

TERMS OF REFERENCE

Position:	Field Engineer
Position grade:	G4
Number of Vacancy:	01
Duty station:	Bentiu
Application start:	02/07/2025
Application end:	30/07/2025
Length of the contract:	6 Months with possibility of extension



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.

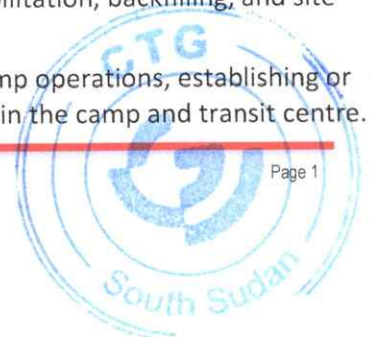
OVERVIEW OF THE POSITION

Under the overall supervision of the Programme Coordinator (CCCM), and the direct supervision of the Project Officer (CCCM), the successful candidate will be responsible for supporting and contributing to the implementation of Camp Coordination and Camp Management (CCCM) programming in Bentiu, with a specific focus on CCCM infrastructure, site development, as well as site care and maintenance operations, including but not limited to camp management operations in the Bentiu Protection of Civilians (PoC) site and the Bulukat Transit Center (TC), site planning, development, care and maintenance interventions in humanitarian and camp-like settings, settlement planning, general CCCM operations, as well as the potential support to implementation of emergency CCCM mobile responses in Unity State, South Sudan.

The overall aim is to raise the living standards of displaced populations (and in Bulukat TC, returnees) in the areas where IOM CCCM is operating in, while also advocating for solutions to displacement when and where conditions are conducive. These works also contribute to enabling IDPs and returnees in equitably and safely accessing timely humanitarian services and enjoying their basic human rights and leading support initiatives for transition works in Unity State.

GENERAL FUNCTIONS

1. Support the implementation of CCCM site development and care & maintenance activities in Bentiu IDP camp and Rubkona including drainage rehabilitation, road repair, flood mitigation works, and improvement of communal infrastructure, under the direction of the Project Officer (CCCM) and Site Development Officer (CCCM), and in coordination with relevant units such as WASH and Shelter.
2. Assist in the preparation of technical drawings, work plans, and construction details for site-level infrastructure interventions such as road upgrades, culvert installations, pump house improvements, and drainage systems using AutoCAD or similar tools.
3. Support the operation, coordination, and monitoring of heavy-duty machinery (HDM) such as excavators, bulldozers, dump trucks, and front loaders for activities including desilting, berm rehabilitation, backfilling, and site clearance. Maintain proper tracking of daily logs, usage hours, and fuel records.
4. Contribute to stormwater management efforts, including supervising trash pump operations, establishing or improving drainage channels, and monitoring water flow patterns to mitigate flooding in the camp and transit centre.



5. Assist in the preparation of Bills of Materials (BoMs), cost estimates, and scopes of work for care and maintenance and infrastructure activities. Support in validating materials and tools delivered to the site for compliance with specifications.
6. Coordinate with logistics and procurement teams to ensure timely delivery of materials and supplies and support local procurement efforts where appropriate. Keep updated records of stock availability, usage, and remaining needs.
7. Maintain accurate and timely reporting of infrastructure progress, challenges, and needs through daily field logs, weekly reports, and Kobo-based monitoring tools. Support coordination with M&E staff for data collection and validation.
8. Ensure that casual labour or contracted teams working on infrastructure activities are appropriately documented, supervised, and paid in accordance with IOM procedures, and that health and safety standards are consistently applied on site.
9. Participate in coordination meetings with CCCM teams and other actors on the ground to ensure that engineering works are harmonized with site operations and sector needs and provide technical inputs when required.
10. Perform any other technical or field engineering tasks as assigned by the Site Development Officer (CCCM) or the Project Officer (CCCM), in support of CCCM infrastructure and care and maintenance efforts.

ESSENTIAL EXPERIENCE

Education:

- University degree in Civil Engineering, Architecture or related field of study with two (2) years of relevant professional experience.

Work experience:

- Experience working in humanitarian emergency operations, with a focus on site development, infrastructure rehabilitation, care and maintenance, and emergency response implementation in displacement settings.
- Proven experience in supervising infrastructure works such as road grading, drainage cleaning, culvert installation, pump deployment, ideally within a camp or settlement context.
- Demonstrated ability to coordinate and oversee the operation of heavy-duty machinery (HDM) and manual labour teams during field-level implementation.
- Strong skills in AutoCAD, ArcGIS, Total Station, Microsoft Excel, and Word; capable of preparing site-level technical drawings, basic topographic profiles, and BoMs.
- Experience in stormwater management, including the use of pumps and drainage design for flood-prone areas.
- Familiarity with CCCM operational principles and engineering components of camp/site management, including community infrastructure improvement and mitigation works.
- Proven ability to supervise and manage casual labour engaged in technical and construction activities, ensuring safety, output quality, and accountability.
- Experience working in multicultural humanitarian environments with international and national NGOs, UN agencies, or government counterparts.
- Experience in reporting and monitoring of technical activities, including field reporting tools, Kobo-based systems, and basic M&E data consolidation.
- Demonstrated ability to compile information from multiple sources into clear, structured technical reports and documentation.

Languages:

- For all applicants, fluency in English and the working local languages is required (oral and written).

Key competencies:

- Knowledge of the displacement profile of the country.



- Excellent communication, coordination and problem-solving skills.
- Coordination skills within the unit, within IOM and externally (including with government counterparts) are essential.
- High sense of confidentiality, performance management and responsibility.
- Ability to take proactive action.
- Analytical and problem-solving skills are a must.

Qualified female candidates are encouraged to apply for this role.

In order to apply for this role please deliver your CV, and Cover letter, most preferably by email to the address: southsudan@ctg.org

Please make sure **the subject of your email states "Field Engineer - Bentiu"**, or your application might be overlooked. In Juba, please deliver to the CTG Office located within the IOM compound adjacent to Ezentus Company off Mangateen road.

IMPORTANT REQUEST

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

