Terms of Reference (ToR) for
The Position of Technical Officer (Engineer) under
Extended Community Climate Change Project- Drought (ECCCP-Drought)

1. Basic Information

Title of the Position	Technical Officer (Engineer)
Number of Positions	01 (one)
Location	**Gomastapur Upazila** of Chapainawabganj Zilla and **Mohonpur Upazila** of Rajshahi Sadar Zilla, with at least 80% of the time spent on field visits in the project areas
Reports to	Project Coordinator (PC)
Duration of the Position	Initially for one year with the possibility of annual renewal up to the project period.
Salary	Monthly BDT 50,000-/ (including tax) and other admissible benefits.
Age Limit	**Maximum 35 years**
Experience	Minimum 2 (Two) years

2. Background of the project

Palli Karma-Sahayak Foundation (PKSF), an apex development organization focusing on holistic and integrated approaches, was established by the Government of Bangladesh in May 1990 for sustainable poverty reduction through employment generation. PKSF has been implementing projects and programs in diversified sectors including sustainable enterprise, training and education, agriculture, climate change and disaster, and so on. PKSF works with more than 15 million households through its 200 partner organizations. Many development partners, such as the World Bank, DFID, EU, ADB, IFAD, GIZ, GCF, and Adaptation Fund (AF), are working with PKSF. Please visit http://www.pksf.org.bd for details.

PKSF has been accredited to the Green Climate Fund (GCF), the only dedicated and largest climate change finance window, established under the United Nations Framework Convention on Climate Change (UNFCCC), in 2013. The GCF has approved the ECCCP-Drought project in fact that Bangladesh faces an unpredictable drought hazard due to inadequate and uneven rainfall that affects the timing of the onset and end of the monsoon season. The northwestern Barind region/districts of Bangladesh suffer the most from droughts. Climate change is changing the nature of droughts in Barind by increasing temperature and variations in precipitation. During droughts, almost all-natural surface water sources evaporate, leaving none for drinking, sanitation, or agriculture. The human cost is measured in a greater incidence of disease, especially among children, and lack of nutrition due to crop failure, increased poverty, and reduced development potential.

3. Objective of the project

The main objective of the project is to increase the resilience of climate-vulnerable communities in drought-prone areas of Bangladesh. This objective is expected to be achieved by implementing activities covering three main components: i) improved institutional and technical capacities to address climate change-induced drought, ii) increased availability of surface and groundwater for irrigation and drinking, and iii) drought-resilient livelihoods created through sustainable agricultural production.

Resource Integration Center (RIC) was established as a non-government organization in 1981; however registered with Govt. regulatory authority in 1982. RIC developed a traditional focus on rural sector development, particularly targeting women. Since that time, through innovation, dedication, and hard work, RIC has been able to progress and diversify to become a national-level NGO active across the country and in many development areas.

RIC's operations cover 407 upazilas under 54 districts, through 422 branches, with its "Finance for Socio-Economic Empowerment (microcredit) Program for the rural & urban poor, especially women and elderly people of society, to support micro-investment opportunities in income-generating activities for achieving their sustainable livelihood.

RIC is going to implement the GCF & PKSF-funded ECCCP-Drought project at Gomastapur Upazila of Chapainawabganj District and Mohonpur Upazila of Rajshahi Sadar District. For implementing the project, **Extended Community Climate Change Project – Drought** of RIC is seeking qualified candidates for the position of **"Technical Officer (Engineer)"** in its Project Management Unit (PMU) of the ECCCP-Drought project.

4. Key Responsibilities:

- Provide technical expertise and support for constructing and maintaining water infrastructure such as Pond and canal re-excavation: Assess excavation needs, prepare technical specifications, supervise contractors, and ensure quality control.
- Provide technical expertise and support for constructing and maintaining Rooftop MAR and Pond MAR implementations.
- Prepare detailed technical specifications and bills of materials for construction activities.
- Supervise construction contractors, ensure quality control throughout construction phases, and address technical challenges during implementation.
- Conduct regular on-site technical inspections and monitor progress of construction activities.
- Maintain accurate technical records and prepare comprehensive technical reports for the project.
- Liaise with partner NGOs, government agencies, and local communities regarding technical aspects of the project and address their concerns.

- Conduct training sessions for community members on operation and maintenance of water infrastructure, including Pond, Canal, Rooftop MAR, and Pond MAR systems.
- Participate in project planning and budgeting processes, providing technical input and cost estimations.
- Assist the PC in ensuring quality and timely completion of project deliverables.
- Perform any other duties assigned by the PC as per instructions from PKSF & IE Management.

5. Education and Experience:

- **Must have a Bachelor's degree in Civil Engineering or Geology**.
- **At least 2 years of experience in construction or water resources management projects, preferably in rural areas.**
- Experience in rainwater harvesting, irrigation systems, and/or drought-resistant sanitation is an asset.
- Understanding of basic principles of climate change adaptation and water management is desirable.
- Excellent communication, interpersonal, and reporting skills are essential.
- Proficiency in AutoCAD or other relevant engineering software is an advantage.

6. Other Qualifications:

- Knowledge of drought, climate change adaptation, and water management in the context of Bangladesh, particularly the Barind region.
- Fluency in English and Bengali languages is essential.
- Must have a valid motorcycle driving license.
- Must have a professional membership with the Institution of Engineers, Bangladesh-IEB (where applicable).

7. Salary and other admissible benefits.

- Monthly gross salary will be BDT 50,000/- (including all taxes).
- Two Eid bonuses (50% of gross salary) and one Nobo Borsho bonus (10% of gross salary) are provided annually upon successful completion of the probation period.
- A mobile phone bill allowance of BDT 700 per month is provided.
- A travel allowance of BDT 5,000 per month is provided.