

# WASH Engineer, HICRA- Role profile

<b>Location</b>	Cox's Bazar/ CHT with 30%-40% field travel	<b>Department</b>	International
<b>Reports to (Job Title)</b>	Team Lead WASH	<b>Salary Band</b>	E mid
<b>Matrix manager (if applicable)</b>	DCOP	<b>Competency level</b>	2

## Role definition

### Role purpose

The WASH Engineer leads the technical design, implementation, and monitoring of WASH infrastructure activities within the HICRA program, while supporting WASH program monitoring and adherence to donor (USAID) regulations. This role involves conducting technical plans development and reviews, overseeing construction activities, capacity building for partner organizations and government officials, and advocating for improved technical standards in the target regions.

### Key outcomes

**Under the institutional supervision of the Team Lead – WASH and day-to-day management of the DCOP:**

- Develop comprehensive designs, including conceptual, preliminary, or detailed plans, technical drawings, calculations, master plans, cost estimations, necessary permits, and technical specifications to guide HICRA WASH intervention as per USAID approved Construction Implementation Plan (CIP).
- Lead QA/QC planning for the WASH interventions, ensuring high-quality standards during design and construction phases by inspecting materials, performing tests, and enforcing adherence to specifications and national/international standards.
- Create a Health, Safety, and Environmental (HSE) plan in line with USAID guidelines and international standards, implementing measures that safeguard workers and communities involved in project activities.
- Conduct technical and feasibility assessments, including site investigations, to evaluate the suitability, cost-effectiveness, and sustainability of WASH interventions.
- Collaborate closely with project stakeholders to confirm project status, establish required contributions, and ensure alignment with project objectives. Maintain regular coordination with DPHE, LGRD and USAID technical team as needed.
- Monitor on-site supervision and inspection of WASH works to ensure adherence to QA/QC protocols, quality standards, and timely progress within budget constraints.
- Facilitate in scoping exercises for new WASH interventions, assessing technical requirements and providing recommendations. Prepare progress reports, consolidating key project data to communicate milestones and challenges effectively.
- Establish and oversee the project implementation team, including performance evaluation and capacity-building initiatives to enhance team expertise and project efficiency.
- Drive and manage project handover documents, including as-built drawings, final Bills of



Quantities (BOQs), materials, workforce records, and other closeout documentation, ensuring a smooth and well-documented project transition.

- Process for ensuring WASH infrastructure interventions are technically sound, meet program objectives, comply with USAID/ HICRA requirements, and adhere to national engineering and environmental standards.
- Assist to the preparation of progress reports and final program evaluation on WASH infrastructure components

**Role agility**

**Expected national travel per annum**

Up to 75 days

**On call/unsocial hours** Yes, in event of Christian Aid response to humanitarian emergency.

**Expected international travel per annum**

Occasional travel

**Surge capacity for emergency responses** No

**Role requirements**

**Relationships**

**External:** The role will engage with national, sub-national public, and NGOs involved in the WASH sector especially in the project locations. The role holder will work closely with the Chief of Party (COP)/ DCOP of HICRA and project implementation team (sub-awardee organisations) for the successful implementation of the activities under the WASH component.

**Internal:** The role-holder will report to Team Lead - WASH and work on an agreed workplan that ensures CA's role as a technical organisation is upheld. The role-holder will work with other teams such as HR/ Admin, Finance, PFD as and when required and any other relevant project personnel across the organisation.

**Decision making**

The role holder will be responsible for the technical component of the WASH strategy and assisting the DCOP in the implementation of the WASH related activities.

**Budgetary/savings responsibility** The role-holder will not directly have any budgetary responsibility. However, it is expected that the role-holder will design solutions in accordance to operations budget (held at partner end).

**Analytical skills**

The role-holder is expected to have a thorough understanding of the WASH needs of the Cox's Bazar and Chittagong Hill Tracts region. The role-holder will be the lead on WASH construction related activities and monitoring and advice the DCOP and implementation team on rolling out the WASH interventions across the project locations.

**Developing self and others**

**Number of Direct reports** 0

**Overall people management responsibility** 0



As the Engineering focal point, the position holder will directly influence work planning for all construction activities. S/he will be responsible for capacity building, and supportive supervision of technical personnel, and guidance of other WASH-related staff. S/he will be both a subject matter expert and strong manager - ensuring that activity design directly contributes to expected results, and that through coaching staff and supervising contractors, the team will meet its anticipated deliverables. The job holder should be relatively self-directed, with a full understanding of his/her role and responsibility and capacity to carry that out without close supervision.

#### Role related checks

Police Check [Basic](#) Counter terrorism screening Required

#### Person specification

##### Applied skills/knowledge and expertise

##### Essential

- BSc degree in Civil Engineering/ Environmental Engineering/ Public Health Engineering, or a relevant subject is preferred.
- At least 06 years of working experience in the development field and 3-4 years of substantial experience on WASH and relevant field programming.
- Proven leadership skills and demonstrated experience developing, mentoring, and managing partnerships.
- A record of successful performance on USAID-funded activities.
- Proven experience in the implementation of strategic planning, management, and design of WASH-focused programs
- Demonstrated ability to work collaboratively with activity stakeholders: donors, partners, local government institutions, local communities and vulnerable groups, etc.
- Excellent writing and communication skills.
- Fluency in English and Bengali is strongly desired.
- Excellent in-depth understanding of WASH and climate change in the context of Cox's Bazar and CHT.
- High level of numeracy and understanding of financial controls and procedures.
- Demonstrated knowledge and skills in applying USAID policies and standards, and best practices.
- Experience in facilitating and supporting programmatic decision-making, adaptive management, and learning.

##### Desirable

- Project Cycle Management and monitoring, evaluation and learning methodologies
- Experience of working in large consortiums
- Understanding of local language (Chattogram/ CHT/ Cox's Bazar)

DATE CREATED

13/11/2024

