



VACANCY ANNOUNCEMENT

WHO WE ARE

The East African Crude Oil Pipeline (EACOP) project is a midstream development located across Uganda and Tanzania that includes a nearshore marine storage and export terminal (MST). Once completed, the EACOP Company will operate the East African Crude Oil Pipeline, a 1,443 km long, electrically heated crude oil export pipeline that transports oil from Kabaale - Hoima in Uganda to the Chongoleani Peninsula near Tanga Port in Tanzania for crude export to international markets.

**JOB TITLE: HUMAN RIGHTS & PIIM
(PROJECT INDUCED IN-MIGRATION)
MANAGER**

**REPORTS TO:
DEPUTY MANAGING
DIRECTOR**

LOCATION: KAMPALA

JOB TYPE: FULL TIME

JOB SUMMARY

The Human Rights & PIIM Manager will be responsible for pro-actively promoting awareness and understanding of Project development, local and regional planned and induced development pathways, project-induced in-migration and respect of Human rights in Business, participate in stakeholder engagement to serve as a focal-point for participation, coordination and collaboration in development planning and avoidance, minimization and/or mitigation of potential negative impacts associated with PIIM.

The role holder will also create awareness and increase knowledge of human rights in both the business and communities impacted by the Project across Uganda and Tanzania.

DUTIES & RESPONSIBILITIES

- Pro-actively promote awareness and understanding of Project development, local and regional planned and induced development pathways, project-induced in-migration and respect of Human Rights in Business.
- Participate in stakeholder engagement to serve as a focal point for participation, coordination and

collaboration in: development planning and avoidance, minimization and/or mitigation of potential negative impacts associated with PIIM.

- Create awareness and increase knowledge of human rights in business.

HUMAN RIGHTS

- Take on the role of Human Rights Lead and support all business units in developing operational level procedures and measures to manage strategies for Human Rights.
- Ensure that the EACOP Human Rights Policy and Human Rights Action Plan are properly applied in the whole company and its supply chain.
- Oversee a surveillance mechanism for the monitoring, communication and reporting of Human Rights across all business units in line with EACOP commitments.
- Report regularly on the progress made on Human Rights Action Plan inside EACOP to Lenders and the shareholders' Technical Advisory Committee (and especially the TotalEnergies shareholder to comply with the French law on Duty of Care - Vigilance Plan).
- Co-ordinate and act as Secretary for the Human Rights Steering Committee.
- Review/propose updates to Company Human Rights Policies and Procedures to ensure adequacy and compliance with local and international requirements.
- Ensure coordination between all departments and with EACOP shareholders, to respond to all NGOs letters/petitions/reports relating to Human Rights.

PIIM PREVENTION AND MANAGEMENT

- Define and implement a PIIM strategy and an action plan for Uganda and Tanzania.
- Oversee and coordinate the implementation of company and contractor-led PIIM action plans.
- Monitor signs of PIIM occurrence in the Project area focusing on hot-spot locations and identify emerging ones, as well as monitoring PIIM related impacts and identifying further mitigations where necessary.
- Coordinate and collaborate with Project team and Land & Social teams in PIIM assessment, roles, and responsibilities.
- Report and communicate regularly on the progress made on PIIM to company leadership, shareholders and Lenders.

GENDER & INCLUSION

- Responsible for the development, implementation and monitoring of the EACOP Gender and Inclusion agenda.

- Lead the development of company policies and procedures to ensure inclusion of gender aspects.
- Develop and promote gender inclusion programs in the company activities, including the advancement of gender equality.
- Initiate activities aimed at fighting against Gender Based Violence within EACOP area of Influence, in particular through partnerships with relevant organisations/institutions.
- Establish and maintain active relationships and liaisons with Government counterparts, multi/bilateral donors, civil society organizations, institutes and academia on gender equality and women's issues to strengthen key alliances and partnerships, enhance collaboration and promote EACOP as an agent of change in the field of Gender.
- Prepare analytical and regular progress report on EACOP performance on gender issues.
- Implement company policies on the prevention of sexual harassment and monitor/report compliance across company sites/activities.

RELATIONS WITH CIVIL SOCIETY

- Initiate and maintain the dialog and relations with Civil Society Organizations.
- Maintain dialog with international CSOs that are already in contact with EACOP shareholders, especially in regard to Human Rights.

TEAM LEADERSHIP & DEVELOPMENT

- Establish, implement and monitor progress of annual team objectives.
- Manage, supervise, develop, capacity build, and mentor the Human Rights & PIIM Team.
- Ensure cross functional linkages with Project Social teams including field focal points to enhance compliance with requirements for Gender Inclusion and Human Rights.

ACADEMIC QUALIFICATIONS

- Bachelor's Degree in Social Sciences/Humanities, Business Administration or any other related discipline. A related Masters' degree will be an added advantage.

EXPERIENCE REQUIRED

- Minimum of 8 years' relevant professional experience in extractive industries including considerable experience in developing economies and international organizations.

REQUIRED COMPETENCIES

- Knowledge of CSO/NGO engagement, human rights and legal and PIIM.
- Knowledge of International Human Rights Standards, especially the UN Guiding Principles on Business and Human Rights, the UN Voluntary Principles on Security and Human Rights, and IFC Performance Standards.

BEHAVIORAL COMPETENCIES

- Ability to work in a multi-cultural business setting.
- Excellent interpersonal and communication skills.
- Fluent in English, (speaking, writing).

**FEMALE CANDIDATES AND INDIVIDUALS WITH
DISABILITIES ARE HIGHLY ENCOURAGED TO APPLY**

HEALTH, SAFETY & ENVIRONMENTAL RESPONSIBILITIES

EACOP is committed to ensuring that the health, safety and welfare of workers, communities, and the environment are well addressed and managed. Therefore, the employee is mandated to:

- Fully complies with Company H3SE (Health, Safety, Social, Security & Environment) policies and Life Saving Rules.
- Actively participates in HSEQ and promotes this culture to co-workers.
- Remain vigilant and maintain continuous awareness of potential unsafe conditions.
- Communicates to management any HSE related concerns and ways to improve them.
- Maintains a workplace & workspace that is safe, clean, and always neat-practice good housekeeping.

HOW TO APPLY

The qualifying applicant must submit his/her Curriculum Vitae CV, academic qualifications and a Cover Letter explaining why he/she is the suitable candidate for the position. Please submit your application only through; <https://eacop.wd3.myworkdayjobs.com/EACOP>

Application deadline is on 23rd May 2025.