



EXTERNAL JOB ADVERT NO.2 OF 2026

The Uganda National Oil Company (UNOC) Limited was established under the Petroleum (Exploration, Development and Production) Act and the Petroleum (Refining, Conversion, Transmission and Midstream storage) Act, both of 2013 and incorporated under the Companies' Act, 2012. It is a limited liability company wholly owned by the Government of Uganda.

The overall function of UNOC is to handle the State's commercial interests in the Oil and Gas industry and ensure that the resource is exploited in a sustainable manner.

UNOC invites applications from persons interested to develop their career with a dynamic and results-oriented company to occupy the following positions:

NOTE:

1. For all re-advertised positions, candidates who expressed interest in the previous advert are encouraged to re-apply.
2. Successful candidates **MUST** be willing and ready to work in any UNOC's Office location.
3. UNOC is an equal opportunity employer and does not charge any monies at any stage of the recruitment process.
4. Only applications submitted through the UNOC recruitment system shall be considered.

DEPARTMENT : FINANCE
MANAGER TRADE AND STRUCTURED FINANCE -RE-ADVERTISED (1
JOB TITLE : VACANCY)
REPORTS TO : CHIEF FINANCIAL OFFICER
JOB PURPOSE : TO LEAD THE DESIGNING, STRUCTURING, EXECUTION, AND GOVERNANCE OF ALL TRADE AND STRUCTURED FINANCE ACTIVITIES TO SUPPORT CRUDE OIL MARKETING AND TRADING ACTIVITIES FOR UNOC.

ESSENTIAL DUTIES AND RESPONSIBILITIES

a) Strategy Execution



- Define and implement the company's global trade finance strategy, liquidity targets, and commercial strategy.
- Develop internal trade finance governance frameworks, policies, and standard operating procedures.
- Work with the CFO to embed trade finance into the strategic planning cycle, treasury roadmap, and capital allocation decisions.
- Establish performance metrics and KPIs to assess trade finance value contribution, capital efficiency, and return on invested capital.

b) Product Development & Structuring Innovation

- Design a full suite of structured trade finance solutions to serve the company's evolving needs.
- Continuously monitor global best practices and introduce emerging tools.
- Build advanced financial models and perform in-depth analysis of both risks and returns to qualify opportunities and support investment decisions.

c) Commercial Support & Deal Enablement

- Act as an internal partner to the crude oil marketing and trading department, and potentially other downstream teams, embedding financing into commercial workflows.
- Provide deal support for sales and purchase agreements, long-term offtake deals, swap transactions, and spot trade flows.
- Structure tailor-made financing solutions to support third party marketers, JV partners, state agencies, and international customers.
- Anticipate market volatility and align trade finance structures with commercial exposure and price risk strategies.

d) Financial Institutions Management

- Serve as the primary interface with any global relationship banks, export credit agencies, multilateral institutions, and commodity finance funds.
- Lead or support implementation of any facility structuring and syndication, including pitchbooks, financial models, information memoranda, and bank presentations.

e) Risk Governance & Portfolio Oversight

- Design and monitor credit frameworks for onboarding, reviewing, and approving counterparties and facilities.



- Ensure adherence to counterparty exposure limits, tenor restrictions, commodity concentration limits, and country risk guidelines.
- Monitor daily utilisation, mark-to-market, liquidity coverage, and collateral positions.
- Design risk-adjusted pricing models and enforce risk-based return-on-capital thresholds.

f) Legal, Regulatory & ESG Compliance

- Oversee the negotiation and execution of trade finance documentation by the LMA, ISDA, ICC UCP 600, URDG 758, and URC 522 standards.
- Coordinate closely with internal legal, external counsel, and regulators to ensure compliance with global sanctions (OFAC, EU, UN), anti-money laundering, and financial crime regulations.
- Integrate ESG criteria into trade finance products, such as sustainability-linked margins, green trade frameworks, and impact reporting.
- Stay current with tax, transfer pricing, and BEPS implications related to intra-group and cross-border trade finance structures.

