



VACANCY: ICT SECURITY OFFICER

Organization: UGAFODE Microfinance Limited (MDI)

Vacancy #: HR/STAFF/VAC – 11/08/2026

Duty Station: Head office.

Job Purpose:

The job holder shall be responsible for enforcing compliance to all aspects of computer security in UGAFODE MDI especially in operationalizing of the Cyber Security Strategy, Policies, Standards, Procedures, Methods, best practices, architecture and systems to protect the bank's data and ICT systems from Cyber threats while evaluating the MDI's ICT environment and data processing to ensure compliance to applicable standards & laws and relevance with industry security norms.

KEY ACCOUNTABILITIES:

1. Implement, maintain and monitor UGAFODE's Cyber Security systems and participation in the design and implementation of up-to-date IT standards, policies, guidelines and appropriate architectural principles to ensure the UGAFODE's IT Security goals continue to be met
2. Manage UGAFODE's IT Security systems and tools, e.g. firewalls, data protection controls, log analyzers, end-point-security, patching, encryption, vulnerability scanning and pen testing etc. ensuring that they are use optimally, including, monitoring and enforcing security access procedures to UGAFODE's Information Technology Systems and networks.
3. Research, evaluate, design, test, recommend and/or plan technological upgrade improvements and major changes to the IT Security environment, and analyze their impact on the existing environment, while overseeing their proper deployment, configuration, and functioning.
4. Providing training on IT Security Awareness trainings to UGAFODE's personnel as per established IT security training programs to promote good security hygiene.
5. Serve as the department's representative to support IT security & operational audits by UGAFODE's internal assurance functions or third-parties to ensure UGAFODE maintains a strong security posture including ensuring that service-level agreements with outsourced ICT security services providers are enforced.
6. Enforce UGAFODE's ICT Change and Incident management activities and processes ensuring that they are in line with the approved IT Policies.
7. Work with ICT staffs to ensure that all Audit, Risk, Vulnerability & compliance findings are appreciated and closed in time.
8. Enforce the day-to-day activities of threat and vulnerability management, identify risk tolerances, recommend and support implementation of treatment plans
9. Provide guidance during security incidents and investigations, ensuring root-cause analysis is undertaken and input suggested approaches to deal with lessons identified
10. Ensure that systems and the information within them comply with

the Data-Protection-and-Privacy-Act-2019 of Uganda and other relevant legal and regulatory requirements.

11. Work with the IT team to ensure that security is factored into the evaluation, selection, installation and configuration of hardware, applications, Software's and 3rd party connections before being introduced into the ICT environment in compliance with current Security Policies
12. Maintain a knowledgebase comprising a technical reference library, security advisories and alerts, information on security trends and practices, and laws and regulations
13. Support the Head Information Security in developing and planning of the IT Security section's annual Budgets and work plans and execution of the same.
14. And undertake any other assignments related to information systems technology as may be assigned by supervisors from time to time

KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED:

- Minimum of a Bachelor's degree in Computer Science, Information Technology or other relevant degree from a recognized University and any certification in Systems, Databases or Networks
- Minimum of 3 years' experience in an organization of at least the same nature preferably a, Financial institution, Government institution, Telecom institution or a consulting firm
- Experience in performing risk, business impact, control and vulnerability assessments, and in defining treatment strategies
- Knowledge of UNIX Operating Systems, Microsoft Server Operating Systems, Virtualization technologies, Intrusion Prevention & Detection systems and advanced enterprise networks (LANs & WANs).
- Have well-developed IT skills and experience in related jobs in IT, such as a network engineer/Administrator, a database administrator, a systems analyst, applications developer, IT auditing, IT risk analyst, etc.
- Professional IT Security Certifications / Trainings e.g. CISSP, CEH, CCSP, MSCE, CISA, CISM, etc. and Network certifications e.g. CCNA, CCNP are an added advantage
- Must have excellent communication skills and excellent interpersonal skills with the ability to influence teams.
- Knowledge and understanding of the Data-Protection-and-Privacy-Act-2019 of Uganda and other relevant regulatory requirements.
- Knowledge of and experience in developing and documenting security architecture and plans,
- Understanding of information security principles and best practices (e.g., ISO27001/2, COBIT, NIST, PCI and ISF Standards of Good Practice for Information Security).
- Excellent analytical and problem-solving abilities to analyse security requirements and relate them to appropriate security controls

Note: Ladies are encouraged to apply

Application details:

If you believe you meet the requirements as noted above, please submit application letter together with an up-to-date CV to our email only:

recruitment@ugafode.co.ug (please indicate the position you are applying for in the Subject Line e.g. "ICT Security Officer").

Applications should be addressed to the Head of Human Resource.

Closing date for receiving applications is: **25th August 2026** but they will be viewed on a rolling basis and only shortlisted candidates will be contacted.