



WE ARE HIRING

Position: Head of Business Services

Job Band: Executive Leadership

Department: Business Services

Reports To: Chief Executive Officer (CEO)

Directly Supervises: Advisory Services & Marketing Manager, Social Entrepreneurship & Incubation (SEI) Manager, Social Entrepreneurship Forum (SEF) Associate, Impact Associate

Location: Kajjansi Kampala, Uganda

Contract Type: Fixed-Term Contract (Renewable subject to performance)

ABOUT CAPITAL SOLUTIONS LIMITED (CSL)

Capital Solutions Limited (CSL) is a premier social enterprise dedicated to transforming social enterprises across East Africa through tailored financial, advisory, and capacity-building solutions. We build sustainable ecosystems that enable impact-driven organizations to scale and drive lasting social change.

ROLE OVERVIEW

Are you an executive-level operational leader, commercial strategist, and team builder with a passion for scaling social impact? CSL is seeking an exceptional **Head of Business Services** to serve as our senior operational leader directly below the CEO.

In this high-impact executive role, you will hold overall strategic oversight and revenue accountability across four core external-facing revenue lines: **Advisory Services & Marketing, Social Entrepreneurship & Incubation (SBAP and Vocational Institutions), Social Entrepreneurship Forum (SEF), and MEAL (Monitoring, Evaluation, Accountability, and Learning)**. As Deputy CEO, you will drive integrated portfolio growth, mentor senior managers, steward major funder relationships, and step into executive decision-making in the CEO's absence.

KEY RESPONSIBILITIES

- **Strategic Portfolio Leadership & Revenue Accountability:** Own the integrated revenue performance and strategy of CSL's Business Services portfolio. Monitor financial results, service delivery quality, and pipeline performance across all four departments.
- **Senior Leadership & Executive Oversight:** Directly manage, coach, and hold accountable a team of senior managers and associates. Drive a high-performance culture, manage Individual Development Plans (IDPs), and model CSL's HEAT values.
- **Business Development & Stakeholder Engagement:** Lead senior-level relationships with major funders, development finance institutions (DFIs), government bodies, and strategic partners. Drive high-value resource mobilization and represent CSL at key policy dialogues and global sector forums.

- **Innovation & Product Development:** Drive organizational productization—oversighting new accelerator models, advisory services, vocational offerings, research publications, and revenue-generating products.
- **Organizational Governance & Executive Deputization:** Serve as Deputy CEO, stepping into executive decision-making in the CEO's absence. Hold budget authority for Business Services, oversee the MEAL framework, and contribute to Board-level governance.

REQUIRED QUALIFICATIONS & EXPERIENCE

- **Education:**
 - Master's degree in Business Administration (MBA), Development Studies, Social Enterprise, Economics, or a related field.
 - A professional executive qualification in leadership or management is a distinct advantage.
- **Experience: 8–10 years** of progressive leadership experience in social enterprise, international development, development finance, or management consulting, including at least **3–5 years in a senior management role** with multi-portfolio accountability.
- **Revenue & Leadership Track Record:** Proven experience owning significant revenue targets and successfully managing a team of managers (not just individual contributors).
- **Ecosystem Knowledge:** Deep understanding of Uganda's social enterprise, TVET, microfinance, and development sector landscape.
- **Key Skills:** Executive leadership, commercial acumen, strategic financial management, high-level networking/funder engagement, and Board-level reporting.

Desirable:

- Established high-level network across Uganda's social enterprise and DFI ecosystems.
- Experience speaking or presenting at regional or international development conferences.
- Board-level governance experience.

WHAT WE OFFER

- A senior executive role shaping the strategic and commercial trajectory of a premier social enterprise.
- High visibility with CSL Leadership, the Board of Directors, and international funding partners.
- A competitive executive compensation package within a purpose-led, high-performance work culture.

HOW TO APPLY

If you possess the executive leadership, commercial drive, and strategic vision to lead CSL's Business Services portfolio to new heights, we invite you to apply.

Please submit your **Curriculum Vitae (CV)** and a **Cover Letter** detailing your leadership track record, multi-portfolio management experience, and revenue mobilization achievements to:

Email: sandraakatukunda624@gmail.com and cc info@capitalsolutionsug.com and capitalsolutionsug.com

Application Deadline: 29th October 2026

Subject Line: *Application for Head of Business Services - [Your Name]*

Capital Solutions Limited is an equal opportunity employer. Only shortlisted candidates will be contacted.