g) Treasury, FX & Liquidity Integration

- Coordinate with the treasury team to optimise the deployment of trade finance lines, ensuring they meet working capital, margin, and hedging needs.
- Maintain dynamic liquidity forecasts incorporating drawdown timing, repayment schedules, and margining requirements.
- Drive synergies between trade finance, cash management, and corporate funding strategies.

h) Systems, Technology & Process Excellence

- Champion the implementation of trade finance technology platforms and interfaces with ERP, Treasury Management Systems, and bank portals.
- Develop internal dashboards and business intelligence (BI) tools for real-time monitoring of facility utilisation, counterparty exposure, and risk thresholds.
- Drive the digital transformation of processes involving Letters of Credit (LCS), Standby Letters of Credit (SBLCS), guarantees, and receivables documentation.

i) Team Leadership & Capacity Building

- Recruit, train, and manage a high-performing team across structuring, execution, operations, and risk functions.



- Promote knowledge transfer and internal development through mentorship, workshops, and international secondments.
- Promote a strong culture of compliance, ethics, and transparency.

j) Stakeholder Engagement & Communication

- Maintain relations with key strategic customers, sovereign stakeholders, regulators and third party marketers.
- Represent the company at international forums, trade finance summits, and industry panels.
- Maintain ongoing engagement with third party marketers, JV partners, internal audit, and risk committees.
- Provide timely and transparent board-level reporting and recommendations on trade finance performance and opportunities.

k) Structured Finance for Strategic Projects

- Develop trade-linked finance solutions to support long-term projects.
- Collaborate with project finance, legal, and investment teams to secure offtake-based or blended capital structures.

l) Intercompany and JV Finance Solutions

- Lead the design of intra-group lending structures to optimise cash and tax positions across subsidiaries and affiliates.
- Structure intercompany prepayments, receivables finance or working capital loans to support supply chain resilience.
- Ensure full regulatory and transfer pricing compliance across internal financing flows.

m) Working Capital Optimisation

- Negotiate improved payment terms with strategic customers backed by trade credit insurance or factoring.

n) Claims, Disputes & Workout Scenarios

- Oversee dispute resolution in cases of trade finance-related defaults, document discrepancies, or political risk events.
- Support legal processes in the enforcement of security, debt restructuring, or credit recovery.



- Act as a crisis manager in distressed situations involving failed shipments, sanction breaches, or force majeure events.

o) Reporting, Controls & Internal Audit Readiness

- Ensure accuracy and integrity in internal and external trade finance reporting.
- Prepare for internal audits, compliance reviews, and external inspections by regulators or lenders.
- Maintain a robust documentation trail for every transaction, including approvals, compliance checks, and facility terms and conditions.

p) Coordination with Risk Management & Derivatives Desk

- Align structured deals with hedging programs and risk management policies to ensure effective risk management.
- Oversee CSA/ISDA documentation and integration with margining practices.
- Ensure transparency in economic risk exposure from derivatives embedded in trade finance structures.

QUALIFICATIONS AND EXPERIENCE

- a) Bachelor's Degree (Hons) in Finance, Economics, or related field from a recognised University
- b) MBA or a relevant Master's degree is an added advantage
- c) CFA or equivalent credentials is an added advantage
- d) Minimum 8 years relevant working experience including at least five (4) years in trade finance.
- e) Four (4) years at a supervisory/team leader is required
- f) Experience in structured commodity lending, or physical commodity trading is an added advantage.
- g) Experience in both commodity trading houses and international banks is desirable.
- h) Proven track record in executing complex trade finance deals is required
- i) Exposure to sovereign entities or energy sector public-private partnerships is an added advantage.



