



INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS OF UGANDA

Executive Recruitment

Strategic Engagement (www.se.holdings) is a leading management and human capital consulting firm with a track record in executive search, organizational transformation, and capacity development across Africa. We are supporting our client, the Institute of Certified Public Accountants of Uganda (ICPAU) (www.icpau.co.ug) to source competent candidates for the role of Director Education.

The Institute of Certified Public Accountants of Uganda (ICPAU) is a statutory body responsible for regulating and promoting the accountancy profession in Uganda. ICPAU plays a central role in shaping the country's financial and business landscape. ICPAU is looking for a visionary and results-oriented leader who will strengthen the Institute's education agenda and enhance professional standards.

ICPAU offers a dynamic, mission-driven environment that values innovation, performance, and professional growth

Applicants are required to attach the following documents to their applications:

- i. A detailed Curriculum Vitae (CV).
- ii. Photocopies of **certified academic certificates**.
- iii. Testimonials supporting their qualifications and experience.

Below are the details of the position:

Post: Director of Education

Number of Vacancies: 01

Salary Scale: ICPAU2

Nature of Employment: Five-year Contract

MINIMUM QUALIFICATION:

- i. An honours Degree in Commerce, or Business Administration or Finance or Education and other relevant courses from a recognized University.
- ii. A master's qualification in any of the courses above
- iii. Possession of a CPA is an added advantage
- iv. Membership of a professional association(s), where applicable, is an added advantage.

MINIMUM WORKING EXPERIENCE:

- A minimum of eight (8) years of progressive experience in education management, curriculum development, or professional training, four (4) of which should be at a supervisory level within a busy corporate setting, preferably a education, regulatory or professional environment.

KEY SKILLS AND COMPETENCIES:

- i. Strategic Thinking
- ii. Leadership and supervisory skills.
- iii. Creating high Performing teams
- iv. Interpersonal and communication skills.
- v. Data management and analysis
- vi. ICT application
- vii. Risk Management
- viii. Coaching & mentoring
- ix. Negotiation & advocacy

Key Results Area:

- i. Designing and updating the curriculum for accounting and related Programmes to ensure they align with national and international standards and meet the needs of the profession.
- ii. Ensuring that training institutions and Programmes offering courses leading to ICPAU qualifications meet the required standards for accreditation.
- iii. Organizing and overseeing examinations for various ICPAU certification Programmes. This includes preparing and conducting examinations, marking examinations, and ensuring the integrity of the assessment processes.
- iv. Providing continuous professional development (CPD) opportunities for members, including workshops, seminars, conferences, masterclasses and other learning opportunities to keep members updated on industry trends and regulations.
- v. Providing support services to students through their professional training journey, including orientation of new and continuing students, learning materials, practical experience training, guidance and counselling.
- vi. Lead the development of competence framework for accountants at various levels and promote its implementation in the country.
- vii. Collaborating with universities, educational institutions, government agencies, and industry stakeholders to improve the quality and relevance of accountancy education.
- viii. Evaluating the effectiveness of educational Programmes and initiatives to ensure they meet the needs of the profession and are aligned with ICPAU's goals.
- ix. Raising awareness about the accountancy profession, encouraging students to pursue professional qualifications, and advocating for the importance of qualified accountants.
- x. Initiating new and coordinating revision of existing policies and guidelines.
- xi. Providing leadership to the directorate staff.
- xii.** Advise the Chief Executive Officer on education related matters.

Interested and eligible candidates should submit their applications via email to Careers@se.holdings no later than 5:00p.m. on Friday, 7 November 2025.