



### JOB DESCRIPTION

<b>JD Unique ID:</b>	
<b>Job Title:</b>	WASH ENGINEER
<b>Company:</b>	Self Help Africa
<b>Location:</b>	Mponela, Dowa, Malawi
<b>Contract type:</b>	Full time Fixed Contract, six months, with possibility of extension.
<b>Hours:</b>	37.5
<b>Reports to:</b>	Project Manager
<b>Organisation:</b>	<p><b>About Self Help Africa</b>  Established in 1984, Self Help Africa is an international development organisation that works through agriculture and agri-enterprise development to address hunger, poverty, social inequality and the impacts of climate change. We believe that equitable economic development is key to lifting communities out of long-term poverty, empowering them to take control of their futures and improving their quality of life.</p> <p>In early 2023 we launched a new five-year organisation strategy, which defines shared mission as the alleviation of hunger, poverty, social inequality and the impact of climate change through community-led, market-based and enterprise-focused approaches, so that people can have access to nutritious food, clean water, decent employment and incomes, while sustaining natural resources. Our wider organisation also includes social enterprise subsidiaries Partner Africa, which provides ethical auditing and consultancy services, and CUMO, Malawi’s largest micro-finance provider.</p> <p>Our three core values are:</p> <ul style="list-style-type: none"> <li>▪ Impact: We are accountable, ambitious and committed to systemic change.</li> <li>▪ Innovation: We are agile, creative and enterprising in an ever-changing World.</li> <li>▪ Community: We are inclusive, honest and have integrity in our relationships.</li> </ul>
<b>Background:</b>	<p>SHA currently operates in 15 districts in Malawi, supporting 20 on-going projects. This is an exciting time to join us as we seek to tackle the global challenges in progressive and innovative ways.</p> <p>Under the WASH programme, since 2019, SHA Malawi with long term funding from charity water, has been implementing a multiyear project called Dowa Integrated Water, Sanitation and Hygiene (DI WASH) in Dowa district primarily targeting the underserved communities. The aim of the project is to improve health, gender equality, and resilient livelihoods through sustainable and resilient WASH service delivery in communities, health care facilities (HCFs) and schools in the district. Currently we are implementing phase seven of the project, and we are seeking to recruit a talented and dynamic individual to join this progressive project as WASH Engineer and start work by 1st July 2025. The person must be firmly committed to delivering lasting positive improvements to the communities that we serve and delivering SHA’s mission and upholding our values of integrity, dignity, and environmental respect.</p>

<p><b>Job Purpose:</b></p>	<p>The position is based in Mponela under the DIWASH project and its purpose is to provide technical support and guidance in the planning, designing and construction of handpump boreholes, solar powered reticulated water systems and other WASH infrastructure facilities in the entire WASH Programme. The position also involves leading the oversight of all engineering processes for constructions within the SHA WASH programme, ensuring they are of high quality, sustainable, community-demanded, and community-managed, in line with stipulated SPHERE and Local WASH standards.</p> <p>The WASH Engineer reports directly to the DI WASH Project Manager, with a dotted line reporting relationship to the Deputy WASH Programme Manager. The WASH Engineer will be responsible for civil technicians.</p>
<p><b>Key Responsibilities:</b></p>	<p>The key responsibilities of this role are:</p> <p><b>a) Technical Support</b></p> <ul style="list-style-type: none"> <li>• Provide technical support during the design, planning and implementation of all WASH programme projects; providing input into technical designs, bid documents and implementation of the construction works.</li> <li>• Lead technical feasibility assessments to inform the selection of sites and appropriate solution to be implemented for each community</li> <li>• Lead in the preparation of designs and bill of quantities (BOQ) for all the WASH facilities such as solar powered reticulated water system, hand pump boreholes, VIP latrines and hand washing facilities</li> <li>• Develop and update engineering/ construction drawings, monitoring and supervision checklists for all the WASH infrastructure facilities</li> <li>• Develop bidding documents and terms of reference for all WASH infrastructure facilities.</li> <li>• Support the project manager with initiation and certification of all technical procurements.</li> <li>• Ensure that planning, design and implementation of WASH components incorporate climate resilience.</li> <li>• Supervise geophysical siting and actual drilling in line with GoM standards</li> <li>• Hold regular progress meetings with contractors to review project performance and address challenges to implementation.</li> </ul> <p><b>b. Project Monitoring, Evaluation, Accountability and Learning</b></p> <ul style="list-style-type: none"> <li>• Identify gaps and lead learning and documentation of the lessons on the existing and emerging WASH technologies and approaches in coordination with the MEAL function</li> </ul>

