



ZOA Dorcas South Sudan is an international NGO that was established in May 2022 as a result of the merger between ZOA and Dorcas in South Sudan. Both organisations were individually present in South Sudan for years (ZOA since 1998 and Dorcas since 2008) and the partnership is expected to further increase impact.

ZOA Dorcas South Sudan is implementing humanitarian, recovery and development programs, applying the (triple) nexus approach that aims to enhancing resilience and adaptation to ever changing circumstances, including climate change. It is building upon its extensive experience and expertise in especially TVET & entrepreneurship, FSL and WASH, Nutrition and Peacebuilding & Reconciliation.

ZOA Dorcas South Sudan is active in Western Bahr El Ghazal, Warrap and Jonglei State as well as Greater Pibor Administrative Area. The main office of the organisation is in Juba, with program offices in Akon North (Warrap), Bor (Jonglei), Pibor (GPAA) and Wau (WBeG).

ZOA Dorcas is looking for an English and Arabic-speaking South Sudanese, for the position of:

**Project Engineer**

**Stationed in Aweil, Northern Bahr El Ghazal State**

**Start Date: ASAP**

**Duration: 31<sup>st</sup> December 2025, with possibility of extension depending on performance and funding**

**JOB PURPOSE**

The Project Engineer is responsible for the technical planning, implementation, and supervision of WASH and infrastructure projects, including borehole drilling, rehabilitation of water systems, dyke construction, and capacity building. The position holder will ensure high-quality project delivery, adherence to technical standards, and effective collaboration with government and private stakeholders. The role also involves assessments, design, field monitoring, reporting, and active participation in organizational learning and development.

**Key Result Areas**

**I. Dyke Construction Management**

- Lead the design and technical planning of dyke construction projects to mitigate flooding and improve community resilience.
- Conduct feasibility studies and technical assessments to identify suitable locations and align designs with local geographical and hydrological conditions.
- Collaborate with consulting engineers, contractors, and environmental experts to ensure designs meet technical, environmental, and social standards.
- Prepare detailed designs, bills of quantities (BoQs), technical drawings, and specifications.
- Develop comprehensive work plans, schedules, and budgets for dyke construction activities.
- Engage with local authorities, community leaders, and relevant government departments to secure approvals for construction activities.
- Facilitate participatory design processes to incorporate community input and ensure the dyke serves local needs effectively.
- Maintain strong working relationships with contractors, suppliers, and relevant agencies to ensure smooth project implementation.
- Prepare a detailed procurement plan to source materials, equipment, and services required for dyke construction.
- Work closely with the procurement team to ensure timely acquisition and delivery of quality materials that meet project specifications.



- Conduct regular site inspections to oversee construction activities and monitor progress against the approved design, work plan, and timeline.
- Ensure construction adheres to technical specifications, quality standards, and safety protocols.
- Troubleshoot on-site issues, resolve challenges promptly, and provide technical guidance to contractors.
- Document and address any deviations or changes to the original plans, ensuring stakeholders are informed.
- Develop and use monitoring tools to track progress, identify bottlenecks, and ensure timely completion of milestones.
- Prepare and submit progress reports, highlighting achievements, challenges, and mitigation measures.
- Prepare work completion certificates upon satisfactory completion of construction activities.
- Compile and maintain all technical documentation, including as-built drawings, inspection records, and quality assurance reports.
- Facilitate the formal handover of the dyke to the local government or community, ensuring proper documentation and agreements.
- Identify and assess risks related to construction activities, including environmental, logistical, and safety challenges.
- Develop and implement risk mitigation plans to address potential issues and ensure smooth project execution.
- Collaborate with local authorities to establish a maintenance plan and ensure the dyke remains functional and resilient over time.

## **2. WASH Project Implementation**

- Plan and oversee the drilling of new boreholes, including geophysical surveys, site identification, and leading the drilling crew.
- Assess non-functional boreholes to identify repair and rehabilitation needs, and manage the implementation of repairs.
- Facilitate the formation and training of Water Management Committees to ensure sustainability of water points.
- Conduct water quality testing to ensure compliance with national and international standards.
- Monitor borehole performance and ensure appropriate handover to the community and stakeholders.

