

# Job Title: Field Engineer



International  
Labour  
Organization

**Grade:** G6

**Vacancy no.:** DC/PHNOM PENH/GS/2021/06

**Publication date:** 19/07/2021

**Application deadline (midnight local time):** 06/08/2021

**Job ID:** 6463

**Department:** RO-Asia and the Pacific

**Organization Unit:** CO-Bangkok

**Location:** Siem Reap

**Contract type:** Fixed Term

**Contract duration:** 12 months with the possibility of extension

Under article 4.2, paragraph (e) of the Staff Regulations, the filling of vacancies in technical cooperation projects does not fall under Annex I of the Staff Regulations and is made by direct selection by the Director-General.

In order to support the best informed process in the filling of the above-mentioned vacancy by direct selection, the ILO invites interested candidates to submit their application online by the above date.

The following are eligible to apply:

- ILO Internal candidates in accordance with paragraphs 31 and 32 of Annex I of the Staff Regulations.
- External candidates\*

\*The recruitment process for General Service positions is subject to specific local recruitment criteria. The ILO may only offer a contract to persons who have a valid residency status and work permit in Cambodia.

Technical cooperation appointments are not expected to lead to a career in the ILO and they do not carry any expectation of renewal or conversion to any other type of appointment in the Organization. A one-year fixed-term contract will be given. Extensions of technical cooperation contracts are subject to various elements including the following: availability of funds, continuing need of the functions and satisfactory conduct and performance.

\*Conditions of employment for external candidates: In conformity with existing ILO practice, the appointment of an external candidate will normally be made at the first step of this grade. The entry level salary for this position is 20,557 USD yearly.

## Introduction

The project aims to address pressing needs to create jobs and provide skills development in remittance dependent communities in Siem Reap and Battambang Provinces - targeting returned migrants and vulnerable households – to mitigate the economic impact of the COVID-19 pandemic. Many households depend on remittances from their internal or external migrant household members. Having lost their jobs as a result of the recent economic downturn, returning migrants enter into a fragile socio-economic environment. The UN estimates that poverty in Cambodia will almost double to about 17.6 percent and unemployment will rise nearly seven-fold – developments that will more significantly affect the two targeted provinces. While retrenched workers are returning to their homes in rural areas, these communities face additional livelihood challenges such as a lack of potable water, sanitation and drainage, and road connections and irrigation structures in poor condition. This situation is aggravated by cyclical patterns of torrential rain during which villages and infrastructure are inundated by floodwater, causing damage to properties and farmlands as well as essential infrastructure such as water supply, sanitation and access roads. Standing water from poor drainage also leads to unhygienic living conditions and an increase in water-borne diseases. Improving this infrastructure, as well as climate proofing such assets and facilities, have a long-term impact on living conditions in rural communities. With the introduction of employment-intensive methods in such works, it is possible to increase productive employment and income generation thereby also mitigating recent job losses resulting from the economic impact of the COVID-19 pandemic.

In parallel, the project will be supporting the Ministry of Labour and Vocational Training (MOLVT) to further improve skills and lifelong learning systems. Blended (online and face to face) TVET training will be developed and upgraded in related construction skills and in other sectors in demand by the labour market.

## Reporting lines

The Field Engineers form part of a team consisting of technical and administrative staff and consultants. Under the supervision and guidance of the Project Manager, the Field Engineers will take charge of the infrastructure works operations in their designated province, including initial feasibility studies, design preparation, work supervision, community consultations, employment of workers, social and environmental safeguards, and other issues related to the works.

The Field Engineers will be assisted by Field Technicians that provide daily supervision of the work sites. This technical staff will also take part in the work on skills development activities, including formulation, development and conduct of training.

In liaison with the ILO National Coordinator in Phnom Penh, the project reports to the ILO Office for Thailand, Cambodia and Lao People's Democratic Republic in Bangkok. In addition, the project will receive technical guidance and support from the Decent Work Team in Bangkok, in particular the employment-intensive infrastructure works specialist and the skills development and employability specialist.

## Description of Duties

### The main duties of the Field Engineers include the following activities

- Carry out field surveys and the appraisal of infrastructure works.
- Carry out quantity surveys, prepare designs and cost estimates, organise material tests, draft contract documents and organise tenders.
- Participate in the conduct of community consultations as part of the planning and preparation of works as well as securing local involvement in the implementation of works.
- Ensure the effective use of local resource-based work approaches including the use of employment-intensive work methods in the construction and maintenance of infrastructure.
- Supervise infrastructure works including approving works, processing payments and maintaining expenditure plans and budgets.
- Ensure that conditions of employment including occupational health and safety practices comply with desired standards.
- Introduce and maintain COVID-19 preventive measures at the work sites that keep transmission risks at a minimum.
- Monitor and report progress of work, material tests, employment generation, OSH issues, challenges, deviations from designs and work plans, etc.
- Plan and organise sustainable maintenance and operation arrangements that protect past and current infrastructure investments.
- Carry out field inspections to monitor the effectiveness of introduced maintenance arrangements and assessing degree of climate resilience, including the performance of drainage and safe discharge of water, clearance above flood levels, erosion protection measures, risk of washouts or other issues compromising the function or safe use of the infrastructure.
- Participate as a resource person in technical training events for local contractors, workers and communities involved in the infrastructure works.

## Required qualifications

### Education

Completion of secondary education or higher or diploma/degree in engineering.

### Experience

- Minimum 6 years of experience in managing and implementing rural infrastructure works which includes past exposure to labour-based appropriate technology.
- Prior experience in working and engaging with government agencies, private sector contractors, donors or UN agencies involved in rural development.
- Good understanding of skills development in the construction industry.
- Past experience with community and stakeholder consultations and mobilisation.

### Languages

Excellent command of English and Khmer (oral and written).

## Competencies

- Ability to interpret project information to identify and analyse challenges as a basis for finding appropriate solutions and provide guidance and support to counterparts, contractors, local communities and workers involved in the infrastructure works.
- Ability to work independently with a clear focus on reaching defined outputs in a timely manner as agreed in contract documents and work plans.
- Ability to establish priorities and to efficiently plan, organise, coordinate and monitor works activities.
- Good supervisory skills and ability to provide clear instructions and guidance to staff, workers and contractors.
- Ability to build and maintain relationships and networks with government agencies working in related fields.
- Ability to work in a team and maintain effective working relations in a multicultural, multi-ethnic environment with sensitivity and respect for diversity.
- Good appreciation of gender and minority issues, gender mainstreaming and equal opportunity principles and approaches.
- Good communication skills, both written and verbal.
- Computer literacy.

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## Recruitment process

Please note that all candidates must complete an on-line application form. To apply, please visit ILO People. The system provides instructions for online application procedures.

## Fraud warning

The ILO does not charge any fee at any stage of the recruitment process whether at the application, interview, processing or training stage. Messages originating from a non ILO e-mail account - @ilo.org - should be disregarded. In addition, the ILO does not require or need to know any information relating to the bank account details of applicants.