SKILLS & COMPETENCIES

- a) Required to have Strong legal and documentation skills.
- b) High EQ, negotiation capability, and leadership presence
- c) Expertise in commodity trade flows, credit structuring, and counterparty risk is preferred

DEPARTMENT : FINANCE
JOB TITLE : SENIOR STOCKS ACCOUNTANT-RE-ADVERTISED (1 VACANCY)
REPORTS TO : MANAGER FINANCIAL ACCCOUNTING
JOB PURPOSE : DEVELOP AND IMPLEMENT STOCK MANAGEMENT PROCESSES AND PROCEDURES TO ENSURE ACCURATE COSTING AND REPORTING OF INVENTORY OF THE COMPANY IN ACCORDANCE WITH INTERNATIONAL BEST PRACTICES AND REPORTING STANDARDS.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- a) Oversee the management and accounting of stocks at UNOC and ensure compliance to international accounting standards.
- b) Review the stock management processes and procedures for improvement.
- c) Ensure accurate and efficient management of stocks with correct stock entries which are updated in a timely manner.
- d) Compute total cost of sales drivers monthly.
- e) Review and take up landed costs for all products in the system on a monthly basis and monitor actual landed cost vs accruals and correct any unusual movements.
- f) Conduct reconciliations of vessel deliveries and spot transactions from time to time.
- g) Ensure that all free truck (FOT) stock balances are monitored and tracked monthly.
- h) Maintain a log of direct deliveries and own-pick shipments and reconcile them against customer orders.
- i) Ensure that all sales orders and transfers have been updated correctly in the correct period.
- j) Reconcile inventory accounts to the general ledger.
- k) Monitor unit costs for all the products in the system and correct any unusual movements.
- l) Ensure that third party stocks are properly accounted for, especially hospitality clients.
- m) Ensure that all provisions of the Petroleum Products Supply Agreement are adhered to for proper costing of product.



- n) Investigate, explain the causes and correct any stock differences on a daily basis.
- o) Review and report on Gains/Losses inland and overseas depots.
- p) Carry out manual stock reconciliations at the end of the month for all depots and virtual locations.
- q) Maintain an interface between all Terminals.
- r) Monitor of movement of stocks under bond and ensure that there is no tax exposure.
- s) Reconcile stock transfers with the account for clearing transfer and ensure that all stock transactions for the month have been processed.
- t) Analyse and report on all stock adjustments and over/under deliveries.
- u) Identify variances and their causes and task physical custodians to account for the variances.
- v) Monitor unpriced products in Jinja and ensure compliance with the Petroleum Products Supply Agreement provisions.
- w) Undertake any other duties and responsibilities as may be assigned from time to time by the supervisor(s).

QUALIFICATIONS & EXPERIENCE

- a) A Bachelor's degree (Hons) in Commerce, Finance, Business Administration, Accounting, or other related fields from a recognised University.
- b) Candidate should be in the final stages of completing a recognized professional accounting qualification (ACCA, CPA, CMA, CIMA or equivalent).
- c) A minimum of Six (6) years of relevant working experience, three (3) of which should be attained in either, Stock Management, Costing and/or Accounting.
- d) Experience in using ERP systems.
- e) Must possess skills in General Ledger Accounting with bias in stock accounting and purchase order processing.
- f) Experience in Stock Accounting/Inventory Management support especially for petroleum products.

SKILLS AND COMPETENCIES

- a) Proficiency in Microsoft Excel.
- b) Must demonstrate exceptionally strong analytical skills, having an ability to analyse, refine, summarize, and clearly present data and information.
- c) Ability to work under pressure and tight deadlines.
- d) High degree of professionalism and maintenance of confidentiality.
- e) High degree of professionalism.
- f) Excellent interpersonal skills and ability to interact with colleagues from all departments and levels of the organization.
- g) Financial Planning & Budgeting.
- h) Proficiency in Financial Accounting & adherence to internal controls.



- i) Coordination & Planning.
- j) Commercial Acumen
- k) Coordination & Planning

