or soft copies to the addresses below not later than, **15th November 2024 16: 00 Hours**

The Chairman, Board of Directors Uganda Railways Corporation. Plot 57 Nasser Rd, Kampala.

Email: info@urc.go.ug

NOTE

- Uganda Railways Corporation is an Equal Opportunity Employer and is committed to diversity and gender equality.
- Any canvassing or interference with the selection process by any candidate or a third party connected/affiliated with the applicant will result in the immediate disqualification of the applicant
- Only shortlisted candidates will be contacted.