



## Ministry of Construction and Infrastructure

Republic of Maldives

Advertisement Reference: (IUL)491-CDS5/491/2024/42

Date: 14<sup>th</sup> March 2024

### PROJECT ENGINEER

### TERMS OF REFERENCE

#### A. PURPOSE

The Ministry of Construction and Infrastructure (MoCI) is seeking to hire **04 Project Engineers** to assist its infrastructure technical team in development and implementation of Strategic and Public Sector Investment Programme (PSIP) Projects implemented by the Ministry.

#### B. BACKGROUND

MoCI is mandated to implement various strategic and infrastructure projects including bridges, ports, airports, buildings, harbours, shore protection, land reclamation, roads & stormwater drainage and water & sewerage projects. The Engineers will be required to assist and provide technical input for the infrastructure team in development and implementation in projects which include but not limited to; bridges, ports, airports, buildings, harbours, shore protection, land reclamation, roads & stormwater drainage and water & sewerage projects. Following are the primary tasks that will be required of the Engineers:

#### C. OVERALL RESPONSIBILITY

The objective of this assignment is to provide assistance on all technical aspects of the projects in accordance with the project documents, donor agencies guidelines and as per the Public Finance Regulations of Maldives. The Engineers will be required to work closely with the Infrastructure department team including administrators, project managers, project coordinators and engineers. Coordinate between these groups and stakeholder agencies to ensure all implementation arrangements of projects are carried out smoothly and on time.

The overall responsibilities of the Engineer include, but are not limited to the following:

1. Provide assistance to the project teams in all technical aspects of the projects.
2. Carryout inspection trips to project sites to monitor the civil works and ensure compliance with the general requirements of engineering standards/ practices including the environmental issues as applicable to the project.

3. Carryout Engineers' or Project Managers' duties on administration of contracts as per agreements signed between the Ministry and Contractors.

#### **D. SCOPE OF WORKS**

The work of the Engineer will include the following tasks, among others:

1. Liaise with project stakeholders to ensure technical compliance of project components with project approval documents and operational standards of regulators and donors;
2. Participate in construction oversight activities during civil works and maintain regular meetings, maintaining logs and records of the progress, issue of change notices and approvals of payments;
3. Visit project sites and inspect the civil works of the projects and give site specific instructions/ suggestions where necessary;
4. Prepare and reviewing technical design of the projects and bills of quantities, employer's requirements and technical specifications for the projects and revising the design specifications in accordance with project documents;
5. Assistance during field surveys and subsequent report compilations;
6. Assistance in tendering process, including in procurement, evaluation and contract negotiation stage;
7. Assistance in preparing and revising project activities and financial plans as when required by the Government and funding agency;
8. Review payment invoices and preparation of interim payment certificate;
9. Prepare reports such as annual work plan, annual project review reports, project progress reports, bi-annual reports, quarterly reports, etc. and other documentation requested by the Client or funding agency for review and/ or for presentation;
10. In Contract Administration, participate in construction oversight activities during civil works and maintain regular meetings, maintaining logs and records of the progress, issue of change notices and approvals of payments;
11. Review the operation and maintenance manuals submitted by the contractors; and provide guidance where necessary in establishing operation and maintenance procedures in consultation with project stakeholders;
12. Participate in monitoring and evaluation for the contracts issued for projects managed by MoCI;
13. Undertake other technical tasks as and when required by the MoCI.

This position is based at the offices of the MoCI in Male' but extensive travel to islands including stationing in project sites will be required.

## **E. QUALIFICATIONS AND EXPERIENCE**

1. Bachelor's degree in Civil Engineering or related field to the assignment with general work experience of at least Ten (10) years including minimum Seven (07) years specific experience in designing/ reviewing, project implementation field and substantial contract management responsibilities **OR**
2. Master degree in Civil Engineering or related field to the assignment with general work experience of at least Five (05) years with minimum Three (03) years' specific experience in designing/reviewing, project implementation field and substantial contract management responsibilities.
3. Qualification in TOR task related field will be taken into account.
4. Should possess sound knowledge of computer aided design software/ applications.
5. Should be fluent with MS Word, MS Excel, MS Power Point and comfortable in working with cloud-based software such as document control software.
6. Experience working with international contractors/ consultancy firms will be an added advantage.
7. Experience working in donor funded projects will be an added advantage.
8. Should be fluent in writing and speaking of Dhivehi and English language and should have excellent command over English with proven communication, presentation and negotiation skills.
9. Must be result oriented and proactive.
10. Be able to positively adapt to change.
11. Previous jobs performance review will be conducted.
12. Should have strong leadership, management and communication skills in presenting, discussing and resolving difficult issues and have ability to work efficiently and effectively with a multidisciplinary team.

The short-listed candidate will be requested to participate in personal interviews and submit the names and contact details of personal referees who can attest to their ability.

The successful candidate must be willing to work for extended periods without direct supervision and travel routinely to project site and oversees where necessary for project related duties.