	<ul style="list-style-type: none"> <li>• Ensure that the lessons learnt from programme monitoring are incorporated into technical design and implementation approaches.</li> <li>• Ensure effective implementation of WASH projects, monitoring progress, and adjusting as necessary and in accordance with set guidelines to achieve project goals.</li> <li>• Conduct field monitoring and quality assurance visit or review to monitor progress of activities and ensure project vulnerabilities, of any nature, is flagged with the relevant project manager in a timely manner to ensure that issues are resolved in a timely manner.</li> <li>• Hold regular progress meetings with contractors to review project performance in line with contract terms and conditions.</li> <li>• Ensure that the workmanship and quality of works delivered in all WASH projects meet SHA WASH programme quality standards, relevant governmental requirements and internationally recommended standards.</li> <li>• Prepare timely and accurate technical reports on project activities, outcomes, and challenges, and communicate them to relevant stakeholders</li> <li>• Maintaining an up to date water points and sanitation construction records.</li> <li>• Develop and submit weekly updates and monthly monitoring and documentation reports to Project Manager</li> </ul> <p><b>c. People Management and Capacity Building</b></p> <ul style="list-style-type: none"> <li>• Line manage Civil technicians with their KPIs discussed, agreed and reviewed biannually.</li> <li>• Support, supervise and coach civil technicians on their construction works to ensure that standards, designs and specifications are adhered to.</li> <li>• Support and coach field facilitators to equip them with the required knowledge on technical activities like site verifications, assessment and drilling supervision.</li> <li>• Train staff and partners in best-practice WASH and construction modalities and approaches.</li> <li>• Facilitate awareness raising of staff, contractors and partners in key construction standards to ensure that all works meet all the engineering standards.</li> </ul>
<p><b>Knowledge, Experience and Other Requirements</b></p>	<ul style="list-style-type: none"> <li>• At least a bachelor’s degree in civil engineering, water engineering, water resources</li> <li>• Management and any other relevant fields.</li> </ul>



	<ul style="list-style-type: none"> <li>• At least 3 years' experience of working in Regular and Emergency WASH-related development projects. Experience with an International NGO is an added advantage.</li> <li>• Professional affiliation with the Malawi Engineering Institution is desired.</li> <li>• Proficiency in computer software and applications, such as AutoCAD, EPANET, Google Earth, mWater and thorough knowledge of MS Office.</li> <li>• Experience in design, implementation, operation and maintenance of solar powered water systems is essential.</li> <li>• Experience in mapping and water modelling.</li> <li>• Experience in community-based management and ability to deliver solar reticulated systems community-based management training.</li> <li>• Strong analytical and practical problem-solving skills.</li> <li>• Ability to work independently, efficiently and take a lead with new ideas.</li> <li>• Ability to build/maintain good relationships with stakeholders, especially government staff, communities and partners</li> <li>• Strong respect and empathy for rural communities, and an affinity to SHA's mission and values of integrity, dignity and environmental respect.</li> <li>• Demonstrable understanding of safeguarding risks and mitigating actions.</li> <li>• Fluency in spoken and written English including good English report writing skills.</li> <li>• Valid driving license.</li> </ul>
<p><b>Key Relationships:</b></p>	<p><b>Internal:</b>  WASH Programme Manager  Deputy WASH Programme Manager  Project Manager  Civil Technicians</p> <p><b>External:</b>  Partner organisations  District water office</p>

This Job Description only serves as a guide for the position available and SHA reserves the right to make necessary changes.

Self Help Africa takes the safety and well-being of all those we work with, and our staff, very seriously. We have a zero-tolerance policy on abuse. Our recruitment is safe, meaning that we recruit staff with the highest values and standards of ethical behaviour. Self Help Africa has a Safeguarding Children and Vulnerable Adults Policy, which reflects our commitment to protecting the people with whom we work. All candidates will be expected to comply with this policy and its procedures.

For more information about the organisation, please visit our website at [www.selfhelpafrica.net](http://www.selfhelpafrica.net).

**SHA is an equal opportunity employer.**