

# **TERMS OF REFERENCE**

## **Project Engineer**

### **Barbados Water Infrastructure Rehabilitation Project BARBADOS WATER AUTHORITY**

The Government of Barbados has entered into a Loan Agreement with the Corporación Andina de Fomento (CAF) and the European Investment Bank (EIB) for the Barbados Water Infrastructure Rehabilitation Project (the Project) to be executed by the Barbados Water Authority (BWA).

The Project's main objectives will be to rehabilitate the existing infrastructure, improve the reliability of the water and wastewater systems, reduce and control non-revenue water, and provide institutional strengthening of the BWA. Key components of the Project include:

- (i) Upgrades to the physical structure of BWA's pumping stations and reservoirs;
- (ii) Replacement of water mains;
- (iii) Provision of equipment upgrades and backup power generation for potable water pumping stations and wastewater treatment plants;
- (iv) Development of a Potable Water and Sanitation Master Plan

Therefore, the BWA is seeking to contract a suitably qualified and experienced Project Engineer to provide technical support services to ensure the proper implementation of all engineering-related elements for the Project.

The duration of the assignment will be for thirty-six (36) months, in the first instance.

The Project Engineer will report to the Project Coordinator for the Project, be responsible for technical input, and coordinate and monitor all engineering aspects of the Project. The Project Engineer shall be assigned exclusively to the Project.

#### **Duties and Responsibilities**

Duties and responsibilities will include but not be limited to the following:

- a) Monitoring and reporting on the technical aspects of the Project;
- b) Preparation of monitoring and control and performance reports per project management best practices.
- c) Collaborating with consulting engineers to ensure efficient resolution of issues and manage technical requirements.
- d) Manage and report on project issues, budgets, quality control and schedules;
- e) Prepare and present engineering reports as required;
- f) Analyse maps, schematic drawings, blueprints, and other topographical or geologic data to plan and monitor the execution of the projects;

- g) Inspect project sites to monitor progress and ensure conformance to contract documents, design specifications, schedules. and health and safety standards;
- h) Coordinate the activities of the consulting and construction teams;
- i) Meet with the contractors and stakeholders concerning the Project, and engineering regulations, standards, or policies;
- j) Provide technical presentations to elected officials, the BWA Board, the public, and staff as required;
- k) Liaise with the Design and Supervision Consultants to ensure BWA's needs are met;
- l) Assist with the preparations of Terms of Reference in consultation with the Design and Supervision consulting firms;
- m) Participate in the preparation and review of contract tenders for the Project;
- n) Undertake any additional project-related duties as may be required for the successful completion of the Project.

### **Qualifications**

Prospective candidates should have a minimum of the following qualifications:

- A degree in an Engineering discipline such as civil engineering, structural engineering, or sanitary engineering (registered as a professional engineer) and a minimum of **five (5) years** relevant experience with construction supervision activities.

### **Knowledge and Skills**

Candidates should possess:

- a) The ability to understand engineering designs, calculations, and drawings.
- b) The ability to coordinate complex engineering projects. Experience in the areas of water and sanitation or experience in hydraulics would be an asset.
- c) Knowledge of applicable codes, policies, standards, and best practices within the local industry.
- d) Strong negotiation skills with a competence to deal with internal and external stakeholders, consultants, contractors, and suppliers.
- e) Demonstrated ability to build relationships, motivate and manage teams of people.
- f) Excellent oral and written skills
- g) Strong organisational and time management skills.
- h) Excellent computer skills with competence in the use of Microsoft Office products, particularly Word, Excel, Power Point and Outlook.
- i) Project management knowledge and skills in the use of MS Project or equivalent software.
- j) Competence in the use of AutoCAD software
- k) Competence in the use of ArcGIS, would be an asset
- l) Effective decision-making skills
- m) Ability to work flexible hours with tight deadlines and deliver exceptional results.
- n) Strong interpersonal and motivational skills and the ability to work with minimal supervision.
- o) Ability to maintain strict confidentiality in the execution of duties.

**Evaluation Criteria**

The Project Engineer will be evaluated based on the following criteria and point system:

- a) Qualifications 40
- b) Skills 40
- c) Interview 20

**Submission Instructions**

Applications with full curriculum details should be emailed to [hr@bwa.gov.bb](mailto:hr@bwa.gov.bb) and addressed to:

**Director of Human Resources Management and Development  
Barbados Water Authority  
Pine Commercial Estate  
The Pine  
St. Michael**

The subject line should state: "**Vacancy – Project Engineer**".

The closing date for receipt of applications is **October 25, 2021**.