MINISTRY OF TRADE, INDUSTRY AND COOPERATIVES

ADVERTISMENT FOR SYSTEMS DEVELOPMENT AND SUPPORT TEAM FOR THE WOOD INDUSTRY INFORMATION MANAGEMENT SYSTEMS (WIIMS) UNDER THE NATIONAL TIMBER TRACEABILITY AND LEGALITY ASSURANCE, U-TIMBER PROJECT.

1. Background and Job Purpose

The Ministry of Trade, Industry and Cooperatives with support from Food and Agricultural Organization (FAO) under FAO–EU Forest Governance & Value Chains (FGVC) Programme is developing the **Wood Industry Information Management System (WIIMS)** as part of the National Timber traceability and legality assurance system known as **U-TIMBER.** The Wood Industry Information Management System (WIIMS) is responsible for registering processors, monitoring timber processing and trade flows, and generating traceability and compliance data for domestic and export markets

The Ministry wishes to recruit dedicated and competent staff to work as the Systems Development and Support Team (SDST) responsible for supporting the design, development, deployment, and long-term sustainability of the Wood Industry Information Management System (WIIMS).

The Ministry of Trade, Industry and Cooperatives therefore invites suitable qualified Ugandans to fill the vacancies existing in the Ministry under the **U**-**TIMBER Project.**

The detailed requirements of the positions are as indicated below.

1. **Job Title:**   **Development Lead / DevOps Engineer**

  Number of posts: one (1)

  Location: Ministry Headquarters

  Reports to: Project Coordinator

  Job Type: Part Time

  Terms: Contract

  Job Purpose: To provide overall technical leadership; Manage Develops/Infrastructure functions to ensure secure architecture and design, reliable deployments and High Uptime; and Coordinate the development workflow, and ensures that all technical outputs align with system specifications and project requirements

Duties and Responsibilities

- Lead WIIMS system architecture design and ensure alignment with U-TIMBER standards.
- Translate functional requirements into technical specifications and assign development tasks.
- Supervise backend, frontend, mobile, DevOps, QA, and writing/graphics teams.
- Conduct code reviews, enforce coding/security standards, and optimize performance.
- Oversee integration with WEIS and other U-TIMBER components.
- Lead sprint planning, development cycles, and stakeholder technical meetings.
- Produce high-level technical documentation.
- Set up and maintain hosting infrastructure/environments for WIIMS (development, staging, production).
- Implement and manage CI/CD pipelines and automated deployment workflows.
- Configure monitoring, logging, alerts, and performance management tools; respond to incidents.
- Manage backups, disaster recovery, access controls, and cloud/security configurations.

- Maintain technical and infrastructure documentation, including deployment run books and architecture notes.

Qualifications and Experience:

- Bachelor's degree in Computer Science, Software Engineering, Computer Engineering, Electrical Engineering or related field from a recognized institution.
- Master of Science in Computer Science, Software Engineering or related field.
- At least seven (7) years' experience in software engineering and system design, including proven DevOps/cloud experience (CI/CD, deployments, monitoring).
- Strong proficiency in Java, Python, and JavaScript/TypeScript; experience with Spring Boot, React, and microservices.
- Hands-on experience with AWS/Azure, Docker, Kubernetes, and Infrastructure as Code tools.
- Experience with CI/CD tools, monitoring/logging, and backup/disaster recovery.
- Strong leadership, system integration, security mindset, documentation, and problem-solving skills.

2. **Job Title: Backend Developer**

Number of posts:	one (1)
Location:	Ministry Headquarters
Reports to:	Development Lead
Job Type:	Part Time
Terms:	Contract
Job Purpose:	To develop server-side logic, APIs, databases, and business rules that power WIIMS functionality and ensure seamless integration with WEIS and the national U-TIMBER platform

Duties and Responsibilities

- Develop backend logic, APIs, and business rules for Wood Industry Information Management System (WIIMS)
- Design/optimize databases and ensure data integrity. Implement authentication, authorization, and secure data handling.

- Integrate WIIMS backend with WEIS and U-TIMBER Central services.
- Debug backend issues, support quality assurance, and optimize server performance.
  Maintain backend documentation.

Qualifications and Experience:

- Bachelor's degree in Computer Science, Software Engineering, Computer Engineering, Electrical Engineering or related field from a recognized Institution.
- Master of Science in Computer Science, Software Engineering or related field from a recognized Institution is an added advantage.
- Experience of five (5) years and above in backend development.
- Strong proficiency in Python, Java, Golang; Django/ Flask/ FastAPI.
- Skilled in PostgreSQL, MySQL, MongoDB, Redis.
- Knowledge of cloud hosting and Docker/Kubernetes

3. Job Title: Frontend Developer

Number of posts: one (1)
Location: Ministry Headquarters

Reports to: Development Lead

Job Type: Part Time

Terms: Contract

Job Purpose: To build the user-facing components of WIIMS, translating UI/UX designs into intuitive, responsive, and accessible interfaces for processors, traders, and government users.

Duties and Responsibilities

- Build intuitive & responsive WIIMS user interfaces.
- Convert UI/UX mockups into functioning screens.
- Ensure cross-browser compatibility and performance.
- Integrate frontend with backend APIs.
- Support UI testing, bug fixing, and design improvements.
- Collaborate closely with the graphics designer

Qualifications and Experience:

- Bachelor's degree in Computer Science, Software Engineering from a recognized Institution.
- Master of Science in Computer Science, Software Engineering or related field from a recognized Institution.
- Computer Engineering, Electrical Engineering or related field.
- Experience of six (6) years and above of full stack development experience.
- Expertise in React, JavaScript, HTML5, CSS3, Bootstrap.
- Experience integrating REST APIs and responsive UI design.
- Familiarity with UX principle

4. **Job Title: Mobile Developer**

Number of posts:	one (1)
Location:	Ministry Headquarters
Reports to:	Development Lead
Job Type:	Part Time
Terms:	Contract
Job Purpose:	To design and develop mobile applications to support field-based data entry, inspections, and trader/processor interactions, including offline functionality and secure synchronization.

