**TERMS OF REFERENCE (TOR)**

**RECRUITMENT OF BOARD OF DIRECTORS**

**HABITAT FOR HUMANITY UGANDA (HFHU)**

**1. Introduction and Overview**

Habitat for Humanity is a leading global nonprofit organization working in over 70 countries, driven by the vision that everyone deserves a decent place to live. Founded in 1976 as a Christian housing movement, Habitat has grown into a global leader in addressing housing poverty, empowering families and communities through housing, advocacy, and partnerships.

**Habitat for Humanity Uganda (HFHU)** is a locally registered, ecumenical Christian NGO affiliated with Habitat for Humanity International. Established in **1982**, HFHU has worked for over four decades to eliminate poverty housing and improve living conditions for vulnerable families in Uganda.

To date, HFHU has **built, rehabilitated, improved, or repaired more than 40,000 houses, transforming the lives of over 240,000 people** across Uganda. HFHU’s programs go beyond housing to include:

* **Decent and Affordable Housing Solutions** – new construction, renovations, and home improvement.
* **Water, Sanitation, and Hygiene (WASH)** – provision of rainwater harvesting systems, sanitation facilities, and hygiene promotion.
* **Secure Land Tenure and Property Rights** – legal support, land rights sensitization, and will writing for vulnerable households.
* **Housing Disaster Risk Reduction & Resilience (HDRR)** – helping communities prepare for, withstand, and recover from disasters.
* **Advocacy and Strategic Partnerships** – working with government, NGOs, private sector, and communities to influence housing and land policies.
* **Livelihood and Vocational Skills Development** – training families in trades such as masonry, carpentry, and tailoring for sustainable incomes.

HFHU is governed by a **Board of Directors**, which meets quarterly and operates through specialized committees such as:

1. Finance and Audit Committee
2. Governance and Human Resources Committee
3. Fundraising and Partnerships Committee
4. Programs Committee

An effective Board is critical to HFHU’s success, providing governance oversight, strategic guidance, fundraising leadership, and accountability. HFHU now seeks to recruit **three highly qualified, diverse, and committed individuals** to join its Board of Directors and strengthen the governance and sustainability of the organization.

**2. Scope of Work**

**(a) Roles & Responsibilities of the Board**

The Board of Directors is collectively responsible for the governance, strategic direction, and oversight of HFHU. Members are expected to contribute their expertise, networks, and leadership to advance the organization’s mission.

**General Duties of Board Members**

Each Board member is expected to:

* Attend and actively participate in all quarterly board meetings.
* Serve on at least one Board committee.
* Support and uphold Board decisions collectively.
* Act as an ambassador for HFHU, promoting its mission and building networks of support.
* Contribute to HFHU’s sustainability through personal giving or mobilizing resources.
* Maintain confidentiality and act in the best interest of HFHU at all times.

**(b) Specific Responsibilities of the Board**

Governance & Compliance

* Ensure HFHU operates in compliance with Ugandan laws and international best practices.
* Uphold HFHU’s Constitution, policies, and governance framework.
* Provide oversight on risk management, internal controls, and accountability.

Strategic Oversight & Organizational Performance

* Provide strategic direction and approve HFHU’s long-term plans and priorities.
* Review and approve annual work plans, budgets, and policies.
* Monitor and evaluate program effectiveness and impact.

Executive Leadership & Board–Management Partnership

* Provide oversight and support to the National Director and senior leadership.
* Ensure effective implementation of Board resolutions.
* Offer mentorship and advice to HFHU’s leadership team.

Fundraising & Resource Mobilization

* Support fundraising efforts through donor engagement and advocacy.
* Leverage networks to attract resources, partners, and investors.

Advocacy & External Relations

* Represent HFHU at national and international forums.
* Build strategic partnerships with government, NGOs, faith-based groups, academia, media, and the private sector.
* Advocate for affordable housing, land rights, and community development policies.

Board Development & Effectiveness

* Recruit diverse and skilled members to strengthen the Board.
* Participate in Board evaluations and training.
* Sign and adhere to the HFHU Board Member Commitment Agreement.

**3. Qualifications & Key Competencies**

Based on HFHU’s **Board Skills Assessment (2025)**, the organization seeks to strengthen its Board with expertise and diversity in the following areas:

**Priority Professional Skills Needed**

* Legal expertise (land tenure, governance, compliance)
* Marketing, fundraising, and resource mobilization
* Strategic management and planning
* Urban planning, construction, and real estate
* Human resources and organizational development
* Technology and innovation
* Program management and social services

**Sectoral Representation Needed**

* Government (policy and housing/land sector)
* NGO/development sector
* Religious/faith-based community
* Academia and educational institutions
* Private sector/corporate leadership
* Media and communications

**Diversity Considerations**

* **Age:** Increase representation from younger professionals (19–34 and 35–50 age groups).
* **Gender:** Strengthen female representation on the Board.
* **Professional background:** Broaden expertise beyond finance/economics, which is already well represented.

**Additional Requirements**

* Proven leadership experience in business, government, academia, or civil society.
* Recognized expertise in development, housing, finance, or governance.
* Strong commitment to HFHU’s mission and Christian values.
* Willingness to dedicate time to meetings and committee service.
* Ability to leverage professional networks for partnerships, fundraising, and advocacy.

**Additional Board Member Requirements**

* Extensive executive leadership experience in business, government, or the NGO sector.
* Highly respected and regarded as an expert in development, housing, or nonprofit management.
* A strong commitment to HFHT’s mission and the ability to advocate for its beneficiaries.
* Ability to strengthen the organization through professional expertise and strategic guidance.
* Availability to attend board meetings and actively contribute to decision-making.
* Ability to bring diversity to the Board in terms of age, gender, expertise, and cultural background.
* Passionate about social change, affordable housing, and community development.
* Strong strategic thinking skills, able to see the bigger picture and long-term vision of HFHT.
* Experienced in people management, teamwork, and leadership development.
* Well-versed in NGO governance and nonprofit sector regulations.

**4. Remuneration & Commitment**

* Board service is voluntary and non-remunerated.
* Members are expected to attend at least four Board meetings annually and actively serve on committees.
* A modest allowance will be provided for attending official meetings, as per HFHU policy.

**5. Application Process**

Interested candidates should submit the following:

* A cover letter expressing interest and alignment with HFHU’s mission.
* A detailed CV highlighting relevant qualifications and experience.
* Contact details of at least three referees.

**Applications should be submitted to:**
**Email:** **hr@hfhuganda.org**
**Address:** Habitat for Humanity Uganda, Plot 1026 Lukadde Road, Kira Ward, P.O. Box 16327, Kampala, Uganda.

**Deadline for applications:** ***Friday, 31st October 2025***

HFHU looks forward to welcoming visionary, diverse, and strategic leaders to join its Board of Directors in advancing the mission of transforming lives and communities through decent and affordable housing.