



United Nations Assistance Mission for Afghanistan (UNAMA)
INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

Vacancy No.	06/02/2020
Post Title	Assistant Engineer
Level	NO-A (Fixed-Term)
Organizational Unit	Engineering and Facilities Maintenance Section
Location	Kabul HQ
Number of posts	01
Issuing Date	13/02/2020
Closing Date	27/02/2020

Important note: UNAMA will only accept properly completed and signed Personal History Form (P.11) received before closing date. **CVs or Resumes** will not be considered nor will late submissions after closing date.

DUTIES AND RESPONSIBILITIES

Within delegated authority, the incumbent will report to Chief of Engineering and Facilities Maintenance Section and will carry out the following duties:

- Applies commonly used engineering calculations, practices and precedents for initiating and assisting in completing engineering projects related to water and wastewater systems including collections, treatment, recycling, and other infrastructure including prefabricated structures in the field.
- Assists in conducting preliminary site investigations to obtain field data such as site orientation, climatic conditions, soil characteristics, drainage, water supply, wastewater, and other data required for selection of sites in field missions.
- Provides assistance in developing specifications for engineering goods, water and sanitation equipment, wastewater equipment and services.
- Assists in estimating cost of repair and maintenance of water supply and waste water treatment system, facilities and systems, maintenance plan in order to determine whether repairs or replacement are cost effective and feasible, makes frequent field site visits to ensure smooth operation and maintenance of DEWATS, and to carry out sampling and testing of water.
- Produces cost estimates of engineering construction and installation projects related to water and wastewater system.
- Assists in the implementation of Mission's MEAP (Mission wide Environmental Action Plan), Water and Sanitation SOP, water guidance for UN Field Missions, Mission water conservation plan and Mission's wastewater management plan.
- Assists in analyzing project proposals to ensure technical feasibility and to ensure that project objectives are attainable within the prescribed resources.
- Undertakes research to gather information related to engineering projects, recommends solution to water, environmental and sanitary engineering problems as they arise, ensures a high continually laboratory testing and monitoring quality of water and wastewater within the mission area.
- Prepares engineering presentations using advanced technology.
- Performs other duties, as assigned

QUALIFICATIONS AND EXPERIENCE

Education: An advanced university degree (Master's degree or equivalent) OR first-level university degree (Bachelor's degree or equivalent) in Civil/Electrical/Mechanical Engineering, Architecture, or related fields is required, added diploma or certificate course in water sanitation and/or wastewater treatment is desirable.

Work Experience: Relevant years of work experience is not required for applicants

with a relevant Master's degree to the position advertised. However, applicants with a Bachelor's degree must have a minimum of 1 year of progressively responsible experience in technical areas involving maintenance and operations of facilities or plants. Experience in water sanitation and wastewater project planning and execution is desirable.

Engineering experience in international peacekeeping, field or military operations is an added advantage.

Languages: Fluency in written and oral English and Pashtu/Dari are required.

Special Measure: The minimum work experience for NO-A with a relevant Bachelor's degree is reduced to 1 years, instead of the standard minimum requirement work experience of 2 years, subject to approval of the special measure. The special measure is applicable to all applicants.

UN CORE VALUES AND COMPETENCIES

Professionalism: Shows persistence when faced with difficult problems or challenges. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations.

Integrity: Demonstrates the values of the United Nations in daily activities and behaviors; acts without consideration of personal gain; resists undue political pressure in decision-making; does not abuse power or authority; stands by decisions that are in the Organization's interest, even if they are unpopular; takes prompt action in cases of unprofessional or unethical behavior.

Respect for Diversity: Works effectively with people from all backgrounds; treats all people with dignity and respect; treats men and women equally; shows respect for and understanding of diverse points of view and demonstrates this understanding in daily work and decision-making; examines own biases and behaviors to avoid stereotypical responses; does not discriminate against any individual or group.

Teamwork: Works collaboratively with colleagues to achieve organizational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position. Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Planning & Organizing: Develops clear goals that are consistent with agreed strategies. Identifies priority activities and assignments; adjusts priorities as required. Allocates appropriate amount of time and resources for completing work. Foresees risks and allows for contingencies when planning. Monitors and adjusts plans and actions as necessary. Uses time efficiently.

MANAGERIAL COMPETENCIES

Leadership: Serves as a role model that other people want to follow. Empowers others to translate vision into results. Is proactive in developing strategies to accomplish objectives. Establishes and maintains relationships with a broad range of people to understand needs and gain support. Anticipates and resolves conflicts by pursuing mutually agreeable solutions. Drives for change and improvement; does not accept the status quo. Shows the courage to take unpopular stands.

Managing Performance: Delegates the appropriate responsibility, accountability and decision-making authority. Makes sure that roles, responsibilities and reporting lines are clear to each staff member. Accurately judges the amount of time and resources needed to accomplish a task and matches task to skills. Monitors progress against milestones and deadlines. Regularly discusses performance and provides feedback and coaching to staff. Encourages risk-taking and supports creativity and initiative. Actively supports the development and career aspirations of staff. Appraises performance fairly

APPLICATIONS

- **Applicants are reminded that the United Nations cannot appoint a person**

who is the father, mother, son, daughter, brother or sister of a staff member. For this reason, applicants are required to disclose at the time of their application, whether they bear any of the above relationships to a staff member of UNAMA or any other UN entity which is part of the Secretariat. In addition, selected candidates would be required to complete a family declaration form prior to assuming their duties with the Mission. Failure to disclose any of the above relationships constitutes a material omission, that could lead to termination or dismissal from the United Nations.

- Applicants must accurately complete, sign and date the United Nations Personal History form (P.11) and forward the duly completed signed P.11 copy by e-mail to: unamava_support@un.org
- **Required documents: Serving UN staff members: The two most recent e-Performance Evaluation Reports must be submitted with the application.**
- **For External applicants: Two most recent performance evaluation reports or if not available, two reference letters. If the applications received do not contain the latest two performance evaluation reports candidates must provide a short explanation as to why they are not available.**
- **Please copy past the **VA#06/02/2020** on the subject line of your e-mail.**
- **Applicants should indicate VA Number as **VA#06/02/2020** in the email subject line when submitting duly completed and signed P.11 Form. UNAMA will not consider any applications received without VA Number in the email subject line and after the closing date of the VA. Incomplete P.11 will not be accepted.**
- Please note that any information provided on the P.11 form will be considered binding.
- **The selected candidates will be subject to a reference checks process to verify the information provided in the P.11 form.**
- Only applicants who are short-listed will receive an acknowledgement within two weeks from the deadline indicated on the VA.

Qualified female candidates are highly encouraged to apply

The necessity for ensuring the highest standards of efficiency, competence and integrity remain the paramount considerations in the employment of personnel. To ensure fairness and transparency, selection will be made on a competitive basis through a selection panel.