



## Job Description

<b>Job Title:</b>	Senior Civil Engineer
<b>Project</b>	<b>Strengthening Community Resilience and WASH Services in Vulnerable Communities of District Pishin</b>
<b>Department:</b>	Institutional Partnerships Development
<b>Report to:</b>	Project Manager
<b>Location:</b>	District Quetta / Pishin
<b>Budgeted Salary</b>	PKR: 130,000/-
<b>Contract Type &amp; duration:</b>	Contractual / 10 months
<b>Background</b>	This project, supported by a UN agency, aims to improve access to climate-resilient WASH services and essential community infrastructure in vulnerable communities of District Pishin, Baluchistan. Addressing challenges such as water scarcity, poor sanitation, inadequate waste management, and climate-related risks, the intervention adopts a participatory and community-led approach to strengthen resilience, improve public health, and promote sustainable local solutions through Community Action Planning, infrastructure rehabilitation, and hygiene promotion.
<b>Purpose</b>	The Senior Civil Engineer is responsible for providing technical leadership and oversight for the planning, design, implementation, quality assurance, and successful completion of all community infrastructure and WASH-related construction activities under the project. The position ensures that all civil works, including water supply schemes, solar-powered boreholes, overhead tanks, drainage systems, culverts, street pavements, community spaces, solid waste management facilities, drainage facility and solar street lighting, are designed and implemented in accordance with approved technical standards, donor requirements, environmental safeguards, and organizational policies. The Senior Civil Engineer will supervise engineering teams and contractors, conduct technical assessments, ensure quality control, manage project risks, and support the sustainability of infrastructure through community engagement, capacity building, and coordination with relevant government departments and stakeholders.



