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Project Fiduciary Management Unit –
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GOVERNMENT OF SIERRA LEONE

VACANCY ANNOUNCEMENT

Recruitment for the Positions of Civil Engineer for the Resilient Urban Sierra Leone Project (Positions Two (2)).

Sierra Leone
Resilient Urban Sierra Leone Project (RUSLP)
Grant No.: D8420-SL
Project Id: P168608
Issue date: 16th May 2024

1. The Government of Sierra Leone has received funding from the International Development Association IDA of the World Bank towards the preparation of the Resilient Urban Sierra Leone Project and intends to apply part of the proceeds of the funding for eligible payment under the contract for the Hiring of a Civil Engineer through the Project Fiduciary Management Unit.

The position of Civil Engineer is a contracted full-time position. S/he will be part of the PMU team. The Civil Engineer will be based in the RUSLP PMU Work under the overall leadership and guidance of the Project Manager and be supervised by the Senior Civil Engineer who reports to the Project Manager. She or he will be part of the technical team in the PMU for the implementation of the infrastructure subcomponents (components 2 and 3) of the RUSLP. The incumbent is expected to perform as a Project Officer (Civil Engineer) to provide technical, administrative, and monitoring of the construction the implementation of the infrastructure subcomponents (components 2 and 3) of the RUSLP by the Contractors assigned by PMU. The officer will ensure that the construction works are done according to the civil plans, structural designs, and drawings in full compliance with stipulated building Codes using high-quality construction materials.

ROLES AND RESPONSIBILITIES

The Civil Engineer, under the supervision and collaboration of the Senior Civil Engineer, will be required to:

- Coordinate all engineering functions and activities related to assigned infrastructure components of RUSLP.
- Coordinate all preliminary activities of the engineering works including but not limited to topographic survey, site review, geotechnical investigations where required, material reviews, etc.
- Review infrastructure technical designs, BoQs and engineering estimates, tendering packages and processing and contract documents and ensuring conformity with resilient standards.

- Coordinate with local authorities and local councils in project selection, reviewing annual investment plans, works designs, BoQs, costs estimates, tendering, supervision, and monitoring.
- In consultation with RUSLP project Manager and the Senior Engineer support technical infrastructure options assessment and stakeholder consultation for the various sites to ensure acceptance and ownership of solutions to be developed.
- On behalf of the PMU, provide support to the PFMU in responding to the World Bank technical comments and bidder's/consultants' technical clarifications on all packages (technical designs, BoQs and engineering estimates, tendering packages, contract documents).
- Contract management and oversight to ensure the consultants and contractors are delivering as per their contract, with quality and timeliness.
- Assisting in detailed monitoring and evaluation and reporting on progress in meeting subproject indicators.
- Oversee work of supervision engineer to ensure they are on site and verifying the contractors carry out civil works in line with the designs and associated Environment and Social Management Plan.
- Alert management when consultants/contractors fail to deliver as per contract and program of works and recommend measures for PMU to take to address them, in consultation with the Senior Engineer and the Procurement team.
- Advise Project Management on all engineering matters that urgently require to be referred to the World Bank.
- Carrying out weekly reviews of the preparation activities, assessing progress, bottlenecks, and means to ensure progress remains on track for activities assigned to him/her;
- Assisting Local Councils in the monitoring and oversight of the Community Facilitation, Planning and Engineering Design consultants (referred to as Design Consultants) to be engaged to prepare the "Upgrading of Selected Neighborhood Communities and Markets" component of the RUSLP.
- Assist in the review of technical engineering reports for each sub-component that will be prepared by Design Consultants.
- Work on project management Gantt charts to ensure works are on track and in line with agreed timelines.
- Maintain liaison with the local councils and local authority/other project stakeholders (where appropriate to the project) and sort out emerging issues in consultation with RUSLP project Manager and the Senior Engineer to ensure Uninterrupted progress of the construction works.
- Maintain constant liaison with the Contractor/Consultants and their representatives (Architects, Engineers, and Surveyors), including attending regular meetings to ensure the pace of work progress.
- Liaising with other project specialist (including safeguards, OHS and procurement) and offering engineering technical advisory.

- Lead technical supervision of all construction works (markets, neighborhoods, landfill facilities and the waste transfer station) ensuring that the works are implemented to the required standards, designs, within the assigned cost and time, while ensuring compliance with social and environmental safeguards.
- Ensure that the construction activities are carried out according to the plans, designs and drawings and ascertain accuracy of the qualities, quantities and proportions of the construction materials are precisely maintained.
- Managing changes to engineering construction works ensuring that any changes have no adverse effect on the project, and they are undertaken following project works change protocols including documentation.
- Leading the review and assessment of contractors' and consultants' payment claims for engineering works.
- Review of consultant's and contractor's reports.
- Liaise with the Project Monitoring and Evaluation (M&E) Specialist in producing progress reports for Project activities.
- Lead process of reviewing of operation and maintenance manuals for the completed works in collaboration with the relevant stakeholders.

