



CTG



50.H.3
M.O.L
Approved
2/12/2025

TERMS OF REFERENCE

Position:	Senior Field Engineer (3 positions)
Position grade:	Mid/Senior
Duty stations:	Multiple locations:
Application start:	2 nd December 2025
Application end:	2 nd January 2026
Contract start:	January 2026 (depends on project commencement on the ground)
Length of the contract:	6 months with possibility 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 direct supervision of the National disaster risk management (DRM) Project Engineers, overall supervision of the DRM Programme and Project Officers, under the general guidance of the ECRP Programme Manager and under the administrative supervision of the Head of Sub Office (HoSO) and in coordination with field teams, the successful candidate will support the flood mitigation infrastructure construction, rehabilitations and supervision works in selected counties pertaining to the Enhancing Community Resilience and Local Governance Project (ECRP-II).

GENERAL FUNCTIONS

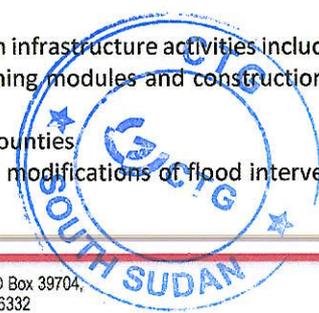
Organizational Context and Scope:

Flood protection infrastructure construction activities pertaining to the ECRP-II project are developed based on government lead, community participatory approach with an emphasis on local ownership of the projects. Project locations are mostly in remote field and frequent travel is expected from the incumbent to monitor multiple sites simultaneously. The successful candidates shall be based at County Head quarter to be able to provide timely supervision for the subprojects in the respective county. The ECRP-II flood infrastructure types include:

- **dikes:** physical survey to identify dike alignments, primary geotechnical, and hydrological data collection, community and local administration consultation, supervision of dike construction, reporting.
- **docking points:** docking point construction and rehabilitation, improve accesses, docking area expansion
- **airstrip rehabilitation:** - dike work around the airstrips, embankment rise and high-quality compactions
- **Flood resilient roads and bridges:** hydrological survey for identify culverts, ditches, sizing of bridges, determine flood crossing points, rising embankment, supervision of implementation activities.
- **Flood water pumping station:** dewatering of pumping site, manage fuel and related operation work.
- Other flood protection and related infrastructure facilitation work: conduct survey and levelling, primary data collection

Responsibilities and Accountabilities

- Support and facilitate planning and implementation of ECRP-II flood protection infrastructure activities including development of Standard Operating guidelines, project manuals and templates, staff training modules and construction and supervision scheduling
- Conduct survey and identifying flood intervention measures in the selected counties
- Provide technical support and primary data collection for design review and modifications of flood intervention and access improving infrastructures.



- Monitor and supervise flood protection infrastructure construction operations including daily supervise the activities, regular visits to sites, conduct meetings with the contractor and giving necessary instructions to keep the project on track.
- Facilitate meeting with local administration.
- Coordinate construction of dike, ports, docking points, roads, crossing points, culverts, bridges, etc
- Supervise the Field Engineers within an area of responsibility, including inputs for performance evaluation and assisting in resolving team (or community) conflicts
- Monitor project implementation by undertaking regular visits to the areas of operation, checking that materials, tools and workmanship meet quality requirements, and labour is properly utilized in compliance with the contract specifications. Follow up on scheduling with contractors and prepare completion certificates.
- Review and ensure the quality and timeliness of documentation from the Field Engineers' construction inspection reports including measurement and quantity calculations, quality assurance, daily labour usage, photos, documentation of change variances, and progress reports
- Provide all necessarily inputs for ESS by coordinating with safeguarding officer
- Ensure that Health, Safety, Security and Environment (HSSE) requirements are being followed with regular reporting using the HSSE forms
- Communicate clearly and in a timely manner to the Supervisor any breaches of HSSE, quality, scope or environmental management
- Maintain cooperation and communication with local community development committees, government officials, local partners and any other community groups as required
- Coordinate closely with the community engagement teams to ensure community participation in infrastructure activities, avoiding conflict, and supporting Operation & Maintenance capacity building activities as relevant.
- Abide by the principles of a respectful work environment free of harassment and retaliation, and that promotes the prevention of sexual exploitation and abuse (PSEA).
- Perform such other duties as may be assigned.

ESSENTIAL EXPERIENCE

Education:

- Bachelor's degree in civil engineering, Hydraulics Engineering, Irrigation Engineering, Hydrology or other relevant discipline from a recognized institution is required.
- MSc in Hydraulic Engineering, Civil Engineering, Construction Management, Hydrology or related discipline is an advantage

Work experience:

- Minimum 5 years of relevant professional experience in engineering or construction management of infrastructure projects including dikes, canals ports, roads and building structures
- Experience with infrastructure design and project management is required
- Experience successfully managing field engineers and contractors is required
- Computer literacy in Microsoft Outlook, Word and Excel required, additional skills in CAD, GIS and data collection software is desirable
- Experience with construction in remote field locations is an asset

Languages:

- Fluency in reading, writing and speaking English is required
- Fluency in Arabic and local languages of the project area is desirable

Key competencies:

- Prior experience on dike construction supervision and coordination
- understanding on general hydrology, hydraulics, infrastructure construction considering the risk of flood
- Ability to work independently with sound decision making skills
- Excellent oral and written communication skills





- Ability to mentor and strengthen junior technical staff

Other relevant information:

- The staff is expected to be flexible to change duty station when needed

→ Please provide in addition to your CV and Cover letter a Supplementary Page that clearly states:

The years of experience you have in:

1. design of flood or other engineering infrastructure:
2. Preparing Cost Estimates and BoQ for engineering infrastructure (dikes, roads, ports, etc):
3. Supervision of flood protection or other engineering infrastructure:
4. Design and generating BOQ for road, dike and other flood related infrastructures

The years of experience you have with each discipline:

- a. dikes:
- b. airstrips
- c. Roads, drainage system
- d. Bridges, culverts or crossing points
- e. Construction management
- f. Geotechnical:

Qualified female candidates are encouraged to apply for this role.

In order to apply for this role, please deliver the list of documents indicated below using email address of: southsudan@ctg.org

- Cover letter
- CV
- Relevant academic credentials,
- Relevant work experience credentials

Please make sure **the subject of your email states "DRM-Senior Field Engineer"**,

In Juba – please deliver to WFP Country office, along Dar Petroleum Road

Please also apply via our HR tool TAYO via the link provided <https://app.tayohr.io>

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.

