

Job Title: Civil Engineer

Department: Transition and Sustainability

Reports to: Director Transition and Sustainability

Directly Supervises: None

Job Purpose

The Civil Engineer will be responsible for planning, designing, supervising, monitoring and ensuring the quality delivery of civil works and infrastructure projects in accordance with approved designs, specifications, contracts, applicable Ugandan standards and statutory requirements.

The position will provide technical oversight of remodelling and rehabilitation works, coordinate contractors and consultants, monitor progress, verify quantities and workmanship, and ensure that projects are completed safely, within budget, on schedule and to the required quality standards.

Main Roles and Responsibilities**Design and Technical Support**

- Review civil and structural drawings, designs, specifications and bills of quantities.
- Participate in site surveys, assessments, feasibility studies and technical investigations.
- Prepare or review designs for buildings, roads, drainage systems, water and sanitation infrastructure and other civil works.
- Provide technical solutions to remodelling and rehabilitation challenges and design changes.
- Review contractor method statements, work programmes and material submissions.
- Ensure designs and construction activities comply with applicable Ugandan standards, building regulations and project specifications.

Works Supervision

- Supervise rehabilitation and maintenance works at project sites.
- Monitor contractors to ensure works are executed according to approved drawings, specifications and contractual requirements.
- Inspect works and materials for quality and compliance.
- Verify setting out, levels, dimensions, quantities and workmanship.
- Identify defects and recommend appropriate corrective measures.
- Monitor concrete works, masonry, roofing, drainage, roads, water and sanitation works and other relevant civil works.
- Ensure proper testing and documentation of works materials and completed works.

Project Monitoring and Reporting

- Monitor project progress against approved work plans and schedules.
- Prepare regular technical and progress reports.
- Document site activities, challenges, decisions and agreed corrective actions.
- Participate in site meetings and technical coordination meetings.
- Track implementation of action points arising from site inspections and meetings.
- Support preparation and review of project budgets, cost estimates and Bills of Quantities (BoQs).

Contract and Cost Management

- Verify contractor measurements, interim payment applications and completed works.
- Assist in preparation and review of variation orders and claims.
- Monitor project expenditure against approved budgets.
- Maintain accurate records of quantities, measurements and site instructions.
- Support contract administration in accordance with the applicable contractual conditions.

Quality, Health, Safety and Environment

- Ensure works activities comply with approved quality standards.
- Promote safe working practices at construction sites.
- Identify and report health, safety and environmental risks.
- Ensure appropriate site safety measures are implemented by contractors.
- Monitor proper management of construction waste and environmental impacts.
- Ensure corrective actions are taken where quality or safety standards are not met.

Coordination and Stakeholder Engagement

- Coordinate with architects, quantity surveyors, structural engineers, contractors, suppliers and other technical personnel.
- Work closely with project management teams and relevant government authorities.
- Participate in consultations with local authorities, communities and other project stakeholders where required.
- Provide technical guidance to project staff and contractors.
- Support inspections and approvals by relevant authorities.

Qualifications and Experience

Essential

- Bachelor's Degree in Civil Engineering from a recognized university.
- Registration with the relevant professional engineering body in Uganda, where applicable.
- Valid practicing licence where required for the nature of the assignment.
- At least **5 years of relevant professional experience** in civil engineering, construction supervision or infrastructure projects.
- Demonstrated experience in construction supervision and quality control.
- Good knowledge of construction materials, methods and project management principles.
- Ability to interpret engineering drawings, specifications and Bills of Quantities.
- Computer literacy, including proficiency in Microsoft Office and relevant engineering software.

Desirable

- Experience working on donor-funded, government or development projects.
- Experience in health facility, institutional, road, water and sanitation or community infrastructure projects.
- Knowledge of Ugandan construction standards, building regulations and procurement/contract management requirements.
- Experience with AutoCAD, Civil 3D, structural/design software or project scheduling software.
- Membership of a recognized professional engineering institution.

Working Conditions

The Civil Engineer will be required to work both in an office environment and at construction/project sites. The role may involve frequent travel to project locations, including rural and hard-to-reach areas within Uganda.

The Engineer must be willing to work flexible hours when required to meet project implementation schedules and critical construction activities.

Job Title: Healthcare Waste Management and Infection Prevention and Control (IPC)

Advisor

Department: Transition and Sustainability

Reports to: Director Transition and Sustainability

Supervisees: None

Job Purpose

The Healthcare Waste Management and IPC Advisor will provide technical leadership in infection prevention and control and healthcare waste management across supported health facilities.

The Advisor will work with project Health Teams. District Health Teams, health facility management and other stakeholders to strengthen IPC systems, healthcare waste management practices, environmental hygiene, occupational safety and infection prevention standards.

The position will support health facilities to establish and maintain safe, practical and sustainable systems for healthcare waste segregation, collection, transportation, treatment and disposal, while strengthening IPC practices that reduce healthcare-associated infections and protect patients, healthcare workers, caregivers and communities.

Key Roles and Responsibilities

IPC Technical Leadership

- Provide technical guidance on implementation of national IPC policies, guidelines and standards.
- Support health facilities to establish and maintain effective IPC programmes.
- Conduct IPC assessments and identify gaps in infrastructure, practices, equipment, supplies and staff competencies.
- Develop and support implementation of facility-level IPC improvement plans.
- Strengthen IPC committees and focal-person systems at supported facilities.
- Promote standard precautions and transmission-based precautions as appropriate.
- Support implementation of hand hygiene, environmental cleaning, safe injection practices, PPE use and other IPC measures.
- Support prevention and control of healthcare-associated infections.

Healthcare Waste Management

- Assess healthcare waste management systems at health facilities.
- Support development and implementation of healthcare waste management plans.
- Strengthen waste segregation at the point of generation.
- Support appropriate collection, internal transportation, storage, treatment and final disposal of healthcare waste.
- Provide guidance on management of infectious, sharps, pharmaceutical, chemical and other categories of healthcare waste.
- Promote appropriate use and maintenance of waste treatment and disposal technologies.