

BARBADOS WATER AUTHORITY

VACANCY



PROJECT ENGINEER – SOUTH COAST WATER RECLAMATION PROJECT (SCWRP)

The Barbados Water Authority (BWA) is seeking to fill the vacant position of **Project Engineer – SCRWP**.

SCOPE

The Project Engineer will report to the Project Coordinator (PC) for the Barbados Climate Resilient South Coast Water Reclamation Project and will be responsible for providing engineering oversight and technical support throughout the implementation of the Program. The Project Engineer will focus on all engineering-related aspects of the project, ensuring compliance with technical standards, timelines, and program objectives. This includes overseeing the design, construction, and operational planning for the project's infrastructure components, in collaboration with the Program Execution Unit (PEU), the Barbados Water Authority (BWA), and other stakeholders.

The role requires dedicated attention to the project, and the Project Engineer will be exclusively assigned to the Program, supported as needed by administrative staff from the PMO. Key tasks will include monitoring progress, ensuring technical compliance, and facilitating the successful delivery of engineering outputs in alignment with the Program's goals.

DUTIES AND RESPONSIBILITIES

The Project Engineer will be responsible for providing technical oversight, ensuring effective implementation, and supporting the successful delivery of all engineering-related aspects of the Program. Specific responsibilities include:

- ❖ Provide overall engineering oversight and supervision support to the Program Execution Unit (PEU), ensuring compliance with technical conformance and program mandates.
- ❖ Develop, review, and monitor annual work plans, ensuring alignment with the Program's objectives and timelines.
- ❖ Participate in project administration by providing technical inputs and facilitating seamless execution of project activities.
- ❖ Conduct site visits to oversee contract execution, verify progress, and ensure adherence to design and technical specifications.
- ❖ Evaluate engineering aspects of Program outputs, ensuring compliance with terms of reference, international standards, and technical guidelines.
- ❖ Facilitate communication with contractors and supervisors to ensure timely implementation and adherence to contractual requirements.
- ❖ Liaise with Government of Barbados (GOB) agencies to ensure efficient execution of program works in compliance with technical and quality guidelines.
- ❖ Coordinate with the BWA Engineering Department and Project Management Office to monitor and implement investment components, including developing monitoring tools and leading such activities.
- ❖ Support procurement activities, including preparing bidding documents, evaluating bids, and managing contracts.
- ❖ Collaborate with BWA and contractors to prepare and implement operations and maintenance plans for project infrastructure.
- ❖ Contribute to the implementation of the Program's environmental management responsibilities, ensuring compliance with the Program Operations Manual (POM) and relevant guidelines.

QUALIFICATIONS

Prospective candidates must meet the following minimum qualifications and experience requirements:

- ❖ Educational Background:
 - A degree in an Engineering discipline such as Civil, Electrical, Mechanical, Structural, or Sanitary Engineering, with professional registration as an engineer.
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❖ QUALIFICATIONS *cont'd*

- Advanced certifications in project management (e.g., PMP, PRINCE2) will be considered an asset.
 - Eligibility for registration with the Engineers Registration Board of Barbados is preferred.
- ❖ Professional Experience:
- A minimum of seven (7) years of relevant experience in large-scale engineering and construction projects.
 - Proven experience in construction management for large-scale infrastructure projects.
 - Prior experience in water or wastewater infrastructure projects is highly desirable.
 - Knowledge of FIDIC contracts or similar internationally recognized contractual frameworks is highly desirable.
 - Familiarity with projects financed by international financial institutions or multilateral development banks will be considered an asset.
 - Experience working in Barbados or the Caribbean region will be considered an asset.

KNOWLEDGE AND SKILLS

The Project Engineer must demonstrate the following knowledge and skills:

- Strong oral and written communication skills for effective collaboration and reporting to diverse stakeholders.
- Proficiency in interpreting and understanding engineering drawings, specifications, and related technical documents.
- Expertise in coordinating and managing complex engineering projects in water and sanitation infrastructure, including experience with hydraulics systems.
- Advanced negotiation and problem-solving skills to effectively engage with internal and external stakeholders, consultants, contractors, and suppliers.
- Proven ability to conduct cost estimation, financial analysis, and budget control within the context of large construction projects.
- Ability to work independently with minimal supervision while managing multiple responsibilities.
- Competence in using technical software, including Microsoft Office, AutoCAD, and ArcGIS, to support project execution and reporting.
- Demonstrated ability to lead and motivate multidisciplinary teams, fostering collaboration and productivity.
- Familiarity with international project standards and environmental safeguards, particularly for projects financed by multilateral development banks or international organizations.

SALARY AND ALLOWANCES

The successful candidate will receive an attractive salary and benefits package based on their qualifications and experience.

Applications with full curriculum details should be emailed to HR@bwa.gov.bb or addressed to:

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

The closing date for receipt of application is **January 27, 2025**.

