



# Fast Rural Development Program (FRDP)

## Job Description and Terms of Reference

**Position Title:** Wash/Civil Engineer

**Sector/Unit/Project:** FRDP

**Position Status:** 12 months

**Reporting Relationship:** Head of Programs

**Supervises:**

### Job Summary

The WASH/Civil Engineer is responsible for Community Infrastructure Development leading the planning, design, implementation, and monitoring of all civil, sewage, water, and sanitation (WASH & Shelter) infrastructure activities within the FRDP program area.

This role ensures that all engineering and community-based works including water schemes, sanitation facilities, housing projects, and clean energy solutions meet strict quality, safety, and environmental standards. Furthermore, the position coordinate with other staff for soft components like community awareness and hygiene promotion to ensure long-term sustainability.

### Authority Assigned

- Supervise and oversee construction, rehabilitation, and WASH infrastructure activities in accordance with approved designs, specifications, and project work plans.
- Provide technical guidance and day-to-day direction to contractors, skilled laborers, and field teams during project implementation.
- Inspect construction works, ensure quality standards are met, and recommend corrective measures where required.
- Verify completed work and recommend certification of completed milestones for management approval.
- Identify technical challenges, propose practical engineering solutions, and recommend design modifications when necessary.

- Coordinate with government departments, local authorities, consultants, and community representatives on technical matters.
- Monitor the appropriate use of construction materials, equipment, and project resources, and report any irregularities.
- Ensure compliance with occupational health and safety requirements and stop unsafe work practices when necessary.

## Position Specification

### *Academic/Technical:*

1. Civil Engineering, Environmental Engineering, Water Resources Engineering, or a closely related field. A Master's degree is a plus.

**Advanced skills in engineering and design software such as AutoCAD, EPANET, GIS mapping tools, and standard MS Office applications (specifically MS Excel and Project).**

### **. Work Experience:**

1. A minimum of 2 years of proven experience in planning and implementing community-based infrastructure projects, preferably within the NGO/INGO or development sector.
  2. Proven track record of successfully managing integrated WASH, low-cost housing, or renewable/clean energy projects in rural or peri-urban settings.
3. Demonstrated experience in contract management, supervising field sub-contractors, and developing detailed BoQs.

Demonstrated experience in consortium/partnership management and multi-stakeholder coordination.

## Description of Responsibilities

- **Project Planning & Design:** Conduct technical assessments and feasibility studies to design culturally appropriate, cost-effective, and climate-resilient water schemes, sewage systems, sanitation facilities, housing, and clean energy solutions.
- **Implementation & Quality Assurance:** Oversee the end-to-end execution of all engineering works, ensuring strict compliance with FRDP guidelines, national regulations, and international engineering/environmental standards (e.g., SPHERE standards).
- **Monitoring & Evaluation:** Conduct regular field visits to monitor project progress, troubleshoot technical issues on-site, and verify that construction materials and methodologies meet specified quality benchmarks.
- **Budget & Resource Management:** Prepare Bill of Quantities (BoQs), technical specifications, and cost estimations. Manage project budgets effectively, ensuring optimal resource allocation and zero wastage.

- **Community Integration & Soft Activities:** Partner with social mobilization teams to design and implement community awareness campaigns and hygiene promotion initiatives, fostering strong local ownership of the infrastructure.
- **Reporting & Documentation:** Generate comprehensive weekly, monthly, and project-end technical reports. Maintain meticulous documentation of engineering designs, progress photos, and monitoring logs.
- **Stakeholder Coordination:** Represent FRDP in relevant local government forums, WASH and Shelter working groups and coordination forums. Act as the primary technical liaison for community committees and external contractors.

### **Equal Opportunity and Compliance Statement**

We are an equal opportunity employer and are committed to fostering a diverse, inclusive, and respectful workplace. We encourage applications from qualified candidates regardless of gender, age, disability, ethnicity, religion, or other protected characteristics. All offers of employment are subject to satisfactory reference and background verification, including screening against applicable sanctions and watch lists, in compliance with national and international laws and donor requirements relating to anti-fraud, anti-corruption, anti-money laundering, and counter-terrorism financing. The organization has zero tolerance for fraud, corruption, sexual exploitation and abuse (SEA), sexual harassment, child abuse, discrimination, and any other form of misconduct. Successful candidates will be required to adhere to the organization's Code of Conduct, Safeguarding Policy, and all applicable organizational policies.

### **Competencies (Knowledge, skills and attitude)**

1. Deep understanding of civil construction, hydraulics, waste management systems, and sustainable clean energy options. Strong familiarity with international humanitarian standards (SPHERE, Core Humanitarian Standard).
2. Exceptional organizational and time-management skills; ability to manage multiple overlapping construction sites simultaneously under tight deadlines.
3. Strong written and verbal communication skills. Ability to translate complex technical jargon into easily understandable concepts for community members and non-technical stakeholders.
4. Highly resourceful with a solution-oriented mindset, capable of adapting engineering designs to unpredictable field realities and environmental challenges.
5. Culturally sensitive, empathetic, and deeply committed to community-led development. Demonstrates a high level of integrity, transparency, and respect for diversity in the field.