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| WASH engineer  |
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**JOB DESCRIPTION**

**Concern Worldwide Bangladesh**

Concern Worldwide is an international humanitarian organisation dedicated to the reduction of suffering and working towards the ultimate elimination of extreme poverty in the world’s poorest countries. Concern started working with the people of Bangladesh in 1972 by extending its support after the devastating cyclone of 1970. Since then, Concern Worldwide has been working to address extreme poverty in the most vulnerable communities of the country by implementing needs based, innovative humanitarian and development projects.

In Bangladesh, Concern Worldwide works jointly with Non-government organisations (NGOs), Civil Society Organizations (CSOs), different government departments, the private sectors and other key stakeholders to ensure the sustainable changes in the lives of the people living in conditions of extreme poverty.

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| **Job Title:** | **WASH Engineer**  |
| **Job Location:** | Head Office, Dhaka, with frequent travel to project areas |
| **Reports to:** | Deputy Director Programme Implementation |
| **Staff Management** | This position will also work through matrix management with technical advisors in health and Nutrition, M&E, Advocacy, Gender and Inclusion, Communications and with other key support departments. |
| **Contract details:** | 2 years contract with potential for renewal  |

**Job purpose:**

The WASH Engineer will design and oversight the infrastructural works under the project to improve service delivery from Community Clinic and Union Health and Family Welfare Centres including construction, renovation and improvement of community WASH and flood resilient infrastructures Within the program areas of Concern. S/he will also explore and promote innovative approaches to help ensure the provision of sustainable WASH facilities through community and local government engagement.

**Main duties & responsibilities:**

* To work with partners and local contractors to ensure that construction works are designed and implemented in line with donor compliance, Government of Bangladesh standards and guidelines and in accordance with Concern’s Engineering standards and, where WASH-related, Concern’s WASH Strategy.
* Provide technical advice and support to project teams in assessment, planning, budgeting, procurement, supervision and handover of construction activities, including supporting the development, and approval of engineering designs.
* Prepare tender dossier and work contracts and assist the Logistics Team in the procurement process.
* Provide support in the capacity building of partner WASH & Engineering staff through face-to-face training.
* Conduct reviews of Engineering designs (WASH or otherwise), including analysing drawings, Bills of Quantities, and technical specifications for conformity; giving advice and approving, where appropriate, in consultation with the Concern HQ WASH & Engineering Advisor.
* Carry out field level visits to support all elements of construction works, from technical assessment of previous projects and planning of new ones to approval of designs and supporting the project management of small works.
* Provide support to partner teams to develop systems for supervision and monitoring the construction, operation, maintenance, and management of infrastructure, working with the monitoring and evaluation team.
* Support with the management of standard operating procedures for engineering works in Concern Bangladesh.
* Provide technical support to partner staff for their community mobilization work related to construction, the handover management of infrastructure, and the promotion of hygiene and sanitation.
* Explore and promote innovative approaches to help ensure the provision of sustainable WASH services and engineering technologies, including at a minimum supply chain issues for spare parts, the funding of life cycle costs as well as operational management models.
* Support RMNCAH PM in designing effective SBCC approaches, such as hygiene promotion, Baby WASH and PHAST approaches, etc.
* Promote and provide technical support on the implementation of soft WASH practices in Health care facilities settings, such as environmental cleaning, IPC, medical waste management,
* Work closely with the Gender and Inclusion Advisor to ensure that WASH designs are gender sensitive, inclusive and accessible.
* Ensure that construction projects are designed in such a way as to reduce risk and vulnerability and inequalities among the beneficiary population and that disaster risk reduction issues are considered.
* Provide support to Concern management in writing funding proposals and reports, etc.
* Represent Concern in the WASH Cluster. And
* Participate in Rapid Emergency Response as necessary.

**Accountability**

In line with Concern’s commitments under the Core Humanitarian Standard (CHS):

* Actively promote meaningful community participation and consultation at all stages of the project cycle (planning, implementation, M&E);
* Work with relevant colleagues to ensure that the Complaints and Response Mechanism (CRM) is functional and accessible, that feedback and complaints are welcomed and addressed;
* Work with relevant colleagues to ensure that information about CRM, safeguarding and expected staff behaviour is disseminated among programme participants and communities.

***Person specifications:***

**Education and aptitude:**

* Bachelor’s degree in Civil/Structural Engineering, with WASH elements.
* At least 5 years total professional experience in the field of civil engineering (or similar), of which at least 3 year’s experience with an INGO/local organization in development term development/fragile contexts on hardware components associated with WASH (water pumps, latrines, water treatment, water storage, climate resilient infrastructure etc.)
* Structural engineering experience in flood resilient infrastructure such as road and embankments
* Experience in working with contractors, technicians, government technical staff, and community groups.
* Experience in WASH in Health care facilities projects
* Knowledge of contract management.
* Understanding of the role of quality assurance and advisory functions and how they link and contribute to overall programme quality.
* Good collaboration and interpersonal skills with local, national, and civil society stakeholders
* Knowledge of programme monitoring and evaluation.
* Good understanding of development & humanitarian issues with an emphasis on participation and sustainability.
* Understanding of the softer elements of WASH programming, such as hygiene promotion, Baby WASH and PHAST approaches, etc.
* Excellent report-writing skills
* Word processing & excel skills, GIS skills andAuto CAD proficiency

***Key competencies:***

**Essential Character:**

* Strong leadership skills with sensitivity in dealing with government authorities on critical issues
* Strong management skills and ability to motivate others and promote accountability among staff
* Skills in time management and prioritising
* Ability and willingness to work as part of a multi-disciplinary team
* Pro- activity
* Analytical and independent thinking
* Knowing How to Learn and Adapt
* Reasoning
* Resourcefulness and Initiative.
* Sense of Responsibility
* Open to new ideas

**Essential Skills:**

* Planning and organisational skills.
* Problem solving and decision making skills.
* Strong leadership skills.
* Ability to work with a broad range of people.
* Financial management skills.
* High level of both written and spoken English and Bangla

**Essential competencies:**

* Flexibility
* Coaching and mentoring
* Development Orientation
* Thoroughness

***Concern Code of Conduct and its Associated Safeguarding Policies***

*Concern has an organisational* ***Code of Conduct (CCoC) with three Associated Policies; the Programme Participant Protection Policy (P4), the Child Safeguarding Policy and the Anti-Trafficking in Persons Policy.*** *These have been developed to ensure the maximum protection of programme participants from exploitation, and to clarify the responsibilities of Concern staff, consultants, visitors to the programme and partner organisation, and the standards of behaviour expected of them. In this context, staff have a responsibility to the organisation to strive for, and maintain, the* ***highest standards in the day-to-day conduct in their workplace in accordance with Concern’s core values and mission****. Any candidate offered a job with Concern Worldwide will be expected to* ***sign the Concern Staff Code of Conduct and Associated Policies as an appendix to their contract of employment****. By signing the Concern Code of Conduct, candidates acknowledge that they have understood the content of both the Concern Code of Conduct and the Associated Policies and agree to conduct themselves in accordance with the provisions of these policies. Additionally, Concern is committed to the* ***safeguarding*** *and protection of vulnerable adults and children in our work. We will do everything possible to ensure that only those who are suitable to work or volunteer with vulnerable adults and children are recruited by us for such roles. Subsequently, working or volunteering with Concern is subject to a range of vetting checks, including* ***criminal background checking.***

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| *Line Manager’s name* | *Signature Signed*  |
| *Date*  |
| *Employee’s name*  | *Signature* |
| *Date*  |