



## Volunteer Opportunity: Training Programme Designer

**Call for Applications: International Volunteer – Training Programme Designer & Capacity Building Advisor**

### I. Organizational Overview

Voluntary Initiative Support Organisation (VISO-UG) is an independent, non-profit leader dedicated to transforming communities affected by conflict and disaster. Operating across the Great Lakes Region, our mission focuses on post-conflict recovery, sustainable development, and empowering local partners through high-impact capacity building and technical expertise.

### II. The Opportunity and Role

VISO-UG is seeking a highly skilled International Volunteer to serve as a Training Programme Designer and Capacity Building Advisor. This is a strategic role focused on standardizing our technical knowledge into professional, measurable, and repeatable training products to enhance the capacity of our local partners.

Detail	Description
<b>Position</b>	International Volunteer – Training Programme Designer
<b>Location</b>	Flexible: Remote or On-site in Gulu, Uganda
<b>Duration</b>	4-6 Months, Part-Time (20 hours/week) or Full-Time]
<b>Compensation</b>	Voluntary Position. Logistics (travel, visa, accommodation, and a modest stipend) are dependent on successful third-party sponsorship secured by VISO-UG.

### III. Key Deliverables & Scope of Work

**The Volunteer will be responsible for the following core outputs for VISO-UG's Capacity Building Project:**

- 1. Curriculum Standardization:** Design and finalize comprehensive, modular, and competency-based curricula for VISO's 5-7 core learning modules (e.g., DDR Fundamentals, RBM, M&E for Humanitarian Programs, Project Proposal Development).
- 2. Training Package Development:** Develop complete, high-quality professional training materials for each module, including:
  - Detailed Trainer's Manuals (with facilitator notes, timing, and methodologies).
  - Participant Workbooks and handouts.
  - Visual aids (e.g., PowerPoint templates).
  - Contextually relevant case studies and exercises.
- 3. Training of Trainers (ToT) Framework:** Create a brief framework and content to ensure VISO's local staff can consistently and effectively deliver the newly designed programs.
- 4. Evaluation Framework:** Design a clear and practical Monitoring & Evaluation (M&E) tool (e.g., based on the Kirkpatrick model) to measure training effectiveness, including participant satisfaction, knowledge transfer, and organizational impact.

#### IV. Required Qualifications and Experience

This role requires a senior professional with demonstrable instructional design expertise, especially in the development sector.

Category	Essential Requirements
Education	Advanced Degree (master's preferred) in Education, Instructional Design, Organizational Development, or International Development.
Professional Experience	Minimum 7 years of progressively responsible professional experience in curriculum design, training development, or technical advisory, preferably within the NGO or technical assistance sector.
Technical Skills	Expertise in Instructional Design (ID) and proven application of adult learning methodologies. Proven ability to structure complex, technical subjects (like RBM or P/CVE) into clear learning outcomes.
Soft Skills	Excellent cross-cultural communication, adaptability, and the ability to work effectively with diverse teams both remotely and on-site.
Desirable	Prior experience designing content for blended or remote learning platforms. Previous experience working in Sub-Saharan Africa or a similar post-conflict setting.

#### V. How to Apply

Interested candidates should submit the following documents to the designated application email address:

1. Current Curriculum Vitae (CV)/Resume.
2. A cover letter (maximum 1 page) highlighting your Instructional Design philosophy and how your experience aligns with capacity building in the Great Lakes Region.

Please submit your application to: [info@viso-ug.org](mailto:info@viso-ug.org)

##### How to Apply

Please send your **CV** and a **brief statement of interest** (max 1 page) to [info@viso-ug.org](mailto:info@viso-ug.org) by February 12, 2026 (Extended Deadline). Ensure to specify the subject line of the email as **“Training Programme Designer”**. Applications will be reviewed on a **rolling basis** until a suitable candidate is found.