



Ministry of Climate Change, Environment and Energy
Republic of Maldives

TERMS OF REFERENCE: SENIOR CIVIL ENGINEER

Project: Development of Water, Sewerage and Waste Special Projects, Maldives

Position: Senior Civil Engineer

1. POSITION SUMMARY

- **Position Title:** Senior Civil Engineer
- **Type of Contract:** 1 year
- **Thematic Area:** Water and Sewerage, and Solid Waste Management
- **Location:** Based at the Ministry of Climate Change, Environment and Energy in Male', with routine travel to Islands/Project Sites
- **Monthly Remuneration:**
 - Basic salary: MVR 22,670
 - Job allowance: MVR 16,885
 - Attendance Allowance: MVR 350 per attended day

2. PURPOSE & BACKGROUND

The Government of the Republic of Maldives, through the Ministry of Climate Change, Environment and Energy (MoCCEE), is implementing the “Development of Water, Sewerage and Waste Special Projects”. This project aims to provide safe water, adequate sewerage facilities, and safe waste disposal, which are basic rights stipulated in the Constitution of the Republic of Maldives (2019). These mandates are supported by the Water and Sewerage Act (8/2020) and the Waste Management Act (24/2022).

The key project activities involve development of water and sewerage infrastructure, and development of island and city level solid waste management infrastructure, in addition to logistical augmentation and equipment provisioning for integrated solid waste management system.

3. OBJECTIVES OF ASSIGNMENT

The objective of this assignment is to provide technical and civil engineering assistance for the development and implementation of government funded solid waste management, water, and sewerage projects administered by the Ministry.

4. SCOPE OF WORKS

The Senior Engineer will be responsible for the following tasks:

- Providing engineering support, and advice to the Project Manager on all technical aspects.



- Carrying out inspection trips to project sites to monitor works and ensure compliance with contract requirements including but not limited to engineering standards and environmental requirements.
- Reviewing and approving contractor/consultant submittals, including but not limited to technical proposals, designs and BoQ/BoM, material samples, method statements, and interim payments.
- Assisting in the design of water and sewerage networks and solid waste management facilities.
- Assisting in preparing and revising project plans, including annual work plans, implementation plans and quarterly progress reports.
- Assisting in procurement activities such as preparing tender documents, contract agreements, and negotiations.
- Setting up and maintaining Monitoring & Evaluation (M&E) systems and Key Performance Indicators (KPIs).

5. QUALIFICATIONS AND EXPERIENCE

- **Education and Experience:**
 - MNQF level 10 qualification in Civil Engineering or Environmental Engineering, or related Engineering fields, **OR**,
 - MNQF level 9 qualification in Civil Engineering or Environmental Engineering, or related engineering fields, with relevant work experience of at least four (4) years including but not limited to designing/reviewing, project implementation field and substantial contract management responsibilities, **OR**,
 - MNQF level 7 or level 8 qualification in Civil Engineering or Environmental Engineering, or related engineering fields, with relevant work experience of at least eight (8) years including but not limited to designing/reviewing, project implementation field and substantial contract management responsibilities
- **Technical Skills:** Sound knowledge of computer-aided design (CAD) software/applications.
- **Soft Skills:** Strong leadership, management, and communication skills to resolve difficult issues.
- **Preferred:** Candidates with solid waste, water supply and sewerage elective subjects or field experience in the Maldives will be given an added advantage.

6. REPORTING & WORKING CONDITIONS

- **Reporting:** Reports directly to the Project Manager.
- **Hours:** Weekdays from 08:00 – 14:00 (average of 30 hours per week). *The staff is expected to be available to attend urgent and immediate tasks as necessary after official working hours*
- **Travel:** Routine travel to islands for extended periods without direct supervision is required.
- **Facilities:** Office space and computer facilities will be provided. Transport, food, and accommodation for official travel will be provided, in accordance with the Public Finance Regulation (2023/R-158)



7. APPLICATION REQUIREMENTS

Interested candidates must submit the following documentation:

- **Letter of Expression of Interest (EOI):** A formal letter of application for the position.
- **Curriculum Vitae (CV):** Professional summary demonstrating qualifications, professional work experience, experience in similar assignments and conditions, and relevant skills.
- **National Identification Card:** A copy of the applicant's National ID.
- **Educational Certificates:** Attested copies of accredited educational certificates.
- **Work Experience Letters:** Formal letters from previous employers verifying experience.
- **Letter of no-objection:** To be obtained from office by applicants working in Civil Service, and from Project Director by applicants working in projects.