The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers. In most cultures, volunteerism is deeply embedded in long-established, ancient traditions of sharing and support within the communities. In this context, UN Volunteers take part in various forms of volunteerism and play a role in development and peace together with co-workers, host agencies and local communities. In all assignments, UN Volunteers promote volunteerism through their action and conduct. Engaging in volunteer activity can effectively and positively enrich their understanding of local and social realities, as well as create a bridge between themselves and the people in their host community. This will make the time they spend as UN Volunteers even more rewarding and productive.

**General Information**

<table>
<thead>
<tr>
<th>Country of Assignment</th>
<th>Mozambique</th>
</tr>
</thead>
<tbody>
<tr>
<td>Host Institute</td>
<td>United Nations Development Programme</td>
</tr>
<tr>
<td>Volunteer Category</td>
<td>International Specialist</td>
</tr>
<tr>
<td>Number of Volunteer</td>
<td>1</td>
</tr>
<tr>
<td>Duration</td>
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</tr>
<tr>
<td>Possibility of Extension</td>
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</tr>
<tr>
<td>Expected Starting Date</td>
<td>Immediate</td>
</tr>
<tr>
<td>Duty Station</td>
<td>Pemba [MOZ]</td>
</tr>
<tr>
<td>Assignment Place</td>
<td>Family Duty Station</td>
</tr>
<tr>
<td>Assignment Place Remark</td>
<td></td>
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</tbody>
</table>

**Mozambique**

Mozambique has a total population of about 29 million people and is located on the southeast coast of Africa. To the East, is the Indian Ocean, Tanzania, Malawi and Zambia is to the north, to the west is Zimbabwe and South Africa and to the South, Swaziland and South Africa. The total area of Mozambique is 799 380 Km square from North to South. It is tropical hot and humid. The hottest and wettest months in Maputo are December to February, when the average daily minimum temperatures are around 22°c and the average daily highs of 30°c. The rain season is between October and April. Winters (June to August) are mild with the average daily temperature ranging from 13°c to 24°c. Basic health facilities and food are available everywhere. The security situation is reliable, but some precaution is needed at the same time. Communication and transport services are available at various costs. Food, household commodities and
clothing can be found in shops and local markets at reasonable prices. An entry visa is required for all travelers and must be obtained from Mozambican Embassy prior to travelling. The metical is the local currency and exchange rate stands at USD 1 equivalent to about 65 meticais (MZM) as per December 2019. Commercial banks are operational in the country and Visa cards are accepted in very limited hotels.

Assignment Details

Assignment Title: Civil Engineer

Organizational Context & Project Description

UNDP’s Country Programme priorities were defined with national counterparts in alignment with the five-year government plan (PQG), the United Nations Development Assistance Framework (UNDAF) 2017-2020, the priorities of the UNDP Strategic Plan, and the Istanbul Programme of Action for least developed countries.

Early recovery is a vital element of an effective humanitarian crisis response as a foundation for building resilience in post-crisis settings. Just as emergency relief activities are crucial to saving lives by responding to the most urgent human needs, integrating an early recovery approach within humanitarian operations is crucial to the first efforts of a community to recover. It prepares the ground for an effective ‘exit strategy’ for humanitarian actors and contributes to ‘durable solutions’ by establishing the base on which nationally-led development occurs after a crisis.

UNDP has developed a range of interventions that focus on three interlinked and transformative pillars:

(a) Sustainable and inclusive economic transformation;

(b) Resilience and natural resources management;

(c) Good governance, peace and social cohesion.

UNDP’s vision of the cyclone recovery programme arises from key considerations related to development, governance and resilience. It has three important strands:

1. help the communities recover from the impact of cyclone and floods and rebuild their assets and livelihoods with a focus on women and persons with disabilities;
2. develop national capacities and systems to plan and implement the recovery programme;
3. build community and national resilience to reduce the impact of disasters.

Cyclone Kenneth made landfall as a Category 4 cyclone on 24 April 2019, with eye of the storm hitting near Quiterajo in Cabo Delgado Province. The impact however was devastating in the main areas hit including Macomia, Ibo, Mucojo, Quissanga, Palma, Mecufi, Pemba (city and District) as well as Erati and Nacarao Districts in Nampula province. Further, no cyclone has made landfall this far north in
Mozambique. The negative impact of cyclone Kenneth goes beyond the destruction of infrastructure and shelters and exacerbates inequality, exclusion and discrimination. Cyclone Kenneth has lowered people’s capacity to exercise their rights, and to be engaged in the active reconstruction of their lives. Groups that are particularly more vulnerable such as adolescents, women, people with disability, old people, and PLHIV are especially more prone to experiencing physical and emotional turmoil following such a natural disaster. The resulting human and economic losses and increased socio-economic vulnerability call for increased attention to recovery and resilience.

