

Job Opportunity

Date: 4th August 2026

Background:

The African Field Epidemiology Network (AFENET) is a not-for-profit networking alliance and service organization that brings together Field Epidemiology Training Programs (FETPs) across Africa, working side by side with Ministries of Health, regional and international partners. AFENET works to strengthen the epidemiology and disease surveillance capabilities of African countries, which are critical to meeting the requirements of the Integrated Disease Surveillance and Response (IDSR) strategy and the International Health Regulations (IHR). AFENET is seeking to recruit a highly qualified and experienced person to serve in the position below:

Job Title:	Head of Internal Audit and Risk Management
Department:	Internal Audit and Risk Management
Location/Workstation:	AFENET Secretariat - Kampala, Uganda
Reports to:	Director, AFENET
No. of Vacancies:	One (1) Position

Job Purpose:

Provide independent, objective assurance and advisory services to the Finance, Audit and Risk Management Committee, the Board and Management by evaluating and improving the effectiveness of governance, risk management, internal controls, compliance and operational processes in support of AFENET's strategic objectives.

Key Responsibilities / Duties / Tasks

- Lead the development and implementation of AFENET's internal audit and risk management strategy, in alignment with the organization's strategic plan, policies, donor requirements and applicable regulations.
- Develop and submit for approval an annual risk-based internal audit plan that prioritizes key strategic, operational, financial, compliance, information systems and fraud risks.
- Provide independent assurance to the Finance, Audit & Risk Management Committee, the Board and Management on the adequacy and effectiveness of governance, risk management and internal control systems.

- Oversee planning, execution and reporting of internal audit assignments, including financial, operational, compliance, grant, programme and systems audits across AFENET offices and projects.
- Establish and maintain an effective enterprise risk management framework, support risk identification and assessment, and monitor mitigation actions for significant organizational risks.
- Evaluate compliance with AFENET policies, donor agreements, statutory requirements, Board directives, international best practice and approved financial and administrative procedures.
- Prepare clear, high-quality audit reports that communicate findings, root causes, risk implications and practical recommendations for improving controls, accountability and operational efficiency.
- Present periodic audit, risk and compliance reports to Management, the Finance, Audit and Risk Management Committee and the Board, and advise on emerging risks and corrective actions.
- Monitor implementation of internal and external audit recommendations, validate management action plans and escalate overdue or high-risk issues for timely resolution.
- Coordinate with external auditors, donor auditors, regulators and other assurance providers to promote audit quality, avoid duplication and support timely completion of audits.
- Lead or support investigations into suspected fraud, misconduct, misuse of resources or non-compliance, and recommend appropriate preventive and corrective measures.
- Build capacity of staff on risk management, internal controls, compliance, ethics and accountability through guidance, training and advisory support.
- Lead, supervise and develop the Internal Audit and Risk Management team, ensuring adherence to professional standards, quality assurance requirements and continuous improvement.

Academic Qualifications

- A Bachelor's degree in Accounting, Finance, Auditing, Business Administration, Commerce, Risk Management or a related field from a recognized institution.

And

- A Master's degree in Accounting, Finance, Auditing, Business Administration, Risk Management, Public Administration or a related field is required.

Professional Qualifications / Membership in Professional Bodies

The candidate must hold at least one relevant professional qualification and be a member in good standing of a recognized professional body, such as:

- Certified Internal Auditor (CIA);
- Association of Chartered Certified Accountants (ACCA);
- Certified Public Accountant (CPA);
- Certified Information Systems Auditor (CISA), Certified Fraud Examiner (CFE), Certified Risk Management Professional or an equivalent recognized qualification will be an added advantage.

Work Experience:

- At least ten (10) years of progressively responsible experience in internal audit, external audit, risk management, compliance, investigations or a related assurance function, of which at least five (5) years should be at senior management level.
- Demonstrated experience developing and implementing risk-based audit plans, enterprise risk management frameworks, internal control reviews and audit follow-up systems.
- Strong knowledge of auditing standards, governance principles, risk management frameworks, donor compliance requirements, fraud risk management and financial management systems.
- Experience working with NGOs, international development organizations, public health programmes or donor-funded projects will be an added advantage.
- Practical experience using financial accounting and audit management systems, including SUN System or similar software, will be an added advantage.

Remuneration and Benefits: A competitive remuneration and benefits will be offered to the successful candidate

Application Process:

Interested candidates should submit their application letters and Curriculum Vitae detailing their academic qualifications, experience and skills and attach copies of relevant academic and professional certificates together with three references to:

The Human Resource Office, African Field Epidemiology Network (AFENET).

<https://recruitment.afenet.net> and a copy on Email: sec@afenet.net by Friday, September 04, 2026, by close of business 5:30 pm (East Africa Time).

Please note ONLY successful candidates shall be contacted for interview.



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