Job Description:

Investigator - Hoima

Redeem's mission is to protect widows and orphans from violent abuse and exploitation by:

Awakening the world to the need to defend the orphan and the widow in the twenty-first century;
Assembling the resources needed to protect the world's most vulnerable widows and orphans;
Assisting law enforcement in real cases that restore victims and restrain their abusers; and
Amplifying law enforcement protection through community engagement and capacity building.

We are currently implementing a program in Uganda to protect widows and orphans from the devastation of predatory eviction with plans to expand our defense of the vulnerable into other countries in the future.

As a Redeem Investigator, you will investigate claims by individual land grabbing victims and support local police officers, state attorneys and your teammates in the prosecution of violent criminals while contributing to Redeem's culture of Christian excellence. Specific responsibilities include:

Casework

- Partnering with other members of the casework team in developing Redeem's overall intervention strategy and developing evidence collection and intervention strategies for individual cases;
- Planning, organizing and conducting investigations concerning allegations of property grabbing;
- Collecting physical evidence, witnesses, statements and documents necessary for building cases;
- Analyzing investigative findings and preparing reports for review by Redeem's Attorneys;
- Advising police officers in their investigation of cases involving Redeem clients;
- Engaging in fact gathering with community members and contracted professionals; and
- Providing security support for Redeem-sponsored mediations and meetings.

Capacity Building

- Developing strong working relationships with officials from the Uganda Police Force (UPF);
- Identifying lessons learned and opportunities for improvement from Redeem's casework;
- Participating in local stakeholder coordination meetings or in other similar JLOS coordinating bodies;
- Providing direct casework support to police officers and state attorneys in Redeem cases;
- Advising police officers in cases involving Redeem clients or Redeem's work;
- Developing and facilitating trainings and equipping projects that will improve UPF performance; and
- Contributing to the team's efforts to build capacities in all relevant JLOS actors.

Miscellaneous

- Communicating with donors, supporters, media and other outside parties about Redeem's work;
- Contributing to the review and design of organizational systems, guidelines and policies;
- Participating in Redeem's professional development and spiritual formation activities;
- Supporting other teams within Redeem in the achievement of their objectives;
- Performing clerical duties (photocopying, filing, posting, errands, etc.) as needed, and
- Completing other duties as assigned.

The Investigator will report to Redeem's Hoima Team Lead and will be based in Hoima, working primarily in Bunyoro sub-region with occasional travel to Kampala and other districts in which Redeem operates.

Recruiting Profile:

Investigator

Redeem strives to build a culture of Christian excellence that reflects the following four core values:

We love each other well;
We don't make easy things hard;
We measure by results; and
We are joyful in our work.

Redeem is looking for a highly skilled and responsible individual who will reflect these values while representing individual victims of violence in the criminal, civil and administrative justice systems and enhancing the capacities of our law enforcement partners from JLOS. Specific attributes include:

Experience

Required: Five or more years of progressive experience in and investigative capacity in law enforcement or similar governmental agency or private, nongovernmental organizations or enterprises;
Required: Experience in carrying out undercover surveillance and operative management,
Required: Experience in witness interviewing, evidence collection and evidence analysis;
Preferred: Degree or equivalent in Law enforcement, Criminal Justice or related field;
Preferred: Training in self defense, combat, personal/operational security or similar discipline;
Preferred: Experience in conducting casework similar to that of Redeem's; and
Preferred: Experience working with the UPF and JLOS actors.

Skills

Required: Fluency in English and Runyoro with excellent written and oral communication in both;
Required: Computer literacy with strong capacity in word processing, email and other systems;
Preferred: Good knowledge of basic Laws of Uganda, criminal court procedures, and regulations;
Preferred: Understanding of Google business suite and digital project management tools; and
Preferred: Public speaking and or teaching skills.

Attributes:

Required: Mature Christian faith;
Required: High degree of personal and professional integrity and trustworthiness;
Required: Strong teamwork, interpersonal skills and ability to work on a multidisciplinary team;
Required: Excellent independent professional judgement and ethical decision-making;
Required: Innovative and creative problem solving in the face of complex nuanced issues;
Required: Persistence and tenacity in the face of difficult problems or challenges;
Required: Commitment to meet deadlines and achieve results in fast-paced environment; and
Required: Love-motivated service orientation toward clients, colleagues, partners and adversaries.

Interested applicants should click here to fill out the form by **20th November, 2026**