



OPEN TO INTERNAL AND EXTERNAL CANDIDATE

Reference No. : **CFCV/MZ10/2024/026**
Position Title : **International Engineering Support Consultancy (CRP)**
Duty Station : Pemba, Mozambique
Organization Unit : CRP
Classification : **Consultancy, Category A**
Type of Appointment : Consultancy Contract, 06 (six) months.
Report to : Programme Manager (CRP)
Estimated Start Date : As soon as possible
Closing Date : **13th March 2023**

IOM is committed to a diverse and inclusive environment. This is a request for Curricula/expression of interest for the position of **International Engineering Support Consultancy (CRP)**. The successful candidate will be offered Special Short Term Ungraded Contract.

In addition, all applicants should meet eligibility requirements for languages, education and work experience requirements stipulated in the CFCV.

CONTEXT:

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration and works closely with governmental, intergovernmental, and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

Under the overall supervision of the Head of Peacebuilding and Development Coordination Unit (PDCU), and the direct supervision of the Program Manager of CRP (Community Resilience and Peacebuilding), the International Engineering Support Consultancy will be required to work as a member of the CRP team in designing, implementing, and coordinating the construction/rehabilitation of various infrastructure projects in Mozambique.

Category A Consultants: Tasks to be performed under this contract:

- a) Manage the engineer team within CRP including supervision of staff members, guiding performance evaluation and follow-ups, allocation of work in the team, identifying challenges in the early stages and bringing solutions, and ensuring space for other staff members to speak-up and share knowledge.
- b) Identify infrastructure projects in the targeted communities through co-leading the process of the technical need assessment, gathering the information needed to be used for project implementation purposes, in line with CRP requirements, and coordinating with relevant local authorities in the area of responsibility (AoR).
- c) Take the lead on developing tools, SOPs and guidelines for different infrastructure projects in coordination with the Infrastructure Officer and other Engineering unit team.
- d) Coordinate closely with RMU (Resource Management Unit) to monitor and follow up on the timely progress of procurement and finance activities, and support the inspection of achievements.
- e) Initiate the technical documents for the infrastructure activities including the Bill of quantities, Drawings, Work Schedule, and any needed documents.
- f) Manage implementing partners (IP) agreement, creating guidance and tools, supporting in budget projection, narrative and financial reporting process as well as following up the payment process with RMU. Assist in the monitoring process of all infrastructure activities in the field and support the engineering team within CRP for better methodology of monitoring and inspections, this might include field visit activities and report back.
- g) Report any issues related to non-compliance or bottlenecks impeding progress to the Infrastructure Officer and advise on necessary action/resolution.
- h) Contribute to internal and external reports on weekly and bi-weekly basis to the project managers and share the related information in timely manner.
- i) Coordinate cross-cutting activities with different Programme Officers to ensure alignment with project objectives.
- j) Facilitate the application of the Environmental Mitigation and Monitoring Plan for construction activities, aligning with IOM and donor requirements. Prioritize environmental enhancement in projects by integrating sustainable practices, ensuring strict compliance with environmental standards.
- k) Enhance protection mainstreaming in all infrastructure-related activities throughout the project cycle. This includes – but not limited to – safety and dignity of beneficiaries, understanding their diverse needs, enabling meaningful access to IOM's services, adequate accountability to affected populations and participation and consultation.
- l) Lead in training and supervising the Engineering Unit team operating within the AoR to assess, monitor and maintain comprehensive records of all implemented activities.
- m) Perform such other duties as may be required or assigned.

Performance indicators for the evaluation of results

- a) Timely initiation of infrastructure projects.
- b) Quality of technical documents and stakeholder feedback.
- c) Efficient financial utilization and procurement progress.
- d) Timely and effective project monitoring and reporting.
- e) Efficient management of implementing partner agreements.
- f) Successful coordination with Programme Officers.
- g) Adherence to environmental standards and plans.
- h) Effective mainstreaming of protection considerations.
- i) Successful training and supervision of the Engineering Unit team.
- j) Timely resolution of issues.
- k) Contribution to the overall success of projects.

REQUIRED QUALIFICATIONS

Education

- Master's degree in Environmental Engineering and/or Sustainable Architecture; degree in Civil, Structural Engineering and/or Architecture from an accredited academic institution; or.
- University degree in the above fields with three years of relevant professional experience.

Experience

- Proven expertise in engineering design and consulting, specializing in infrastructure project implementation, including monitoring and supervision for adherence to timelines and quality standards.
- Demonstrated expertise in both hydraulic and construction work specifically in the Cabo-Delgado region.

Skills

- Knowledge of local context in target project areas (i.e. Northern Region of Mozambique). In-depth knowledge of challenges and best practices related to infrastructure projects in Mozambique.
- Familiarity with Mozambican National Building Standards and a strong understanding of related local and international standards and specifications.
- Proficient in using computer-aided design (CAD) technology and design software (AutoCAD, STAAD) to develop clear and comprehensive technical documents.
- Competent in utilising surveying instruments (level, total station, etc.), mapping devices (GPS), and related software (ArcGIS, QGIS) to ensure precision in project implementation.
- Ability to prepare schedules, bills of quantities, and estimate costs, utilizing tools such as MS Office suite software (Word, Excel, Project).
- Knowledge of UN and bilateral donor programming.

- Knowledge of financial rules and regulations.
- Knowledge of procurement principles and policies.

Travel required

- Flexibility to perform field visits to supervise contractors and implementing partners work progress if required.

Languages

- Fluency in **English** both oral and written is required.
- Fluency in **Portuguese** both oral and written is an advantage.

REQUIRED COMPETENCIES

The incumbent is expected to demonstrate the following values and competencies:

Values – all IOM staff members must abide by demonstrate these three values:

- Inclusion and respect for diversity Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- Integrity and transparency: Maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: Demonstrates ability to work in a composed, competent, and committed manner and exercises careful judgment in meeting day-to-day challenges.
- Courage: Demonstrates willingness to take a stand on issues of importance.
- Empathy: Shows compassion for others, makes people feel safe, respected, and fairly treated.

Core Competencies – behavioral indicators *level 1*

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring, and motivational way.

Other

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, verification of Education certificate and security clearances.

How to apply:

Interested candidates are invited to submit their applications in **ENGLISH**, with:

- a) Detailed *curriculum vitae*, including historical salary and minimum three referees (preferably former direct supervisors).

Please submit your application by email to iommzbvacancies@iom.int , indicating the reference code above **[Name, CFCV/MZ10/2024/026 – International Engineering Support Consultancy (CRP)]** as subject. The deadline for applications is **13th March 2024**.

Only applicant who meets the above qualification will be considered.

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training, or other fee). IOM does not request any information related to bank accounts.

Posting Period

29.02.2024 to 13.05.2024