In line with the Post-Disaster Needs Assessments (PDNA), UNDP has prepared a five year programme – the Recovery Facility which will adopt a comprehensive approach to effectively meet the needs of the disaster affected population in the Provinces of Sofala and Cabo Delgado in coordination with key development actors to ensure Mozambique’s rapid restoration of development pathways in a manner that builds resilience.

UNDP has signed with Government of Mozambique a project document on Recovery Facility interventions, which focuses on contributing to addressing the root causes of vulnerability and building resilience to future disaster. It has three important pillars: (1) help the communities recover from the impact of cyclone and floods and rebuild their assets and livelihoods with a focus on women and persons with disabilities; (2) rebuild public and community infrastructure to bounce back from the disaster; and (3) develop national capacities and systems to plan and implement the recovery and resilience programme.

Under the Recovery Facility, UNDP CO supported the Government in its humanitarian and recovery efforts to help people get back to normal and on the road to development. Furthermore, UNDP aims to partner with the Government, the UN System, the civil society, affected communities and other stakeholders in long-term recovery and resilience building interventions.

In this regard, UNDP Mozambique is seeking the support of an experienced and qualified National to provide technical expertise and support the effective implementation of the program activities in this area of responsibility, in accordance with the corresponding project documents and within the existing budget and timeline. The UNV will closely work with the local government, key civil society partners, and other stakeholders.

This UNV assignment is part of UNDP’s Recovery Facility project in Mozambique

Sustainable Development Goals  
13. Climate Action

Task description

Within the delegated authority and under the supervision of PMU Manager or his/her designated mandated representative(s), the UNV – Civil Engineer will carry out the following tasks:

1. Organize and lead in collaboration an assessment for debris and solid waste management, based on initial work done by UNDP during the emergency response to Cyclone Kenneth;
2. Develop a strategy for debris and waste management and promote both immediate as well as
medium to longer term initiatives with impact on livelihoods, environmental sustainability and local governance;

3. Design UNDP project on debris and solid waste management in the disaster affected areas including results and monitoring frameworks

4. Set up and supervise the implementation of quick impact programme activities to support community level debris clearance and disaster waste management;

5. Support ongoing work on the ground related to waste management and another civil engineer works.

6. Oversee the construction work done by partners and contractors on community infrastructure, including the quality and quantity of the materials, construction techniques and works finishing.

7. Conduct field visits and prepare assessments of rehabilitation/construction interventions, including budget and bills of quantities

8. Provide quality assurance of project intervention, including activities implemented by contractors and implementing partners

9. Review and assess technical design documents for construction interventions, providing substantive technical inputs and quality assurance, as requested

10. Provide effective support throughout all stages of the tendering processes; as requested

11. Monitor and supervise the progress and adherence to plans, standards, schedule and budget of rehabilitation/construction works;

12. Contribute to provide training to local contractors for capacity building on Public Building Guidelines and Build Back Better principles

13. Represent UNDP in relevant meetings/groups where debris and disaster waste management is a priority.

14. Perform other tasks as directed by the Project Manager.

Furthermore, UN Volunteers are required to:- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day)- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country- Provide annual and end of assignment reports on UN Volunteer actions, results and opportunities using UNV’s Volunteer Reporting Application- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.- Assist with the UNV Buddy Programme for newly-arrived UN Volunteers- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

Results/Expected Outputs

As an active UNDP team member, efficient, timely, responsive, client-friendly and high-quality support rendered to UNDP and its beneficiaries in the accomplishment of her/his functions, including:

- Timely, responsive and high-quality debris and waste management, technical and advisory support rendered to the Municipalities of Pemba and other affected Districts resulting in innovative solutions towards better waste management, reduction of pollution and water borne diseases;
- Strategy for debris and waste management developed for Pemba Municipality and/or any other affected District and immediate - medium to longer term initiatives with impact on livelihoods, environmental sustainability and local governance promoted;
- UNDP project on debris and solid waste management in the disaster affected areas including results and monitoring frameworks designed;
- Terms of References (ToR) prepared for detailed design for reconstruction/rehabilitation of community infrastructures.
- Technical design developed for community construction interventions
- Field visits to several potential locations conducted and recommendations developed on best solutions for project implementation
- Efficient coordination and correspondence with all stakeholders established;