QUALIFICATIONS AND RELATED EXPERIENCE

The consultant must meet the following minimum academic and related experience requirements:

- Master's degree in civil engineering/construction management/project management/environmental engineering with 8 years' experience in the management and implementation of civil engineering projects or
- Bachelor's degree with 12 years' experience in a Civil Engineering, Project Management, Construction Management, or a related subject, together with a minimum of 6 years' experience in the management and implementation of civil engineering projects.
- Experience in working with donor/public sector projects.
- Be a registered member of the **Sierra Leone Institute of Engineers**.
- Experience designing, delivering, and overseeing public works in urban setting, especially related to flood risk reduction, urban upgrading, solid waste management, and environmental engineering is a major advantage.
- Extensive knowledge of urban planning and development, solid waste management, disaster risk management, environmental conservation, and local government in Africa.
- Experience with developing, reviewing, or implementing Environmental and Social Impact Assessments (ESIAs) and Resettlement Action Plans (RAPs) is a plus.
- Demonstrated effective communication skills, speaking and writing, and outstanding interpersonal skills, effective team member.
- Excellent writing skills, with the ability to concisely communicate key messages.

- Experience with the World Bank operations and its documentation, including operational policies, project cycles, and supervision tools is an added value.
- Experience working on complex programs involving multi-stakeholder coordination.
- Demonstrated skills to engage and effectively lead dialogues with both local communities as well as government leaders and decision makers.
- Strong conceptual and research/analytical skills with the ability to rapidly analyze and integrate diverse information from varied sources into conclusion and recommendations.
- Very strong organizational skills and good attention to detail.
- Demonstrated problem-solving abilities, working in complex and dynamic projects. Ability to overcome challenges and propose solutions proactively.
- Experience in donor-funded projects and/or project management in urban infrastructure, land administration, sustainable landscapes, territorial development, or spatial planning dimensions.
- Excellent interpersonal skills and the ability to lead teams and function effectively as a member of a multi-disciplinary team.
- GIS and mapping skills is an added advantage.
- Knowledge of World Bank operational policies, practices and procedures is an asset.
- Excellent and effective command of English in verbal and written forms required.
- Experience working with project management tools and software such as MS project, is an advantage.
- Ability to work with government officials and representatives of international agencies.
- Experience working with international and national consultants as well as international and local contractors is important.
- Experience in donor-funded projects in urban infrastructure.
- Excellent ICT with very strong proficiency with MS Office, especially Excel, Word, and Power Point.
- Proven track record of delivery of high-quality outputs while working under pressure, in a multi-sector environment, and within tight deadlines.

DELIVERABLES

The key deliverables shall include (but not limited to) the following:

- Reviewed Project Annual Investment plan.
- All Project infrastructure designs reviewed on time.
- Location maps and designs for all works sites.
- Technical supervision of all construction works conducted for quality control and assurance.
- Changes to engineering construction works properly managed and documented.

- Engineering technical advisory provided.
- Contractors' and consultants' payment certificates for engineering works reviewed and assessed and certified.
- Engineering project progress reports and other reports timely compiled.

DURATION OF ASSIGNMENT

The Contract is for an initial period of one-year renewable upon satisfactory completion of the assignment and satisfactory appraisal results.

LANGUAGES

International Professional: Fluency (Level C) in English.

REPORTING LINE

The Civil Engineer will report to the Director of FDD, work under the close supervision of the Project Manager and the Senior Civil Engineer, and work closely with PMU staff, other stakeholders, implementing agencies, and WB staff.

RESPONSIBILITY OF THE EMPLOYER

Facilities to be provided by the project during tenure of service include:

- Office space with computer and furniture
- Email and internet access.
- Required office stationery.
- Photocopying and printing facilities
- Project Documents • Administrative Assistant (who will support the PMU)
- Access to a vehicle and other logistics to facilitate regular field visits as may be required.

MODE OF APPLICATION

Applications in writing should be accompanied by up-to-date Curriculum Vitae and supporting documents (Note: do not send originals) with the names and addresses of three referees, one of which should be the last or current employer and addressed to:

Acting Team Lead Project Fiduciary Management Unit Ministry of Finance Howe Street Freetown, Sierra Leone.

Or By E-mail application as attachment (including all supporting documents) to: resilienturbanslp2019@gmail.com

Please indicate clearly on the envelop (in the case of hard copy application) or in the email subject heading and attachment (in the case of electronic applications) the post for which application is made.

QUALIFIED WOMEN ARE STRONGLY ENCOURAGED TO APPLY.

CLOSING DATE:

The Closing Date and time for receipt of applications is 28th June 2024.