Unsuitable applications will not be acknowledged; only shortlisted candidates will be contacted.

INTER-AMERICAN DEVELOPMENT BANK and the GOVERNMENT OF BARBADOS

**BARBADOS CLIMATE RESILIENT SOUTH COAST WATER RECLAMATION
PROJECT
(BA-L1063)**

**TERMS OF REFERENCE FOR PROGRAM EXECUTION UNIT (PEU)
CONSULTANTS**

Project Engineer

1. **The Project**

The Government of Barbados has entered into Loan and Grant agreements with the InterAmerican Development Bank (IADB) and the Green Climate Fund (GCF) for the Barbados Climate Resilient South Coast Water Reclamation Project (the Project) to be executed by the Barbados Water Authority (BWA).

The Barbados Water Authority (BWA) is a statutory body which commenced operations on April 1st, 1981. The Barbados Water Authority assesses, controls, protects and monitors water resources. The Authority is responsible for supplying potable water and the provision of wastewater treatment and disposal services. Barbados is rated as the fifteen (15th) water-scarce country in the world and as such the role of the Barbados Water Authority is crucial to the wellbeing of Barbadian citizens and tourists alike.

The Barbados Water Authority is currently engaged in a number of major water and wastewater projects being implemented concurrently. For all projects the BWA manages the components and contracts of the projects along with the conditions for each loan. This is therefore a large undertaking for the Barbados Water Authority.

The general objective of the Project is to enhance Barbados' water supply resilience and reliability with a focus on climate action, environmental sustainability, and food security.

The specific objectives are to:

- (i) diversify Barbados's water supply sources and reduce water insecurity through the reuse of reclaimed wastewater; and
- (ii) strengthen key sector institutions on water resource management, operational efficiency, monitoring, and gender mainstreaming.

The main project components include (the "Program"):

1. Construction of a new South Coast Water Reclamation and Reuse facility.
2. Construction of a reclaimed water pipeline for aquifer recharge and agricultural irrigation.
3. Development of a monitoring and restoration plan for the Graeme Hall Swamp.
4. Construction of a 7 MW Solar Photovoltaic Plant with Battery Energy Storage System.

The BWA is therefore seeking to contract a suitable qualified and experienced person to provide project engineering services for the Project.

2. **Organizational unit responsible for consultancy**

The Project Management Office (PMO) of the BWA is responsible for developing, executing and monitoring a number of projects for the BWA and ensuring that the conditions of the loan or grant agreements are met. The PMO also provides technical and administrative support to the projects it is implementing.

3. **Scope**

The Project Engineer will report to the Project Coordinator (PC) for the Barbados Climate Resilient South Coast Water Reclamation Project and will be responsible for providing engineering oversight and technical support throughout the implementation of the Program. The Project Engineer will focus on all engineering-

related aspects of the project, ensuring compliance with technical standards, timelines, and program objectives. This includes overseeing the design, construction, and operational planning for the project's infrastructure components, in collaboration with the Program Execution Unit (PEU), the Barbados Water Authority (BWA), and other stakeholders.

The role requires dedicated attention to the project, and the Project Engineer will be exclusively assigned to the Program, supported as needed by administrative staff from the PMO. Key tasks will include monitoring progress, ensuring technical compliance, and facilitating the successful delivery of engineering outputs in alignment with the Program's goals.

4. Responsibilities.

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5. Reporting line

Reports to the Project Coordinator.

6. Qualifications and Experience

Prospective candidates must meet the following minimum qualifications and experience requirements:

Educational Background:

- A degree in an Engineering discipline such as Civil, Electrical, Mechanical, Structural, or Sanitary Engineering, with professional registration as an engineer.
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- and construction projects.
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7. Knowledge and Skills

The Project Engineer must demonstrate the following knowledge and skills:

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- Competence in using technical software, including Microsoft Office, AutoCAD, and ArcGIS, to support project execution and reporting.
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8. Characteristics of the Consultancy

Type of Consultancy: Individual Consultancy Service

Duration: To participate in the project for a period of 2 years, with possibility of extension based on performance up to the end of the project implementation period, foreseen for 5 years in total.

Place: Barbados (For Non-Resident Applicants eligibility is applicable for member countries of the InterAmerican Development Bank.)

9. Payments

BA L1063 administrative budget

Payments to the Consultant will be made monthly subject to negotiations.

10. Evaluation Criteria

The Project Engineer will be selected based on the following evaluation criteria:

Criteria	Maximum Score
Qualifications	40
Experience	40
Skills	20
Total	100

11. Submission Details

Interested persons must submit their Curriculum Vitae and cover letter in electronic format to hr@bwa.gov.bb by **4:30 pm on January 27, 2025** to:

Mrs. Allison Kirton- Holder
Director Human Resources Management and Development,
Barbados Water Authority,
Pine Commercial Estate,
St. Michael,
Barbados

Attention: Mrs. Shelley Parris, Project Manager - Project Management Office