

50. H3  
 22/8/2022  
 22 AUG 2022  
 REPUBLIC OF SOUTH SUDAN  
 MINISTRY OF LABOR AND EMPLOYMENT  
 JUBA



VACANCY ANNOUNCEMENT  
 WASH ENGINEER

Concern South Sudan is an international humanitarian NGO working in South Sudan since 1998. It is dedicated to the reduction of suffering and working towards the ultimate elimination of extreme poverty in the world's poorest countries through the provision of Health & Nutrition, Shelter, WASH and Livelihood activities in the three States of South Sudan.

Concern South Sudan is looking for a suitable candidate to fill the position of **WASH Engineer** to be based in **Bentiu Unity State**.

**Job Purpose:**

This position will be responsible for overseeing technical aspects of Concern's WASH programming in Unity State, whilst ensuring compliance with humanitarian standards and delivering high quality WASH outputs in accordance with programme plans and budgets. This shall be done in collaboration/consultation with WASH PM, WASH Advisor, PQ unit and Area Coordinator. Key activities include providing technical oversight and quality control in the design, implementation, monitoring and evaluation of hardware component, training and on-the-job coaching of staff, ensuring programme is delivering as per international and Concern emergency standards, supporting procurement matters for programme implementation.

**Main Duties & Responsibilities:**

**Programme Planning and Design**

- Support WASH PM in design of WASH programs and activities in Unity State. Ensure participation of programme stakeholders (state government, other NGOs, WASH Cluster, beneficiaries) in all stages of the project cycle, whilst key lessons learnt are captured.
- Prepare Scope of Works and Bills of Qualities for implementation of WASH activities including rehabilitation and construction of WASH and other sectoral facilities as required.
- Provide relevant inputs for the development of South Sudan's Country Strategic Plan and Annual Plans as required.

**Programme Management**

- Provide technical support and oversight for all water supply and sanitation infrastructure within Bentiu IDP Camp and in Unity State, ensuring compliance with SPHERE standards
- Construction contract management, technical quality, policy and procedural compliance and work plan supervision of all construction undertaken by Concern, including but not limited to water supply and sanitation facilities.
- Ensure that all construction materials are accounted for, tally with request orders, and that documentation of all release of these items is compliant with the logistics policy and procedures (procurement, warehousing and stock control)
- Ensure minimum standards of technical quality are adhered to in all engineering activities and interventions and that they are technically and culturally appropriate, suitable for the given emergency state, realistic and on budget.
- Conduct WASH assessments in remote locations, through participation in short response missions.
- Respond to urgent WASH needs in remote locations through direct implementation including repairing of boreholes, tap stands, and other water supply and treatment facilities and construction of emergency latrines, whilst providing recommendations on other longer-term solutions.

OFFICE OF THE ASSISTANT GENERAL MANAGER  
 REPUBLIC OF SOUTH SUDAN  
 Approved  
 23 AUG 2022  
 08/08/2022

CONCERN  
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 WORLDWIDE



- Actively participate in technical discussions on building responses in Unity State as the situation evolves
- Preparation of designs, technical drawings, BoQs, that are community-led and cluster agreed.
- Ensure all water engineering works including sanitation facilities adhere to Government, SPHERE and Concern standards.
- Work with the relevant line ministries on technical aspects of the WASH programme. Monitoring the programme activities and capacity building of Concern partners.
- Work with WASH PM, Area Coordinator to further build and maintain Concern's emergency preparedness capacity.
- Conduct frequent field monitoring visits including monitoring of WASH program activities implemented by local partners.

### **Reporting and Donor Compliance**

- Support in developing high-quality concept notes and proposals for the programme
- Prepare timely and high quality internal and donor reports for the Unity State WASH programme, in line with donor requirements (narrative and financial)
- Timely prepare and share WASH programme data as required by WASH Cluster (filling up 5Ws)

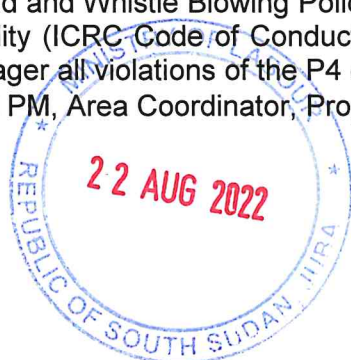
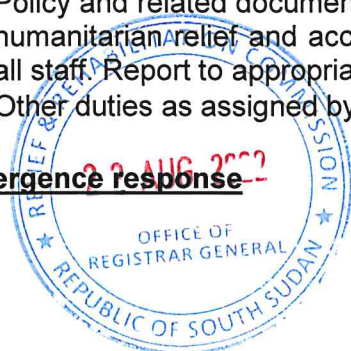
### **People Management**

- Responsible for line management of Plumber, WASH Officer, Water Quality Monitor, ensuring SMART objectives shared, agreed and achieved.
- Develop and implement technical capacity building for the WASH team (hardware component) in coordination with WASH PM and WASH Advisors.
- Ensure that all staff line managed are aware of and comply with Concern's policies and procedures.
- Monitor, review performance and hold staffs accountable for meeting the success criteria, deliverables; give corrective feedback where required and take decisive action in the case of poor performance.
- Ensure that staffs and contractors are compliant and fully understand their obligations when signing the programme participant protection policy (P4) and where non-compliance is suspected, to inform a member of the SMT so that the Country Director can take the appropriate action.

