

Job Description

Introduction

Established in 1951, IOM is a Related Organization of the United Nations and the leading UN agency in the field of migration. Working closely with governmental, intergovernmental, and non-governmental partners, IOM promotes humane and orderly migration for the benefit of all. It saves lives and protects people on the move, drives solutions to displacement, and facilitates pathways for regular migration, while providing services and advice to governments and migrants.

IOM is committed to fostering a respectful, inclusive, and supportive workplace where all employees can thrive professionally and feel valued. By creating such an environment, IOM aims to better harness the full potential of migration and strengthen its support to people on the move.

IOM invites candidates from diverse backgrounds to apply and provides reasonable accommodation throughout the recruitment process when required. Learn more about IOM's workplace culture at [IOM workplace culture | International Organization for Migration](#).

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates, as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following IOM Member States that are not represented among staff members in the Professional and higher categories:

Bahamas, Barbados, Comoros, Congo (the), Cook Islands, Dominica, Federated States of Micronesia, Grenada, Guinea-Bissau, Holy See, Iceland, Israel, Kiribati, Marshall Islands, Namibia, Nauru, Palau, Saint Kitts and Nevis, Saint Lucia, Samoa, Sao Tome and Principe, Seychelles, Solomon Islands, Suriname, Timor-Leste, Tonga, Trinidad and Tobago, Tuvalu, Vanuatu

Second-tier candidates include:

All external candidates, except candidates from non-represented member states of IOM.

Organizational Context and Scope

IOM CAR, in close coordination with the Government of the Central African Republic (GOCAR), aims to promote stability, the extension of state presence, and community resilience within recovering communities in the Central African Republic. Through collaboration with local and national authorities, communities, civil society, and the private sector, the programme will provide a rapid and flexible mechanism to support stabilization and solutions priorities such as improved infrastructure, essential services, and the promotion of social cohesion, particularly in hosting and return communities. Meeting key migration management and solutions-oriented priorities, the programme aligns with the CAR National Development Plan, the National Durable Solutions Strategy, and the UN Sustainable Development Cooperation Framework.

Under the overall supervision of the Chief of Mission and direct supervision of the Programme Manager (Community Stabilization), the Engineer will support the design, implementation, and technical oversight of community infrastructure and Quick Impact Projects (QIPs) under the stabilization portfolio in CAR.

Responsibilities

1. Lead the planning, design, and implementation of community infrastructure and Quick Impact Projects (QIPs) under the stabilization portfolio, including rehabilitation and construction activities in targeted communities;
2. Conduct and coordinate technical assessments, site evaluations, feasibility studies, and infrastructure prioritization exercises in coordination with programme teams, local authorities, and community stakeholders;
3. Prepare, review, and validate technical drawings, Bills of Quantities (BoQs), cost estimates, technical specifications, and implementation plans for infrastructure interventions in line with IOM engineering standards and donor requirements;
4. Establish and monitor quality assurance mechanisms and technical standards for infrastructure rehabilitation and construction activities, ensuring compliance with approved designs, timelines, safety standards, and contractual obligations;
5. Monitor construction and rehabilitation works implemented by contractors, service providers, and community-based structures, ensuring quality control and timely completion of activities;
6. Coordinate closely with Procurement, Supply Chain, RMU, and programme teams to provide technical expertise for tendering processes, contractor selection, procurement planning, and contract management related to infrastructure activities;
7. Conduct regular field visits to monitor infrastructure works, identify implementation challenges, verify progress, and recommend corrective actions where necessary;
8. Identify, prioritize, and coordinate the design and implementation of infrastructure interventions that contribute to stabilization objectives, including restoration of basic services, community access infrastructure, markets, public spaces, water systems, and community facilities;
9. Ensure that infrastructure interventions are implemented using conflict-sensitive, environmentally conscious, and community-driven approaches that strengthen local ownership and social cohesion;
10. Coordinate closely with local authorities, technical services, contractors, community leaders, and implementing partners to facilitate implementation, approvals, and operational coordination of infrastructure projects;
11. Support the integration of labour-intensive and community participation approaches where feasible, including opportunities linked to livelihoods, local economic support, and reintegration objectives;

12. Develop and maintain infrastructure tracking tools, project documentation, engineering records, and technical progress updates for programme management and reporting purposes;
13. Provide expert technical contributions to donor reports, programme updates, concept notes, assessments, and project proposals related to stabilization infrastructure and QIPs programming;
14. Provide technical leadership and guidance to engineers, technical staff, and implementing partners, ensuring the consistent application of engineering standards, methodologies, and best practices across infrastructure interventions;
15. Ensure compliance with IOM engineering standards, health and safety requirements, environmental considerations, and relevant national regulations throughout project implementation;
16. Perform other duties as may be assigned.

Qualifications

Required Qualifications and Experience

Education

- Master's degree in Civil Engineering, Architecture, or a related field from an accredited academic institution with five years of relevant professional experience; or,
- University degree in the above fields with seven years of relevant professional experience.

Accredited Universities are those listed in the [UNESCO World Higher Education Database](#).

Experience

- Demonstrated experience in emergency shelter programming, construction, or infrastructure development in humanitarian contexts;
- Experience with Non-Food Items (NFI) distribution and related logistics in disaster response settings;
- Proficiency in using engineering design tools (e.g., AutoCAD, SketchUp) and project management software; and,
- Previous experience working in a remote or a similar context is desirable.

Skills

- High-level written and oral communication skills;
- Demonstrated high-level government and donor liaison;
- Strong understanding of the UN and IOM Rules, Regulations, and practices is advantageous;
- Sound judgment, ability to extract, interpret, analyse, and format data, and make decisions rapidly to resolve operational problems;
- Capacity to work effectively in high-pressure, rapidly changing environments; and,
- Solid computer skills, including proficiency in the MS Office package (Excel, PowerPoint, Outlook).