The successful candidate must be willing to work in a team, be flexible to emerging or changing conditions, and undertake initiative in his/her broad field of actions.

## **F. REPORTING REQUIREMENT**

1. Report directly to the Director General (DG)/ Project Director on all aspects of Project Management throughout the duration of the contract unless otherwise advised by the Client.

2. The Engineer should report to work on week days from 0800 – 1500 hours other than public holidays and provide services to the Client for an average of 35 hours a week. Remuneration for less than 7 hours work per day will be on a pro-rate basis.
3. The Engineer shall provide all the necessary reports and updates to the Director General (DG)/ Project Director and respective stakeholder as and when required.
4. The Engineer is required to report to work in official attire.

**G. SCHEDULE FOR THE ASSIGNMENT**

Duration of the assignment is 24 months from the commencement of the works with potential extension, based on performance and need. The successful candidate is expected to commence the services in **April 2024**.

The performance criteria that will be used to assess the performance of the successful candidate at regular intervals and based upon which the contract may be continued or terminated are the effectiveness, efficiency and quality of delivering on the Scope of Services, Duties and Responsibilities of the assignment.

**H. SELECTION CRITERIA**

The Engineer will be selected based on the following criteria.

<b>Rating Criteria</b>	
<b>Criterion</b>	<b>Rate</b>
<p><b>Educational Qualification and Work Experience</b></p> <ul style="list-style-type: none"> <li>- Bachelor’s degree in Civil Engineering or related field to the assignment with general work experience of at least Ten (10) years including minimum Seven (07) years specific experience in designing/ reviewing, project implementation field and substantial contract management responsibilities <b>OR</b></li> <li>- Master degree in Civil Engineering or related field to the assignment with general work experience of at least Five (05) years with minimum Three (03) years’ specific experience in designing/reviewing, project implementation field and substantial contract management responsibilities</li> </ul>	<b>50 Points</b>
<p><b>Performance Review (Based on referral information received), following areas will be looked into;</b></p> <ul style="list-style-type: none"> <li>- Task completion</li> <li>- Meeting Deadlines</li> <li>- Leadership/ Intuitiveness</li> </ul>	<b>10 points</b>

<b>Interpersonal Skills (will be assessed during personal interview)</b>	<b>40 points</b>
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## **I. REMUNERATIONS AND LEAVE DETAILS**

1. Successful candidate will be paid a fixed monthly remuneration, depending on qualification and experience, ranging from **MVR 31,300 to 40,000** (as per number 13-NPC/CIR/2018/5 (22<sup>nd</sup> March 2018) circular issued by National Pay Commission). Where 50% of the eligible amount will be paid as Monthly Basic Salary and 50% will be paid as Living allowance.
2. Successful candidate will be entitled to Pension deduction as per Maldivian Pension Act from the Monthly Basic Salary (7%).
3. Any additional allowances payable to the individual for duty travel assignments shall be compensated at the government prevailing rates by the Client.
4. Ramadan allowance at the government prevailing rates shall be provided by the Client.
5. Leave entitlement shall be as follows;
  - a. Annual Leave: The Consultant may take up to Thirty (30) working days leave per calendar year upon the completion of the first year.
  - b. Sick Leave: The Consultant may take Thirty (30) days of paid sick leave.
    - (i) The Consultant is allowed to take 30 days sick leave with medical certificate specifying the nature of the illness and recommended duration of sick leave by a licensed medical practitioner is to be submitted on the first day back at work.
    - (ii) Notwithstanding the above, the Consultant is allowed to take 15 days' sick leave without medical certificate and can be taken for two consecutive days.
  - c. Family Responsibility Leave: The Consultant may take Ten (10) days of paid leave in a year to attend important obligations such as tending family members during illness.
  - d. Other leaves: The Consultant is entitled to leaves as per the Maldives Employment Act (Law no. 2/2008).

- e. Unpaid Leave: The Consultant will not be paid for leave(s) that exceed the maximum allowed and the Client may terminate the contract if the unpaid leave exceeds more than Thirty (30) working days.

## **J. APPLICATION**

Interested applicants may submit their proposal in a sealed envelope indicating the following:

1. Letter of Expression of Interest (EOI)
2. Copy of National Identification Card
3. Attested copies of Educational Certificates (copies taken from with original accredited certificates)
4. A CV that demonstrates that the applicant is qualified to perform the services (including a description of similar assignments, experience in similar conditions, availability of appropriate skills etc.)
5. Reference Letters from current/previous employers.
6. Police report.

## **K. SUBMISSION**

Interested candidates may submit their proposals on or before the time provided in the advertisement to the following address:

Human Resource Section,  
Ministry of Construction and Infrastructure,  
Ameenee Magu, Maafannu Male', 20392,  
Republic of Maldives.  
Email: [jobs.mci@infrastructure.gov.mv](mailto:jobs.mci@infrastructure.gov.mv)