- The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counter-parts, including Implementing Partners (IPs);
- Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment
- A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed

### Qualifications/Requirements

<table>
<thead>
<tr>
<th>Required Degree Level</th>
<th>Master degree or equivalent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education - Additional Comments</td>
<td></td>
</tr>
<tr>
<td>Master’s degree in civil engineering or any other relevant field.</td>
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</tr>
<tr>
<td>Required experience</td>
<td>36 months</td>
</tr>
<tr>
<td>Experience Remark</td>
<td></td>
</tr>
</tbody>
</table>

- At least 3 years of progressively responsible professional experience working in the relevant field of livelihoods, debris and waste management.
- Hands on relevant experience in debris and waste management, with expertise on environmentally-sustainable and disaster-risk resilient standards and approaches for waste management in emergency/crisis response and recovery;
- Relevant experience in Mozambique or in the SADC-PALOP countries will be an advantage and/or in the provision of services and advice in the waste management field and in environmental protection;
- Ability to identify innovative approaches and practices to overcome complex and specific situations encountered in the field;
- Knowledge of debris/waste natural and institutional environment in developing countries would be an asset
Other desired/mandatory required technical knowledge

- Excellent oral and written skills; excellent drafting, formulation, reporting skills;
- Strong communication skills and ability to engage with different types and levels of stakeholders;
- Knowledge of and experience in crisis and post-conflict contexts;
- Strong diplomatic skills in handling counterpart relations;
- Previous experience with UN is an added advantage and good knowledge of UNDP rules and procedures is desirable;
- Solid overall computer literacy, including proficiency in various MS Office applications (Excel, Word, etc.)

Language

- Portuguese (Mandatory) , Level - Fluent
- AND - English (Mandatory), Level - Working Knowledge

Area of Expertise

- Civil engineering and construction supervision Mandatory
- Other emergency management experience Optional
- Other development programme/project experience Optional

Area of Expertise Requirement

Need Driving Licence No

Conditions of Service and other information

Condition of Service

Click here to view Conditions of Service

Conditions of Service for International Specialist:

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US$ 1,631. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates on a monthly basis according to
the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website http://icsc.un.org.

For UN Volunteer entitlements, kindly refer to the link https://vmam.unv.org/calculator/entitlements

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and in the event of a permanent reassignment to another duty station.

UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security framework (including residential security reimbursements).

UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). Resettlement allowance is paid for satisfactory service at the end of the assignment.

UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

Supervision, induction and duty of care of UN Volunteers

UN Volunteers should be provided equal duty of care as extended to all host entity personnel. Host entity support to the UN Volunteer includes, but is not limited to:

- Introductory briefings about the organisation and office-related context including security, emergency procedures, good cultural practice and orientation to the local environment;

- Support with arrival administration including setting-up of bank accounts, residence permit applications and completion of other official processes as required by the host government or host entity;

- Structured guidance, mentoring and coaching by a supervisor including a clear workplan and performance appraisal;
- Access to office space, equipment, IT support and any other systems and tools required to complete the objectives of the assignment including a host entity email address;

- Access to shared host entity corporate knowledge, training and learning;

- Inclusion of the volunteer in emergency procedures such as evacuations;

- Leave management;

- DSA for official travel, when applicable;

- All changes in the Description of Assignment occurring between recruitment and arrival or during the assignment need to be formalized with the United Nations Volunteer Programme.

Application Code MOZR000663-5965

Application procedure

* Not yet registered in the UNV Talent Pool?  
Please first register your profile at https://vmam.unv.org/candidate/signup. Important: After creating your account, complete all sections of your profile and submit it. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink. Lastly, select the special call to which you would like to apply.

* Already registered in the UNV Talent Pool?  
Please first update your profile at https://vmam.unv.org/candidate/profile. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink to select the special call for to which you would like to apply.

Application deadline: 7 January 2020

doa.apply_url https://vmam.unv.org//candidate/show-doa/TU9aUjAwMDY2Mw==

Disclaimer
United Nations Volunteers is an equal opportunity programme which welcomes applications from qualified professionals. We are committed to achieving diversity in terms of gender, nationality and culture.