### **Representation**

- In the absence of the WASH PM, and upon request, act as Concern's focal point for the WASH Cluster, at State level participating in the meetings, technical working groups and other workshops
- Share relevant information in a timely manner with all Concern's WASH programme team.
- Represent Concern with government departments, relevant line ministry, donors and communities at State and County levels, with the support of WASH PM, as required.
- Support cross-sectoral periodic programme reviews in order to assess programme progress, capture lesson learnt and adapt programme strategies as necessary in accordance with Concern's result-based management principles. Ensure mainstreaming of cross cutting issues/approaches, Accountability and do not harm philosophy
- Ensure Unity WASH team adheres to security protocol and procedures
- Ensure Concern's policies; Equality Policy, Code of Conduct, Programme Participant Protection Policy and related documents; Fraud and Whistle Blowing Policy as well as minimum standards of humanitarian relief and accountability (ICRC Code of Conduct, Sphere, CHS) are adhered to by all staff. Report to appropriate manager all violations of the P4 or CoC.
- Other duties as assigned by WASH PM, Area Coordinator, Program Director

### **Emergency response**





Concern is committed to responding to emergencies efficiently and effectively in order to help affected people meet their basic needs, alleviate suffering and maintain their dignity. To this end, when emergencies strike and the South Sudan Programme is to respond, all staff are required to actively participate in the response, regardless of location and contribute to the efforts aimed at achieving the humanitarian objective of the organization. Therefore, you are required actively participate in any emergency response if called upon to do so (within the existing programme area or in a new one).

### **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 disseminated among programme participants and communities.

### **Qualification and experience**

#### **ESSENTIAL**

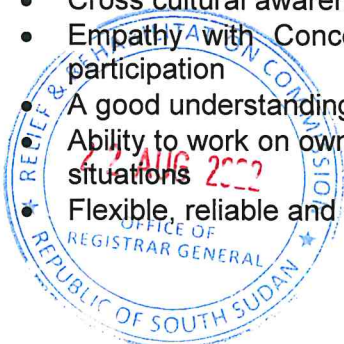
- Minimum of a Bachelor degrees in (Civil/Water/Environmental) Engineering, with at least 5 years' experience working with an INGO implementing WASH, particularly hardware component.
- Experience working in a complex emergency context.
- At least 2 year practical experience in design, supervision of construction, repair, rehabilitation of infrastructures (hand dug wells, boreholes, solar water yards, communal tap stands, communal and household latrines, bathing showers)
- At least 2 years practical experience in preparation of tender documentation, contract appraisal/assessment of technical designs/BoQs and development of construction contracts.
- Experience in managing and training of staff and contractors on design, construction and technical standards
- Sound IT skills, including Word, Excel and AutoCAD and other engineering software.

#### **DESIRABLE**

- Familiarity with sphere guidelines and CHS
- Experience of work in camp setting, informal settlements in the country. Experience in rapid response missions in remote humanitarian settings
- Familiarity with IT equipment, HF/VHF radios and security issues
- Good command of verbal and written English, as well as strong analytical, organizational and people skills, in addition to able to fluently communicate in Arabic. Having good command of Nuer language is an added advantage.

### **Additional skills:**

- A strong team leader and member player with significant experience in team and capacity building including of national organizations
- Ability to work and remain calm under pressure; good people development and motivation skills
- Cross cultural awareness and sensitivity
- Empathy with Concern's goals and a commitment to capacity building, protection and participation
- A good understanding of security context and its relevance to programme delivery and design.
- Ability to work on own initiative with minimal supervision and adaptable to changing needs and situations
- Flexible, reliable and adaptable to changing environments and volatile security settings



- Experience in and willingness to travel and be deployed to very remote locations and work in an insecure environment

Diplomatic – a commitment to working through systems of community participation and mobilization

**Safeguarding at Concern: Code of Conduct and its Associated 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.**

**How to apply:**

1. Interested candidates are requested to submit their Applications, Updated CVs of not more than 3 pages and a copy of their Nationality ID and copies of Educational Certificates to HR Department at Juba Office or Field Office in Bentiu or email to [vacancies.juba@concern.net](mailto:vacancies.juba@concern.net) not later than **9<sup>th</sup> September 2022, (advert is open from 22<sup>nd</sup> August 2022 to 9<sup>th</sup> September 2022).** Those applying online should **indicate the job position and location on the subject line** for your application to be considered.
2. The position is strictly open to South Sudanese nationals only.
3. Only shortlisted candidates will be contacted and applications submitted will not be returned.
4. Please complete the summary profile form when submitting your application.

**CONCERN WORLDWIDE IS AN EQUAL OPPORTUNITY EMPLOYER AND DOES NOT CHARGE FOR ANY KIND OF RECRUITMENT.**

**WOMEN ARE STRONGLY ENCOURAGED TO APPLY TO OUR ORGANIZATION.**

**WE CELEBRATE DIVERSITY**

