



## Job Description

<b>Job Title:</b>	Lead Engineer
<b>Project:</b>	BRAVE – Building Resilience and Addressing Vulnerability to Emergencies
<b>Department:</b>	Institutional Partnerships Development
<b>Reports to:</b>	Project Manager
<b>Location:</b>	Upper Dir
<b>Salary Range:</b>	PKR. 120,000 to 150,000 (Income Tax will be applicable as per Government Law)
<b>Contract Type:</b>	Contractual (08 Months) - Extendable subject to Performance and Funding
<b>Purpose</b>	<p>This position is part of the <b>Climate Resilience Component of Building Resilience and Addressing Vulnerability to Emergencies (BRAVE) in Pakistan – Phase II</b>, funded by <b>FCDO</b> and led by <b>Concern Worldwide</b> with <b>Muslim Hands</b> as the implementing partner.</p> <p>Concern’s Theory of Change for Component One (Climate Resilience) focuses on climate action planning, execution, and the transfer of applicable knowledge and practices to strengthen the capacity of at-risk communities (especially women, the elderly, and people with disabilities) to anticipate, adapt to, and absorb the negative impacts of climate hazards. This will be achieved through:</p> <ol style="list-style-type: none"> <li>1. Development of climate-resilient adaptation plans (village, UC, district)</li> <li>2. Enhanced ability to execute and manage climate adaptation plans</li> <li>3. Support for at-risk households to access climate-resilient livelihoods</li> <li>4. Leveraging public/private sector financing for adaptation</li> <li>5. Establishment of business and knowledge hubs</li> <li>6. Strengthening line department capacities to integrate climate adaptation priorities</li> </ol> <p>The Lead Engineer will ensure the <b>technical planning, design, and quality implementation</b> of all climate-resilient, nature-based, and DRR/DRM-related infrastructure under Outputs 1–4, with a strong emphasis on <b>community participation, environmental safeguards, and sustainability</b>.</p>
<b>Main Responsibilities</b>	<p>Work with project Manager and provide inputs to the feasibility study/review of Community led Project in each target city of the project.</p> <p>To take lead in formulation of a supporting sustainability plan for each approved community-led infrastructure project to ensure that it has effective linkages with existing institutional mechanisms and has a robust institutional linkage, governance, and business model.</p> <p><b>A. Output 1 – Inclusive Climate Adaptation Forums &amp; Community Preparedness</b></p> <ul style="list-style-type: none"> <li>• Provide <b>technical support</b> in the design and setup of community-level infrastructure for Village Climate Adaptation Forums (VCAFs) and Union</li> </ul>



	<p>Council/VC-level CAFs (UCAFs/VCCAFs), including small-scale office facilities, signage, and hazard maps.</p> <ul style="list-style-type: none"> <li>• Advise on structural and layout requirements for <b>emergency response toolkits storage</b> and forum meeting spaces.</li> <li>• Support technical aspects of installing and maintaining <b>Multi-Hazard Early Warning Systems (MHEWS)</b> at village/VC levels.</li> <li>• Assist in integrating structural DRR/DRM measures into school disaster preparedness plans and community facilities.</li> </ul> <p><b>B. Output 2 – Climate Resilient &amp; Diversified Livelihood Pathways</b></p> <ul style="list-style-type: none"> <li>• Lead engineering design and supervision of <b>small-to-medium nature-based solutions</b>: <ul style="list-style-type: none"> <li>○ Flood retention walls, channelization, infiltration basins/trenches, terraces, slope stabilization, afforestation, bioretention swales.</li> <li>○ Construction and rehabilitation of irrigation channels, check dams, and climate-smart water harvesting systems.</li> </ul> </li> <li>• Provide <b>technical guidance</b> for demonstration plots, orchards, and agroforestry structures to maximize green cover and carbon sequestration.</li> <li>• Support the setup of <b>Knowledge Hub</b> infrastructure for training on CSA and livestock management.</li> </ul> <p><b>C. Output 3 – Private Sector Pathways</b></p> <ul style="list-style-type: none"> <li>• Support <b>Business Hub</b> establishment from an infrastructure/technical perspective (design, layout, space utilization).</li> <li>• Advise on any engineering requirements for vocational training spaces, storage, or processing units for value chains.</li> </ul> <p><b>D. Output 4 – Public Sector Climate-Sensitive Pathways</b></p> <ul style="list-style-type: none"> <li>• Provide <b>technical inputs</b> to district and UC-level adaptation plans, ensuring engineering solutions are practical, climate-resilient, and locally maintainable.</li> <li>• Work closely with DDMA, PDMA, and line departments to demonstrate scalable and replicable climate adaptation infrastructure models.</li> </ul> <p><b>E. Monitoring, Quality Assurance &amp; Compliance</b></p> <ul style="list-style-type: none"> <li>• Conduct technical quality assurance visits, ensuring compliance with engineering standards, environmental safeguards, and project specifications.</li> <li>• Maintain accurate <b>engineering documentation</b> (BoQs, drawings, progress reports, site photos).</li> </ul>
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	<ul style="list-style-type: none"> <li>Support baseline, outcome, and endline surveys with <b>technical data and infrastructure mapping</b>.</li> <li>Contribute to <b>lesson learned workshops</b> with technical evidence and best practices for district stakeholders.</li> </ul> <p><b>F. Capacity Building &amp; Community Engagement</b></p> <ul style="list-style-type: none"> <li>Train community members, CAF volunteers, and local artisans on <b>operation, maintenance, and sustainability</b> of constructed facilities.</li> <li>Build capacity of field staff (social mobilizers, trainers) on basic technical supervision and reporting.</li> </ul>
<b>Required Qualification, Experience and Skills:</b>	<p>Education preferably in civil engineering/environmental 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>
<b>Additional Information (Safeguarding, Inclusion, and Application Requirements)</b>	<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>As part of the application process, all candidates must complete and submit a Self-Declaration of Criminal Convictions Form (attached with this Job Description).</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 socioeconomic 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 a 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>