## **3. Stakeholder Engagement and Coordination**

- Work closely with government departments, private stakeholders, and community representatives to ensure alignment and approvals for project activities.
- Represent the organization in technical meetings, WASH clusters, and coordination forums.
- Build and maintain strong relationships with local authorities, contractors, and donors to foster collaboration and support.

## **4. Technical Assessments and Design**

- Conduct technical assessments for new and existing water infrastructure and flood protection systems.
- Prepare detailed designs, bills of quantities (BoQs), technical drawings, and work plans for all infrastructure projects.
- Develop and update technical guidelines, checklists, and monitoring tools for project implementation.

## **5. Monitoring, Supervision, and Quality Assurance**

- Provide on-site supervision of construction and repair activities to ensure compliance with agreed-upon designs and standards.
- Monitor contractor performance, resolve technical challenges, and maintain regular progress updates.





- Conduct post-construction evaluations to ensure long-term functionality and sustainability.

#### **6. Reporting and Documentation**

- Prepare and submit accurate and timely project reports (quarterly, biannual, and annual) highlighting achievements, challenges, and lessons learned.
- Document technical processes, designs, and field activities to contribute to organizational knowledge sharing and learning.
- Maintain a database of all project sites, designs, and technical documents for future reference.

#### **7. Capacity Building**

- Train and mentor field staff and community members on technical aspects of WASH and infrastructure projects.
- Build the capacity of Water Management Committees to manage and sustain water points.
- Organize workshops and awareness campaigns on water safety, sanitation, and hygiene practices.

#### **PREFERRED SKILLS/QUALIFICATIONS:**

- Bachelor's degree in Civil Engineering, Water Resources Engineering or a related field.
- Minimum of 3–5 years of experience in WASH projects, including borehole drilling, rehabilitation, and flood protection works.
- Technical Skills:
  - Proficiency in AutoCAD, GIS, or other design software.
  - Knowledge of geophysical survey tools and techniques.
  - Strong understanding of water quality standards and testing procedures.
  - Technical skills in computing and using standard software (Excel, Word, PowerPoint, and Internet).
  - Demonstrated experience in managing budgets, timelines, and diverse teams.
  - Ability to work in team and co-run activities.
  - Good communication and social skills to establish relationships with different communities
  - Proven problem analysis and decision making skills.
  - Dynamic, creative, positive, flexible and good team player
  - Good experience in communication with communities and awareness campaign
- Driving license for motorbike
- Good command of English language and Arabic language is must.
- Ability to work in remote and challenging environments.
- Flexibility and pro-active and servant attitude.



#### **Contacts**

- With Projects Manager to receive different assignments and feedback on the results.

#### **What we offer**

- Working environment with scope for professional and personal development;
- Being part of valued professional in a dedicated, motivated and intercultural team;
- ZOA Dorcas offers a gender sensitive working environment;
- A competitive salary that takes into account the qualification and experience of the candidate.

#### **How to apply**

If you believe that your qualifications meets the requirement of the position above, kindly submit your application (including CV, academic credentials, copy of your Nationality ID, and contact details of 3 referees)

by email to [recruitment.southsudan.wau@zoadorcas.ngo](mailto:recruitment.southsudan.wau@zoadorcas.ngo) or hard copies of your application to ZOA- Dorcas office in Juba, or in Wau at Sikka Haddid, near Airport. Please indicate clearly the position you are applying for in the subject of your email and all application documents.

**Closing date: 10<sup>th</sup> January 2025 at 5:00 PM**

Only shortlisted candidates will be contacted.

**Note:**

**This position is for South Sudanese Nationals ONLY.**

ZOA Dorcas is an Equal Opportunity Employer. Human dignity is central to our work, and we look for candidates that adhere to our core values: We are People Centered, Faithful and Serve with Integrity. ZOA Dorcas is committed to the protection of children and adults from (sexual) exploitation and abuse and has Zero Tolerance in case of breach of our code of conduct. ZOA Dorcas staff are expected to uphold these values and share our commitment. ZOA Dorcas will perform due diligence checks for this vacancy.

*All staff is required to sign and adhere to the ZOA-Dorcas Code of Conduct including Child Safeguarding (Following guidelines of PSEA-Project against Sexual Exploitation and Abuse).*

*Recruitment is subject to successful completion of all applicable background checks, including references and criminal record checks.*

**ZOA**  **Dorcas**  
South Sudan

