



TERMS OF REFERENCE

Position:	Senior Mechanic
No of Positions:	1
Duty station:	Bentiu
Application start:	6 th October 2026
Application end:	16 th October 2026
Length of the contract:	3 months (1 month's probationary period), with possibility of extension depending on funding availability and performance.

Approved by
SMOL, PSS/HRA
Unit - State

OVERVIEW OF CTG GLOBAL

CTG support and manage humanitarian projects in fragile and conflict-affected countries around the world. With past performance in 15 countries – from the Middle East, Africa, Europe, Asia and Central and South America – we offer a holistic fabric of project management, implementation, and support. Skilled in emergency response to crises such as the Ebola outbreak in West Africa, we can act quickly (crisis response teams can be on the ground in 24 hours) and to establish structured operations in high-risk environments. CTG recruit and manage qualified, skilled teams with extensive experience operating in challenging conditions.

OVERVIEW OF THE POSITION

Under the overall supervision of the Logistics Officer and the direct supervision of the Workshop Supervisor in, Bentiu the Senior Mechanic will provide support to the overall logistics activities in the Log base.

To provide maintenance service & repair all types of light / heavy equipment vehicles, trailers, generators and pumps repair requirements in a safe, efficient & economical manner, deploying requisite skills & expertise. Working to the highest standards with/without close supervision to achieve an acceptable level of work throughout whilst always maintaining quality standards in accordance with the established procedures, normative guidelines as set in the IOM Logistics Manual (MA/00569) and its related Internal Notifications:

GENERAL FUNCTIONS

- Examine, inspect & report thoroughly on the condition, road worthiness or safety of any vehicle or equipment, including functional testing & the application of computerized service & diagnostic techniques.
- Service, maintain adjust or repair vehicles, equipment or components utilizing the necessary tools, equipment & facilities in a safe manner within the standard job times defined by the vehicle / equipment manufacturer.
- Interpret & implement technical service data & statutory maintenance standards to ensure that all work performed is in accordance with minimum requirements defined.



- Recovery of broken down or immobilized vehicles and equipment, utilizing proper techniques to minimize the risk of additional damage without causing any danger to the public.
- Apply the organization's policies in respect to maintenance practices & standards to ensure that these are fully implemented & that maximum benefit is obtained in terms of equipment availability & minimizing costs.
- Apply in a logical & progressive manner the appropriate diagnostic techniques to determine the cause or causes of reported malfunctions in vehicles, components, or systems. Also including recommendations for improvements & modifications designed to enhance safety & reliability.
- Use safe working practices & procedures at all times & in particular to comply with the organization's health & safety at work policy. Including the wearing of protective clothing & consideration for the environment.
- Loss or damage of Cargo, Spares, Tools, or Equipment as well as Loss of Fuel in the care of the employee shall be deducted from the salary based on CIF value or Local Market Rate, whichever prevails. This can also lead to penalties or dismissal to the Personnel and penalties on the Service Provider or Contractor.
- Share experiences gained with other staff members & strive towards creating good team building & a harmonious atmosphere.
- Travel occasionally to different areas of IOM operations
- Perform any other duties as requested by immediate Supervisor.

Staff Code of Conduct

- The staff assumes the duty of humanitarian care and ethical conduct that goes with the responsibilities. By signing a code of conduct, the staff thereby signals responsibilities to uphold its standards of behaviour accordingly.
- Maintain protection guiding principles and survivor centered approach.
- A staff must adhere to the guiding principles of Protection from Sexual Exploitation and Abuse and ensure all survivors as further protected from harm.
- Be friendly and welcoming
- Be careful in the words and actions you choose.
- Help create welcoming, inclusive, safe space for people from diverse against others because of their identity (race, gender, sexuality, age, class background, ability, religion and more)
- Protect the integrity of the organization.

REQUIREMENTS

Required Qualifications and Experience:

- A South Sudanese national with certificate in mechanic/welding and 5 years or more work experience
- High school graduate. Completed "A" Levels/ Secondary School in Mathematics and English as main subjects.



- Completed a full course at technical college, or similar institution in Auto Mechanics with experience gained in both light and heavy Vehicles.
- Experience in computerized, PLC Repairs
- Good diagnostic skills and ability to interpret electrical, hydraulic, and other engineering diagrams.
- English is essential. Fluency in Arabic is desirable.
- Creates a respectful office environment free of harassment and retaliation and promotes the prevention of sexual exploitation and abuse (PSEA).

Key Competencies:

- Experienced on repairs of Hino Truck, Howo 6x6, Caterpillar brand excavators, grader, compactor, John Deere Tractor with trailers and Backhoe loader, Generators and trash pumps
- Computer Skills and good working knowledge on MS Office

Languages:

- Proficiency of English is required. Ability to speak the local languages is an added advantage.

Qualified female candidates are encouraged to apply for this role.

In order to apply for this role please deliver your CV, cover letter and copies of your academic documents, most preferably by email to the address: southsudan@ctg.org
Please make sure **the subject of your application states "Senior Mechanic – Bentiu"**, or your application might be overlooked.

IMPORTANT REQUEST

- Kindly avoid naming your CV as *CV*, *Updated CV*, or by Job title or organization name
- For hard copy deliveries kindly include position applied for on the envelope.

