



Job Description

Job Title:	Field Engineer
Project:	CBT and Resilience Building Buner & Shangla
Department:	Institutional Partnerships Development
Reports to:	District Coordinator/Lead Engineer (Buner)
Location:	Shangla
Contract Type:	Contractual (9 Months) - Extendable subject to Performance and Funding
Purpose	The Field Engineer will support the District Coordinator / Lead Engineer in the technical implementation of all engineering activities for the CBT and Resilience Building – a match funding project of WFP and Muslim Hands in Shangla. Reporting directly to the Lead Engineer, the Field Engineer is responsible for day-to-day technical supervision, quality control, and field-level execution of land rehabilitation, irrigation infrastructure repair, and soil/water conservation structures. The role ensures all civil works are completed according to engineering designs, technical specifications, and safety standards within the project timeline. Based in Muslim Hands' existing field office Shangla, the Field Engineer conducts regular site visits, provides on-site technical guidance to communities and contractors, and ensures proper documentation of all engineering interventions.
Main Responsibilities	<p>Technical Supervision of Engineering Activities</p> <ul style="list-style-type: none"> • Conduct daily field visits to supervise all civil works across target villages in Buner and Shangla. • Oversee clearing of silt, stones, and debris from flood-damaged agricultural land plots. • Supervise reconstruction of damaged terraced retaining walls using local materials and labor. • Provide technical guidance for slope stabilization in high-risk zones through bioengineering (e.g., planting vetiver grass). • Supervise repair and reconnection of community irrigation channels. • Oversee rehabilitation of small water diversion and storage structures. • Supervise construction of micro-water harvesting pits to enhance soil moisture. • Provide technical oversight for construction of contour trenches and bioswales. • Supervise building of small check dams and gully plugs in erosion-prone areas. • Oversee community-led afforestation and grass planting for slope protection. <p>2. Quality Control and Compliance</p>



- Ensure all engineering works comply with approved designs, technical specifications, and work norms.
- Conduct quality checks on materials, workmanship, and structural integrity of all rehabilitated assets.
- Verify that terrace walls, irrigation channels, check dams, and conservation structures meet engineering standards.
- Ensure proper compaction, alignment, and finishing of all civil structures.
- Identify and correct any technical deficiencies or non-compliance immediately.
- Ensure all works are climate-resilient and environmentally sound.

3. Survey, Assessment, and Design Support

- Assist Lead Engineer in conducting detailed engineering assessments of flood-damaged infrastructure.
- Support survey and mapping of damaged irrigation channels and diversion points.
- Participate in participatory land damage assessments with communities and district authorities.
- Contribute to engineering design, work norm calculation, and bill of quantities for all civil works.
- Measure and document quantities of work completed (e.g., cubic meters of debris cleared, meters of channel repaired, number of walls reconstructed).

4. Community Technical Guidance and Training

- Provide on-site technical training and guidance to community members engaged in CFW activities.
- Demonstrate correct construction techniques for terrace walls, check dams, and conservation structures.
- Train communities on proper maintenance of rehabilitated irrigation channels and water harvesting pits.
- Support Lead Engineer in training Water User Groups and Village Committees on operation and maintenance of assets.
- Ensure communities understand bioengineering techniques for slope stabilization.

5. Site Management and Safety



- Ensure all construction sites are properly organized and safe for workers.
- Implement site-specific safety measures including proper tool use, slope protection, and fall prevention.
- Ensure proper drainage and erosion control during construction activities.
- Monitor and report any site-specific risks or hazards to the Lead Engineer.
- Ensure environmental safeguards are followed during all civil works.

6. Documentation and Reporting

- Maintain daily field logs and site visit reports for all engineering activities.
- Record quantities of work completed with photographic and GPS documentation.
- Prepare weekly technical progress reports for submission to the Lead Engineer.
- Document challenges, solutions, and lessons learned from field implementation.
- Assist in preparation of handover documentation including technical specifications and as-built drawings.
- Contribute to Operation & Maintenance (O&M) plans for all rehabilitated assets.

7. Coordination and Liaison

- Coordinate daily with Social Mobilizers on community mobilization for CFW activities.
- Liaise with community members, CFW participants, and village leaders at worksites.
- Escalate technical issues, material shortages, or quality concerns to the Lead Engineer promptly.
- Participate in joint field visits with WFP, district authorities, and MEAL staff as required.

8. Safeguarding and Cross-Cutting Issues

- Ensure safe access to worksites for women CFW participants considering childcare and mobility constraints.
- Uphold safeguarding and PSEA principles during all field interactions.



	<ul style="list-style-type: none"> • Report any protection concerns observed at worksites through official channels. • Support gender inclusion by ensuring women CFW participants are assigned appropriate tasks.
<p>Required Qualification, Experience and Skills:</p>	<p>Education in civil engineering</p> <p>At least 5 years’ experience in supervising community level infrastructure projects</p> <p>Strong knowledge of poverty and development climate change and resilience.</p> <p>Experience of managing Budgets at community level projects and partners.</p> <p>Monitoring and Evaluation experience.</p> <p>Fluency in written and spoken English and Urdu and Pushtu. Knowledge of any regional language will be an added advantage.</p>
<p>Additional Information (Safeguarding, Inclusion, and Application Requirements)</p>	<ul style="list-style-type: none"> • Muslim Hands maintains a zero-tolerance policy towards discrimination and unequal power dynamics and is fully committed to equity, inclusion, and safeguarding (PSEA). • As part of our Safeguarding Policy, all applicants must present a valid CNIC and proof of qualifications/experience at the time of test/interview. • Muslim Hands has a ZERO tolerance policy on prevention of Physical and Sexual Exploitation and Abuse (PSEA), Safeguarding, and child protection/GBV, which is part of MH code of conduct and Ethics. • As part of the application process, all candidates must complete and submit a Self-Declaration of Criminal Convictions Form (attached with this Job Description). • We are an equal opportunity employer and actively encourage applications from all qualified individuals, irrespective of gender, ethnicity or origin, disability, political beliefs, religious beliefs, sexual orientation, or socio-economic status to apply to become a part of the organization • If this role aligns with your skills and values, we encourage you to apply by submitting a detailed CV - along with Covering Letter. • Please note that only shortlisted candidates will be contacted. <p>We reserve the right to close the recruitment process early and make appointments before the closing date.</p>