



**Ms. Lucy Abulo**  
**CV**

I bring a wealth of experience in strategic partnerships, external relations, people and culture, and risk and compliance. As an operational leader, I am adept at navigating both governmental and non-governmental sectors.

# LUCY ABULO

**EXECUTIVE LEADERSHIP | STRATEGIC PARTNERSHIPS | OPERATIONS | HR & COMPLIANCE**

**LinkedIn:** <https://www.linkedin.com/in/lucy-abulo-a1774525/>

**Phone:** +256-782500633/+256-770600829 | **Email:** [lucyeilor@gmail.com](mailto:lucyeilor@gmail.com)

---

## EXECUTIVE SUMMARY

Seasoned executive leader with 15+ years of proven experience driving strategy, partnerships, operations, people management, and compliance across international NGOs, government institutions, and private sector organizations. Adept in high-level stakeholder engagement, regulatory navigation, crisis management, and organizational transformation. Recognized for building resilient systems, unblocking complex bureaucratic challenges, and growing high-performing teams in dynamic environments. A trusted advisor to C-Suite and government leaders alike.

---

## CORE COMPETENCIES

- Government & Stakeholder Relations
  - Executive Leadership & Strategy
  - Regulatory & Compliance Management
  - Talent Strategy & People Development
  - Crisis & Risk Management
  - International Operations & Logistics
  - Advocacy & Public Policy
  - Organizational Growth & Culture
- 

## PROFESSIONAL EXPERIENCE

### GIVEDIRECTLY

*Senior Manager – Government & External Relations | 2020 – Present*

- Led high-level engagement with government offices, ministries, parliament, and regulators, including direct coordination with the Office of the President and Prime Minister.
- Secured and maintained operational compliance during an 18-month political suspension, successfully navigating regulatory, legal, and reputational risk.
- Oversaw MoUs, legal agreements, and strategic frameworks with authorities (e.g., Attorney General, NGO Bureau, Office of the Prime Minister, Ministry of Gender, Ministry of Education, Ministry of Local Government, Financial Intelligence Authority, URSB, Data Protection Office etc).
- Advised senior leadership on risk mitigation, stakeholder mapping, and government strategy across programs.

*Senior Manager – Talent (2020–2022) | HR Manager (2016–2020)*

- Scaled GiveDirectly Uganda's workforce during a period of rapid expansion—recruiting, onboarding, and developing over 200 staff.
- Directed HR strategy: performance management, L&D, compensation, and labor law compliance.
- Implemented robust systems for employee engagement, code of conduct enforcement, and organizational culture.

### UGANDA NATIONAL HEALTH CONSUMERS ORGANISATION (UNHCO)

*Communications Specialist | 2015 – 2016*

- Spearheaded a 9-NGO coalition advocacy campaign funded by SIDA; liaised directly with the Country leads and Swedish Embassy Development fund manager.
- Played a role in lobbying and passing Uganda's 2015 Anti-Tobacco Law - recognized as one of Africa's strongest.
- Coordinated public policy engagements across academia, civil society, and government.

### EMS UGANDA COURIERS (a subsidiary of Posta)

*Country Manager – EMS Uganda | 2013 – 2015*

- Directed full-scale logistics operations across 300 domestic branches and 190+ partner countries.
  - Oversaw customer care, dispatching, receiving, billing, and compliance—including contraband safety with X-ray and K9 units.
  - Negotiated contracts with major logistics partners (airlines, buses), supervised a 100+ workforce.
-

## **POSTA UGANDA**

*Manager – Stamps & Philately* | 2010 – 2013

- Designed Uganda's annual postage stamp portfolio in line with Universal Postal Union (UPU) and East African agreements.
- Managed global collaborations and stock distribution across national vaults and international shipments.
- Led compliance audits, oversaw fraud prevention, and managed a core sales/events team.

## **POSTA UGANDA**

*Marketing & Brand Manager* | 2008 – 2010

- Led the commercial turnaround of six product lines, including EMS, Stamps, Post Buses, and Corporate Postal Services.
- Managed two departments (Marketing and Sales) and directed a 50+ cross-functional team.
- Delivered growth strategies for customer acquisition, pricing models, and product development.

---

## **EDUCATION**

**MBA**, Strategic Management

**Postgraduate Certificate**, Human Resource Management

**BA**, Mass Communication

---

## **AFFILIATIONS**

- Member, Institute of Corporate Governance Uganda
- Member, Society for Human Resource Management (SHRM)
- Member, Public Relations Association of Uganda
- Volunteer, Addiction Recovery Counseling (ARC)

---

## **LANGUAGES**

English (Fluent) | Swahili (basic) | 3 Ugandan Dialects (fluent)