DEPARTMENT : COMMERCIAL
MANAGER MARKETING AND TRADING – RE-ADVERTISED (1
JOB TITLE : VACANCY)
REPORTS TO : HEAD OF CRUDE OIL MARKETING AND TRADING
JOB PURPOSE : MANAGE AND PARTICIPATE IN THE EXECUTION OF UNOC'S
CRUDE OIL MARKETING, TRADING AND LIFTING ACTIVITIES,
ADDING VALUE THROUGH THE PROPOSITION AND DELIVERY
OF ROBUST ARRANGEMENTS TO OPTIMISE REVENUE WITHIN
THE UNOC REMIT AND AGREED STRATEGY.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- a) Lead the execution of, and contribute to the development of, strategies for marketing UNOC's crude oil entitlement.
- b) Lead the execution of a strategy for management of UNOC's crude oil price risks.
- c) Make proposals for crude oil sales for the approval of the Head of Crude Oil Marketing and Trading.
- d) Adopt approaches to crude oil sales, trading and lifting operations that are robust in addressing key risks such as payment, performance, compliance and contract terms and as previously approved by functional experts and senior management.
- e) Seek opportunities to optimise revenue and to add value in crude oil marketing, trading and lifting operations, gathering and leveraging available market information and decision support resources.
- f) Supervise the Physical Market Specialist and provide day to day direct management of the activities of the Crude Oil Trading and Marketing team.
- g) Promote and foster the relationships of the Trading and Marketing team with other UNOC business functions, such as Treasury, Accounting, Commercial and JV Management to ensure effective working interfaces.
- h) Act as a source of expertise on oil markets and trading within UNOC and provide input to development and new ventures initiatives as requested.
- i) Liaise with Third Party marketers and Joint Venture Partner representatives with respect to oil marketing, trading and offtake arrangements and potential developments thereof.



- j) Foster excellent and effective working relationships with customers and potential customers for UNOC crude oil, working to ensure open lines for business taking into account UNOC and customer KYC requirements and understanding customer business drivers and preferences.
- k) Represent UNOC in oil market-related industry functions and other events so as to enhance the market standing, recognition and brand of UNOC

QUALIFICATIONS AND EXPERIENCE

- a) At least a Bachelor's Degree (Hons) in Engineering, Economics, Finance, Business Administration, Energy Studies, Petroleum Geosciences or any other relevant degree from a recognized University
- b) Possession of a Master's Degree in Business Administration, Economics, Engineering, Finance, Energy Studies or any other relevant Master's degree would be an added advantage.
- c) Must have at least 8 years relevant working experience in the oil and gas sector, Physical Markets or Financial Markets from reputable trading companies, 4 years of which should have been attained at a supervisory/team leader level
- d) Sound working knowledge of crude oil cargo markets and sales is required
- e) Good knowledge and experience of purchase contracts and lifting agreements is an added advantage
- f) Sound working knowledge and experience of marine tankers and lifting operations, oil futures and derivatives is an added advantage.
- g) Demonstrable understanding of the E&P business lifecycle, especially in development and production phases is required

SKILLS AND COMPETENCIES

- a) Commercially astute, possess solid negotiation skills and ability to make sound and quick commercial decisions
- b) High levels of emotional intelligence
- c) Demonstrable creativity and innovation abilities
- d) Excellent communication and interpersonal skills
- e) Should possess a record of impeccable integrity
- f) Ability to build, develop and coach teams under supervision
- g) Proficiency with MS Word, Excel and Powerpoint to effectively perform the role



DEPARTMENT : NATIONAL PIPELINE COMPANY
JOB TITLE : DOWNSTREAM BUSINESS CUSTOMER SERVICE MANAGER- RE-ADVERTISED (1 VACANCY)
REPORTS TO : HEAD DOWNSTREAM TRADING
JOB PURPOSE : LEAD AND MANAGE THE CUSTOMER SERVICE TEAM IN COLLABORATION WITH KEY STAKEHOLDERS, ENSURING A PROFESSIONAL AND RESPONSIVE CUSTOMER EXPERIENCE BY FOCUSING ON TIMELY ISSUE RESOLUTION, PROACTIVE ENGAGEMENT, AND SOLUTION-ORIENTED SUPPORT TO DRIVE THE GROWTH OF THE DOWNSTREAM PETROLEUM PRODUCTS TRADING BUSINESS AND ENHANCE OPERATIONAL EFFICIENCY ACROSS BUSINESS ENABLING STORAGE AND HANDLING FACILITIES.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- a) Develop and implement a Customer Service Level commitment to support the Downstream Businesses and Projects.
- b) Engage with customers, clients, and other stakeholders in troubleshooting to resolve challenges/issues/queries related to the Downstream petroleum products business and related storage and handling operations to ensure customer satisfaction.
- c) Develop and put in place initiatives and an appropriate environment to ensure that the Businesses and Projects customers and clients easily access, are given due attention and the desired audience to interface with the company on matters related to the Downstream petroleum products businesses and projects.
- d) Develop and implement a structured approach for timely processing of Customer Loading Orders and related transactions for the Downstream petroleum products business, including the efficient handling of anomalies with the orders and transactions.
- e) Participate in the Downstream petroleum products business and projects stakeholder engagement and take responsibility to lead the follow through on actions agreed upon and resolution of evolving issues and commitments made to support the sustainable development and growth of the business as well as the optimal utilization of the enabling storage and handling infrastructures.
- f) Establish and implement a mechanism in collaboration with other teams, to proactively collect and analyze customer feedback to support the continuous



