

Title	Sr. Highway Engineer / Engineering Support Manager
Vacancy Number	VA - AFG/THRCP/NRA/MOT 184/2020
Ministry	Ministry of Public Works (MOPW)
Department	Trans Hindukush Road Connectivity Project (THRCP)
Duty Station	Afghanistan, Kabul
City	Kabul
Duration	1 year With Possibility of Extension
No of Jobs	1
Nationality	Afghan
Sex	Male/Female
Salary Range	According to NTA Salary Scale (B)
Announcing Date	18 – July – 2020
Closing Date	31– July– 2020
Job Type	Civil Engineering
Shift	Full Time
Job Status	Sourcing
Experience	Minimum 7 to 10 Years

1. General Background of Project/Assignment

Improving Afghanistan's infrastructure is essential for accelerating economic growth and poverty alleviation. Despite very significant investment during the past decade, the country requires much additional investment in transport infrastructure to ensure basic service delivery and enhance the quality of life of its growing population, and to reduce constraints on market access, regional trade and economic growth. The functioning of Afghanistan's economy and the country's national integration depend to a large degree on reliable road connections across the Hindukush mountain range, which stretches from the northeast of Afghanistan to the center of the country and thereby establishes a physical barrier between the two key economic regions which are also the most highly populated areas.

The Government of Afghanistan has obtained funding of US\$ 250 million from the World Bank (International Development Association – IDA) to develop, fund and help manage a project to ensure reliable trans-Hindukush connectivity. This objective will achieve through (i) rehabilitation of the 86 km Salang Pass and development of the 152 km Baghlan to Bamyan (B2B) road to become a viable alternative to the Salang Pass, and (ii) to establish suitable arrangements for the management, maintenance and operation of those two roads. The objective of this project can only be achieved through an integral project which combines the above-mentioned elements.

The THRCP project is being delivered by a government led Project Management Team (PMT) and a new Construction Supervision Unit (CSU) has been set up to undertake site supervision of all associated contracts.

In parallel, the client has also appointed an international Implementation Consultant (IC) team to provide advisory and support in delivering the project.

On behalf of MOPW, the PMT, THRC is looking for a qualified Sr. Highway Engineer to assist chief engineer in leading the team.

2. Background:

Purpose and Scope of Assignment:

Civil infrastructure works will be carried out based on the International Federation of Consulting Engineers - FIDIC Contract (Multilateral Development Bank Harmonized Edition June 2010). The Senior Road Engineer will deputize and assist the Team Leader/CSU in leading the team to undertake:

3. Specific responsibilities will include but are not limited to:

- Support Team Leader/CSU on major national highway construction projects to ensure that the project is implemented in accordance with designs codes, drawings, plans, schedules, ANSA/AASHTO Standards, Specifications and other requirements as provided in project Technical Specification(TS).
- Establish close coordination with engineering design department/PMT.
- Reviews Contractor's design related queries issued through Request for Inspections (RFI's) and where applicable solicit the consent of engineering department. Develop highway design drawings as may be required.
- Determine project schedules by studying project plan and specifications, calculating resource allocations for personnel and equipment's inclusive of cost and time requirements. Sequencing project activities in order of Work Breakdown Structures (WBS) and priorities.
- Maintain project schedules by monitoring project progress; coordinating activities; resolving problems.
- Controls project plan by reviewing designs, specifications, plans and schedule changes; recommending required actions.
- Assist in controls of project costs by approving expenditures; administering Contractor's contract.
- Prepares monthly and quarterly project status reports by collecting, analyzing, and summarizing information and trends; recommending actions points and lessons learnt.
- Assist Team Leader/CSU in preparation of project closure report for senior management and donor
- Assist cost engineer/quantity surveyor in final cost account/statements prior to project closure
- Maintains product and PMT reputation by complying with Afghan government and MoT regulation.
- Contributes to team effort by accomplishing related results as needed.
- Performs Road and bridge inspection surveys on site, monitor road and bridges construction progress as per accepted ANSA/AASHTO/LRFD standards.
- Supervisory responsibilities in accordance with the organization's policies and applicable laws.
- Inspects construction site to monitor progress and ensure conformance to engineering plans, specifications, environmental and social management (ESM), Quality Control and Assurance (QAQC) plans/manuals, national and international construction regulations, health and safety standards.
- Resolves construction problems and meets with contractors and the public.
- Supervises employees who carries out responsibilities including capacity building through training, mentorship, appraising performance and planning, assigning, and directing works.
- Support THRC Team Leader/CSU on updating progress report for overall project activities lead and provide technical guidance for site team.
- Control and supervision of the project with approved working drawings, pavement design and concrete mix designs for all structures.
- Control and verify the project activities as per approved design, profiles and cross sections.
- Check and approved all materials and test results as per specification requirements.
- Ensure final Road alignment, pavement and structures implemented as per approved design and specification.

