



GOVERNMENT OF SIERRA LEONE
MINISTRY OF LANDS, HOUSING AND COUNTRY PLANNING
VACANCY ANNOUNCEMENT

Recruitment of a Project Civil Engineer for the Sierra Leone Land Administration Project (SLLAP)

Project	Sierra Leone Land Administration Project (SLLAP)
Grant No.	E0600-SL
Project ID	P177031
Position	Project Civil Engineer - One (1) position
Duty Station	Freetown, with frequent travel to Bo, Kenema, Makeni, Port Loko, and other project sites as required
Issue Date	3 July 2026

1. Background

The Government of Sierra Leone, through the Ministry of Finance, has secured financing from the International Development Association (IDA), part of the World Bank Group, for implementation of the Sierra Leone Land Administration Project (SLLAP). The Ministry of Lands, Housing and Country Planning (MLHCP) is the executing agency for the Project.

Under SLLAP, national and provincial headquarters facilities for the Sierra Leone National Land Commission (NLC) will be constructed in Freetown, Bo, Kenema, Makeni, and Port Loko. The works are expected to run for a minimum construction period of twenty-four (24) months, followed by a twelve (12) month defects liability period.

2. Objective of the Assignment

The MLHCP seeks to recruit a highly qualified Project Civil Engineer to lead technical supervision and contract administration for the planned construction works. The officer will help ensure that works are delivered safely, on time, within budget, and in accordance with approved designs, specifications, contract conditions, environmental and social safeguard requirements, and applicable World Bank-financed project procedures.

3. Scope of Services

The Project Civil Engineer will be responsible for the technical management and supervision of construction contracts and related consultancy inputs. Specific responsibilities include, but are not limited to, the following:

- a) Lead contract administration and day-to-day technical supervision of the national and provincial headquarters buildings in the project locations.
- b) Review designs, drawings, specifications, bills of quantities, work programmes, method statements, quality plans, and contractor submissions to confirm technical adequacy and consistency with contractual requirements.
- c) Support the Procurement Unit by providing technical clarifications during bidding, participating in evaluation of contractors' bids, and preparing technical inputs for evaluation reports and contract award recommendations.
- d) Apply the World Bank Procurement Regulations for IPF Borrowers (most recent edition) and the Project Procurement Strategy for Development (PPSD), as applicable, including the use of rated criteria where required for works procurement.
- e) Supervise consultants, contractors, sub-consultants, and sub-contractors to ensure compliance with approved designs, specifications, standards, contract conditions, health and safety requirements, and environmental and social commitments.
- f) Monitor construction progress against approved schedules, budgets, milestones, and quality standards, and recommend corrective actions where delays, cost variations, quality issues, or risks arise.



- g) Review and certify progress reports, interim payment certificates, variation proposals, claims, completion documentation, and defects liability records in accordance with the contract.
- h) Use relevant civil/structural engineering software and project management tools to assess technical issues, monitor progress, and support evidence-based decision-making.
- i) Promote sustainable construction practices, efficient use of materials, occupational health and safety, climate resilience, and green procurement principles.
- j) Coordinate closely with the Project Coordinator, Procurement Specialist, Environmental and Social Specialists, Finance team, MLHCP, the National Land Commission, and other stakeholders.
- k) Prepare regular reports on contract performance, site conditions, quality assurance, implementation challenges, risks, and recommended mitigation measures.

4. Key Deliverables

- a) Approved work plans and supervision schedules for all assigned construction sites.
- b) Technical inputs to bidding documents, clarifications, bid evaluation reports, and contract award recommendations.
- c) Periodic site supervision reports covering progress, quality assurance, health and safety, environmental and social compliance, risks, and remedial actions.
- d) Reviewed and certified contractor submissions, progress reports, payment certificates, variation requests, claims assessments, and completion documentation.
- e) Monthly technical and contract performance reports submitted to the Project Coordinator.
- f) Defects liability monitoring reports, including defects lists, corrective action tracking, and final completion recommendations.
- g) Technical recommendations on construction methodology, contract management, risk mitigation, and procurement approaches, where required.