improvements in customer experience in relation to the Downstream Petroleum Products business.

- g) Regularly track and monitor customer satisfaction key performance indicators and metrics for the business and drive the implementation of actions to raise and maintain the levels within the desired targets.
- h) Participate in the onboarding of the Downstream Petroleum products customers and related projects clients and lead the customer service team in coordinating and guiding the prospective customers to meet the minimum requirements and related compliances before they are onboarded for the business.
- i) Responsible for coordinating the onboarding and refresher engagements for the Downstream petroleum products business customers as well as taking them through the UNOC products trading operational guidelines and service commitments to manage the business expectations.
- j) Lead the continuous engagements with downstream business and related projects to contribute to the development of innovative solutions to support engagements and resolving customer issues, achieving and upholding the desired customer satisfaction levels.
- k) Develop and implement an innovative approach to continuously engage with customers and business enabling stakeholders for proactive updates on the business and operational matters in coordination with other internal teams to manage, always, business and operations-related expectations.
- l) Develop and promote a culture within the Customer Service Team of capturing unsolicited business information from customer engagements to support the Trading team in improving customer value propositions – to solve customer needs.
- m) Participate in the development, review, and update of the Petroleum Products trading processes, SOPs and best industry practices in collaboration with other teams.
- n) Participate in the development and review of the Petroleum Products trading business and operations risks and mitigation actions to safeguard the objectives of the business development.
- o) Review and define competency requirements for the Petroleum products trading Customer Service Team and contribute to ensuring implementation of the capacity development plans as well as reviewing the Customer Service structure to support the evolving business requirements.
- p) Undertake any other duties and responsibilities as may be assigned from time to time by the supervisor(s).

QUALIFICATIONS AND EXPERIENCE

- a) Master's degree in Business Administration, Communications, Marketing, Management or a related discipline from a recognised University/academic Institution.



- b) Bachelor's degree (Hons) in Business Administration, Communications, or related Administrative or Managerial field.
- c) At least eight (8) years of relevant experience preferably in a customer service setting or support function, four (4) of which should have been attained at a supervisory/team lead level.
- d) Post graduate training in Customer Service Management, Customer Care, Conflict Resolution, or other related areas is an added advantage.
- e) Experience in the downstream petroleum products business will be an added advantage as well.

SKILLS AND COMPETENCIES

- a) Complex and Quick Decision Making
- b) Stakeholder Engagement and Management
- c) Customer Service relationship management
- d) Ability to handle high-pressure situations and escalations
- e) Knowledge of customer service best practices and standards
- f) Knowledge of Petroleum Products Business and Operations

APPLICATION PROCEDURE & DEADLINE

Interested persons should submit their applications through the UNOC online recruitment system accessible through this link <https://www.unoc.com/career-opportunities/>

Applications should be submitted **not later than Friday 29th May 2026 by 11:59pm EAT.**

Applicants are required to scan and attach **CERTIFIED** copies of the required academic documents e.g. Relevant Degree Transcript, Postgraduate Diploma or Masters

Forward any enquiries regarding this advert to recruitment.unoc@unoc.com

**CHIEF EXECUTIVE OFFICER
UGANDA NATIONAL OIL COMPANY**