- Review the shop drawings/product data/material samples etc. in close coordination with the team.
- Perform other tasks as may be directed by Team Leader/CSU.
- Successful achievement of overall strategic program goals of THRC.
- Effective support to the MOPW/ NRA to ensure achievement of overall program goals.

3. Monitoring and Progress Controls

(Clear description of measurable outputs, milestones, key performance indicators and/or reporting requirements that will enable performance monitoring)

KPI shall be monitored regularly (at the minimum on quarterly basis) and might evolve, and be updated and changed, as required based on mutual agreement. For satisfactory performance, the staff is expected to achieve overall [75 or higher rating]. The performance shall be rated satisfactory, moderately satisfactory, moderately unsatisfactory, and unsatisfactory as follows:

Rating	Description	Assigned value
Satisfactory	The outputs meet the assigned quality standards and is timely.	100
Moderately Satisfactory	The outputs usually meet assigned quality standards and is mostly on time with inconsequential delays.	75
Moderately Unsatisfactory	The outputs usually have to be revised and are mostly received with delays.	60
Unsatisfactory	The quality of the outputs is below par and frequent deals impact overall project performance,	40

4. Qualifications and Experience:

a. Education

- Master Degree in Civil/Structures/Highway Engineering with five (5) years' postgraduate work experience, general management/project management, or another relevant topic is required.
- Bachelor is Degree in Civil/Structures/Highway Engineering plus an additional 10 years of overall Experience and 7 years of relevant work experience.

b. Knowledge and Work Experience

- Minimum 5 and 7 years' experience in Construction/project management of large infrastructure road projects for master and bachelor degree holders respectively.
- At least 3 years' experience in budgeting, progress measurement, cost control, planning of large infrastructure projects
- Prior experience in large complex, horizontal and vertical projects will be a distinct advantage
- Well versed with planning principles and techniques including, MS Project and Primavera P6

c. Key Competencies

- Fluent in both oral and written English is required
- Highly analytical with good communication and presentation skills.
- Ability to work in a team environment
- Proven organisational, negotiation and problem-solving skills

- Effective communication within team and with stakeholders
- An experienced user of the relevant project/program tools and application skills/techniques
- Experience in the implementation of Project Control systems, in accordance with relevant national and international standards
- Practical ability to utilize critical project management concepts (e.g. Earn Value Management(EVM), project planning, risk analysis, configuration management
- Computer literate & experienced in Microsoft Office applications and latest edition of AutoCAD Civil 3D.
- Significant record of accomplishment of successful work.
- Demonstrated ability to training and build capacity of counterparts.
- Ability to overcome challenges and work in difficult work environments/conditions.
- Be able and willing to travel to project sites including insecure and volatile areas for the field verification of progress of construction works.

Required Documents:

- Copy of verified Bachelor Degree by Ministry of Higher Education
- Copy of verified Master degree by Ministry of Higher Education
- Copy of verified Afghan ID Card (Tazkera)
- Copy of verified last Posting Contract
- Certificate's and Appreciation Letter's

Submission Guideline:

Qualified candidates may submit their application, including a letter of interest, complete Curriculum Vitae, via Email Address: vacancies@thrcp.gov.af. Kindly indicate the vacancy number (VA – AFG/THRCP - NRA/MOT 184/2020) and the post title (**Senior Highway Engineer / Engineering Support Manager**) in the subject line when applying by email.

Additional Considerations:

Applications received after the closing date will not be considered.

Only those candidates that are short-listed for interviews will be notified.

<https://drive.google.com/file/d/1uFXTwR7X13jhjVDZolfmwVF8mCg7O4n/view?usp=sharing>

"Women are highly encouraged to apply"