5. Required Qualifications and Experience

The successful candidate must meet the following minimum requirements:

- a) A Master's degree in Civil Engineering, Structural Engineering, Construction Management, or a closely related field. A relevant Bachelor's degree with substantial additional professional experience may be considered where justified.
- b) At least ten (10) years of progressively responsible professional experience in civil engineering, construction supervision, contract administration, or infrastructure project management.
- c) Demonstrated experience as a Project Engineer, Resident Engineer, Contract Manager, or similar role on complex building or infrastructure projects, preferably with individual contract values above USD 5 million.
- d) Recent experience working on projects financed by international development partners or multinational funding agencies; experience with World Bank-financed projects is strongly preferred.
- e) Strong working knowledge of World Bank procurement procedures for works contracts, including bid evaluation processes and the use of rated criteria where applicable.
- f) Practical knowledge of FIDIC conditions of contract, particularly the FIDIC Red Book, is required; formal training or certification is an added advantage.
- g) Proficiency in relevant civil/structural design software and project management applications.
- h) Experience supervising multidisciplinary teams, including consultants, contractors, sub-consultants, and sub-contractors.
- i) Demonstrated knowledge of quality assurance/quality control, occupational health and safety, environmental and social risk management, and sustainable construction practices.
- j) Membership in the Sierra Leone Institution of Engineers is required; professional registration or eligibility for registration will be an added advantage.

6. Core Competencies

- a) Strong contract administration, construction supervision, negotiation, and stakeholder coordination skills.



- b) Excellent written and oral communication skills, including the ability to prepare clear technical reports and brief senior officials.
- c) Strong analytical, problem-solving, and decision-making ability in complex engineering and project management environments.
- d) High standards of integrity, professionalism, accountability, and commitment to public service delivery.
- e) Ability to work effectively under pressure, manage multiple construction sites, and meet deadlines.
- f) Commitment to gender inclusion, workplace safety, environmental sustainability, and ethical engineering practice.

7. Reporting and Working Arrangements

The Project Civil Engineer will report directly to the Project Coordinator of SLLAP. The position will be based at the Project Coordinating Unit in Freetown, with regular travel to project sites in Bo, Kenema, Makeni, Port Loko, and other locations as required. The officer will work closely with technical, procurement, safeguards, and financial management staff of the Project and relevant government institutions.

8. Duration of Assignment

- a) The initial assignment is expected to cover the twenty-four (24) month construction period and the twelve (12) month defects liability supervision period.
- b) Continuation or extension will be subject to satisfactory performance, availability of funds, and Project needs.

9. Application Requirements

Interested and qualified candidates should submit an application package containing the following:

- a) A signed application letter clearly indicating the position applied for.
- b) A detailed curriculum vitae highlighting relevant experience in projects of similar scale and complexity.
- c) Copies of academic and professional certificates, including professional membership or registration evidence.
- d) Evidence of relevant training or certification, including FIDIC, contract management, procurement, green procurement, or occupational health and safety, where available.
- e) Names and contact details of at least three (3) professional referees.
- f) A list of similar assignments undertaken, including project name, employer/client, contract value, role performed, location, and funding source, where applicable.

10. Submission Address

Applications may be submitted in hard copy to:

The Project Coordinator
Sierra Leone Land Administration Project (SLLAP)
Ministry of Lands, Housing and Country Planning
3rd Floor, Youyi Building, Brookfields
Freetown, Sierra Leone

Alternatively, applications may be submitted by email, with all supporting documents attached to:

sllaprocmnt79@gmail.com with copies to alphajohcham@yahoo.com and breemsbliss@gmail.com

Applicants submitting hard copies should clearly mark the envelope: "Application for Project Civil Engineer - SLLAP". Applicants submitting by email should use the same wording in the email subject line and in the title of the main attachment.

11. Closing Date and Time

Applications must be received no later than 4 August 2026 at 16:00 hours GMT.

12. Important Notice

- a) Only shortlisted candidates will be contacted for interview.
- b) MLHCP and SLLAP reserve the right to verify all information submitted by applicants, including academic qualifications, professional certifications, employment history, and references.

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Email:
alphajohcham@yahoo.com



PROJECT COORDINATING
UNIT
3rd Floor, Youyi Building
Brookfields, Freetown

- c) Any form of canvassing or submission of false information may lead to disqualification.
- d) Qualified women are strongly encouraged to apply.

QUALIFIED WOMEN ARE STRONGLY ENCOURAGED TO APPLY