Duties and Responsibilities

- Develop WIIMS mobile applications for Android/iOS.
- Implement offline-first data capture and synchronization.
- Conduct device-based testing and optimize app performance.
- Ensure secure API integration and authentication.
- Maintain mobile build workflow and support rollout.
- Provide technical support during field testing

Qualifications and Experience:

- Bachelor's degree in Computer Science, Software Engineering, Computer Engineering, Electrical Engineering or related field from a recognized Institution.
- Master of Science in Computer Science, Software Engineering or related field from a recognized Institution.

- Experience of six (6) years and above of fullstack development.
- Strong experience with Android (Java/Kotlin) or cross-platform tools (Flutter/React Native).
- Skilled in integrating APIs and mobile UI design.
- Experience in device testing, debugging, and deployment

5. Job Title: **Quality Assurance / Technical Writer**

Number of posts: one (1)
Location: Ministry Headquarters

Reports to: Development Lead

Job Type: Part Time

Terms: Contract

Job Purpose: To conduct structured testing of all system components, identify bugs and gaps, validates fixes, and ensures that system meets functional, security, and performance requirements before deployment. Produce clear technical documentation (user guides, onboarding materials, and API references) to support developers, administrators, and end users.

Duties and Responsibilities

- Develop test plans, scripts, and acceptance criteria.
- Perform functional, regression, performance, and basic security testing.
- Log defects, verify fixes, and maintain issue trackers.
- Validate user workflows, data accuracy, and system outputs; support user acceptance testing (UAT).
- Prepare structured QA reports to inform release readiness and deployment decisions.
- Prepare user manuals, onboarding guides, and helpdesk support documents for WIIMS and U-TIMBER users.
- Maintain version-controlled documentation repositories and update documentation after releases.
- Coordinate with developers, DevOps, and stakeholders to ensure documentation accuracy and consistency.

Qualifications and Experience:

- Bachelor's degree in Computer Science, Software Engineering, Computer Engineering, Electrical Engineering or related field from a recognized Institution.
- Master of Science in Computer Science, Software Engineering or related field is an added advantage.
- Experience of Nine (9) years and above in system development.
- Experience in software testing methodologies & tools.
- Familiarity with test automation frameworks.
- Strong analytical, documentation, and troubleshooting skills.
- Strong skills in simplifying complex information.
- Proficiency with documentation tools (Markdown, Google Workspace, and Confluence.

6. Job Title: Graphics Designer / Animator

Number of posts: one (1)
Location: Ministry Headquarters

Reports to: Development Lead

Job Type: Part Time

Terms: Contract

Job Purpose: To create UI mockups, icons, infographics, and explainer animations that enhance user experience and support training.

Duties and Responsibilities

- Develop UI mockups, icons, layout assets, and design elements.
- Produce training animations, infographics, and explainer videos.
- Support documentation and system training materials.
- Work closely with frontend to ensure design coherence.
- Maintain a cohesive visual identity for WIIMS and U-TIMBER.

Qualifications and Experience:

- Diploma in Graphics Design, Animation, Multimedia, or equivalent from recognized institution.
- Degree in Graphics Design, Animation, Multimedia or related field is added advantage.
- Proficiency in Adobe Illustrator, Photoshop, After Effects, Premiere Pro.

- Years of nine (9) years and above in producing infographics and animations.
- Strong visual communication and creativity skills.

7. **Job Title:** **U-TIMBER Administrator / Technical Support Office**
   Number of posts: one (1)

   Location: Ministry Headquarters

   Reports to: Project Coordinator

   Job Type: Full time

   Terms: Contract

   Job Purpose: To provide administrative, coordination, and user-support services for effective system operations,

Duties and Responsibilities

- Provide administrative and user-support functions for WIIMS and U-TIMBER rollout.
- Manage user accounts, permissions, and system access levels.
- Support onboarding of traders, processors, and government officers.
- Resolve common user issues and escalate technical problems appropriately.
- Maintain issue logs, training attendance, and user compliance records.
- Support preparation of training workshops, field missions, and Secretariat logistics.
- Assist Project Management Team in ensuring proper documentation, data consistency, and reporting compliance.

Qualifications and Experience:

- Bachelor's degree in Business Administration, Information Technology, Public Administration, or related field.
- Experience in helpdesk/user support, administrative coordination, or system onboarding.
- Strong communication, record-keeping, and customer-support skills.
- Familiarity with digital systems and basic data-entry/management.
- Ability to train users and manage permissions

Application Procedures:

All suitable qualified and interested individuals should submit sealed applications accompanied with certified copies of their academic documents, detailed Curriculum Vita with telephone and e-mail contacts, Recent Passport photo, and National ID should be addressed to the Permanent Secretary, Ministry of Trade, Industry and Cooperatives, Famers' House Plot 6/8, Parliamentary Avenue P.O.BOX 7103, Kampala.

Applications should be delivered to the Ministry of Trade, Industry and Cooperatives Headquarters Security Registry between 8:00 am-5.00 pm working days or via e-mail mintrade@mtic.go.ug not later than 6th March 2026 at 5:00pm.

PERMANENT SECRETARY