<b>Main Responsibilities</b>	<ul style="list-style-type: none"><li>• Lead technical assessments, site surveys, feasibility studies, and engineering evaluations for all infrastructure and WASH interventions.</li><li>• Prepare and review engineering designs, drawings, specifications, BOQs, cost estimates, and technical documentation.</li><li>• Ensure all infrastructure designs incorporate climate-resilient, environmentally sustainable, and inclusive approaches.</li><li>• Verify technical feasibility of infrastructure schemes identified through Community Action Planning processes.</li><li>• Conduct hydrogeological assessments and site selection for water supply schemes and boreholes.</li><li>• Ensure compliance with national engineering standards, Sphere standards, and donor technical requirements.</li><li>• Oversee construction and rehabilitation of street pavements, drainage systems, culverts, community facilities, solid waste management structures, solar streetlights, and WASH infrastructure.</li><li>• Supervise installation and rehabilitation of solar-powered boreholes, overhead tanks, distribution networks, and water supply systems.</li><li>• Monitor construction progress against approved work plans and implementation schedules.</li><li>• Ensure contractors execute works according to approved designs, specifications, and contractual obligations.</li><li>• Review and certify completed works prior to payment processing and handover.</li><li>• Ensure proper documentation of all engineering activities and construction records.</li><li>• Establish and implement quality control and quality assurance mechanisms for all civil works.</li><li>• Conduct regular site inspections and technical monitoring visits.</li><li>• Verify the quality of construction materials, workmanship, and installation processes.</li><li>• Ensure compliance with environmental, health, safety, and safeguarding requirements.</li><li>• Identify technical defects and ensure timely corrective actions are implemented.</li><li>• Lead technical inspections and final acceptance of completed infrastructure.</li><li>• Support procurement processes by developing technical specifications and evaluation criteria.</li><li>• Prepare engineering progress reports, site visit reports, technical assessments, and completion reports.</li><li>• Maintain accurate records of project designs, drawings, BOQs, variation orders, and completion certificates.</li><li>• Contribute technical inputs to donor reports, project updates, and management briefings.</li><li>• Support monitoring, evaluation, and learning activities through technical verification and data collection.</li><li>• Document lessons learned, best practices, and technical success stories.</li><li>• Develop operation and maintenance plans for completed infrastructure.</li></ul>
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	<ul style="list-style-type: none"> <li>• Train community committees and local operators on operation and maintenance of water supply and community infrastructure systems.</li> <li>• Support distribution and utilization of O&amp;M toolkits.</li> <li>• Facilitate formal handover of completed infrastructure to communities and relevant government departments.</li> <li>• Promote community ownership and sustainability of project assets.</li> <li>• Identify and mitigate technical, environmental, operational, and construction-related risks.</li> <li>• Ensure compliance with occupational health and safety standards at all project sites.</li> <li>• Monitor climate-related risks and recommend appropriate mitigation measures.</li> <li>• Ensure construction activities adhere to environmental protection and disaster risk reduction principles.</li> <li>• Provide technical mentoring and supervision to WASH engineers and site supervisors.</li> <li>• Participate in project planning, review meetings, and donor monitoring missions.</li> <li>• Support project evaluations, audits, and technical assessments.</li> <li>• Perform any other engineering and project-related duties assigned by the Project Manager.</li> </ul>
<p><b>Required Qualification, Experience and Skills:</b></p>	<p><b>Qualifications:</b></p> <ul style="list-style-type: none"> <li>• Bachelor’s degree (B.E. / B.Sc.) in Civil Engineering from a recognized university.</li> <li>• Valid professional registration with the Pakistan Engineering Council.</li> <li>• Additional certifications in climate-resilient structural design, solarized pumping systems, or project management frameworks are highly desirable.</li> </ul> <p><b>Experience:</b></p> <ul style="list-style-type: none"> <li>• Minimum of 5 to 7 years of progressively responsible experience in supervising civil engineering works mentioned above, preferably within international humanitarian or development infrastructure projects, preferably within an INGO or UN-funded infrastructure or relevant project environment in Baluchistan.</li> <li>• Demonstrated field experience executing small-scale community-physical infrastructure (CPI) schemes, municipal drainage setups, culverts, and solid waste disposal configurations.</li> <li>• Proven hands-on exposure to implementing integrated WASH facilities, including solar-powered deep boreholes, extended pipeline distribution networks, and large-capacity overhead water storage tanks.</li> <li>• Solid track record operating within the specific context of Baluchistan (particularly Pishin or Quetta districts), featuring an understanding of local topography, community mobilization dynamics, and seasonal environmental risk management.</li> </ul> <p><b>Skills:</b></p> <ul style="list-style-type: none"> <li>• High proficiency in engineering design and calculation software, including AutoCAD, Civil 3D, and water network modelling tools.</li> </ul>



	<ul style="list-style-type: none"> <li>• Strong capability to formulate precise technical specifications, detailed structure drawings, and analytical Bills of Quantities.</li> <li>• Deep understanding of national structural standards, global humanitarian infrastructure benchmarks (e.g., Sphere guidelines), and sustainable environmental safeguards.</li> <li>• Excellent project tracking capabilities, including scheduling civil works, diagnosing critical paths, and mitigating cost inflation or material supply line delays.</li> <li>• Strong communication and stakeholder alignment skills, with the capacity to interface effectively with local community committees, technical contractors, and institutional stakeholders</li> <li>• Fluent command of Urdu and English; working proficiency or understanding of Pashto and local customs in northern Balochistan is highly advantageous</li> </ul>
<p><b>Additional Information (Safeguarding, Inclusion, and Application Requirements)</b></p>	<ul style="list-style-type: none"> <li>• Muslim Hands maintains a zero-tolerance policy towards discrimination and unequal power dynamics and is fully committed to equity, inclusion, and safeguarding (PSEA).</li> <li>• As part of our Safeguarding Policy, all applicants must present a valid CNIC and proof of qualifications/experience at the time of test/interview.</li> <li>• 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.</li> <li>• 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</li> <li>• If this role aligns with your skills and values, we encourage you to apply by submitting the required information on online portal, and additionally sharing detailed CV - along with Covering Letter.</li> <li>• Please note that only shortlisted candidates will be contacted.</li> </ul> <p>We reserve the right to close the recruitment process early and make appointments before the closing date.</p>