

Job Vacancy: Site Engineer (WASH in Schools)

Country:	Zambia
Location:	Lusaka
Positions:	Multiple (4 positions)
Employment type:	Fixed Term
Starting date:	June 2026
Contract length:	10 months (renewable)
Reporting to:	Project Engineer-Technical Lead (Lusaka),

1. BORDA Zambia

The Bremen Overseas Research & Development Association (BORDA e.V.) is a technical expert organisation, specialized in the field of sustainable environmental protection through integrated sanitation solutions. The organisation's activities aim at making neighbourhoods more liveable by developing and implementing innovative on-site sanitation solutions that build climate resilience, strengthen social structures, and foster the sustainable and attentive handling of natural resources.

BORDA e.V. is active outside Germany in over 20 countries in Asia, Africa, Latin America, and the Caribbean. Its activities focus on achieving the 2030 Agenda for Sustainable Development by enabling the transition towards liveable and inclusive cities which give disadvantaged urban and peri-urban populations access to essential public services such as on-site sanitation, faecal sludge management, solid waste management, energy, and water.

In Zambia, BORDA is active since 2009. In 2016, BORDA established the BORDA Zambia Country Office; therefore, committing to support the development efforts in the country. We support holistic approaches on policy formulation, participatory urban planning processes and infrastructure development. BORDA Zambia has and continues to work closely with local partners in Zambia to reimagine water, sanitation and solid waste management systems that are based on a foundation of research, customised solutions in order to realise water and sanitation for all. BORDA Zambia's work highlights that innovation is not only about technology but also about generating new approaches that work for local communities and keep working.

2. The Project

The WASH in Schools for Everyone (WISE) project funded by SPLASH and co-implemented by BORDA Zambia is a multi-phase, five-year initiative focused on delivering city-wide child-focused water, sanitation, hygiene (WASH), and menstrual health solutions in schools. Phase I of the WISE project commenced in 2019, successfully providing improved WASH infrastructure and behaviour change programs across schools in Ethiopia and India. Phase II includes an expansion to new cities including Lusaka, Kitwe and Ndola, with plans for implementation in over 300 schools across the three target cities from 2026 to 2029.

In the current Scale-Up Phase, BORDA Zambia acts as the Engineering Partner and Construction Management party for 110 schools, responsible for design, procurement of construction contractors (via open tender), construction supervision, commissioning and handover of WASH infrastructure. The scope includes borehole drilling and equipping, solar-powered pumping systems, water storage and distribution, sanitation blocks, menstrual hygiene infrastructure, handwashing and drinking water stations, and drainage and wastewater systems.

This position is focused on the Lusaka implementation covering 42 schools. The Copperbelt programme (35 schools in Kitwe and 33 schools in Ndola) is covered by a separate engineering team.

3. Position Overview

BORDA Zambia is recruiting multiple Site Engineers to provide hands-on construction supervision, design support, and site-level reporting across 42 school sites in Lusaka under the WISE Phase II Scale-Up. Site Engineers are the frontline technical presence on construction sites, responsible for ensuring that day-to-day construction activities are carried out in accordance with approved designs, quality standards, and programme schedules.

Each Site Engineer will be assigned a cluster of approximately 10–11 schools within Lusaka and will be expected to be present on active construction sites daily. The role involves direct supervision of contractor workmanship and materials, preparation and review of design documentation, measurement and verification of completed works, maintenance of site records, and immediate escalation of technical issues. Site Engineers work under the direction of the Project Engineer-Technical Lead (Lusaka), and collaborate closely with third-party construction contractors and school stakeholders.

4. Responsibilities

The position holder will report to the Project Engineer-Technical Lead (Lusaka) and will be responsible for:

1. Design Preparation & Engineering Support

- Support site assessments for assigned schools, including collection of topographical data, drainage conditions, existing infrastructure condition, and structural and environmental considerations
- Assist in hydrogeological assessments and borehole siting where applicable
- Prepare and update detailed engineering drawings, site layouts, and technical specifications under the direction of the Project Engineer – Technical Lead
- Prepare school-specific Bills of Quantities (BoQs) and contribute to engineering estimates
- Carry out field measurements, survey work, and data collection required for design development and design verification
- Support the preparation of tender documentation by providing accurate site data, quantities, and technical inputs

2. Construction Supervision & Site Management

- Provide continuous on-site supervision of construction activities at assigned schools, ensuring all works are executed in strict accordance with approved designs, drawings, technical specifications, and BoQs
- Monitor contractor workmanship, construction methods, and sequencing on a daily basis, verifying that work plans and method statements are being followed
- Inspect and verify all materials delivered to site against approved specifications, rejecting non-compliant materials and documenting accordingly
- Take and verify site measurements for interim and final progress valuations, cross-referencing against BoQ quantities
- Manage day-to-day coordination with contractors on site, including scheduling, access, material staging, and workforce deployment

- Identify and document construction defects, non-conformances, and deviations from approved designs; maintain a snagging and defect log and follow up on rectification
- Monitor and enforce compliance with construction programme timelines, flagging delays and risks to the Project Engineer-Technical Lead promptly
- Coordinate with other Site Engineers to manage sequencing across school clusters and share lessons learned

3. Quality Assurance & Quality Control

- Implement Inspection and Test Plans (ITPs) at site level as established by the Project Engineer-Technical Lead, including hold points, witness points, and inspection checklists
- Conduct material testing and verification (e.g., concrete cube tests, pipe pressure tests, compaction tests) and maintain test records
- Verify setting out, levels, dimensions, and alignment of all construction elements against approved drawings
- Ensure concrete mixing, curing, and structural works meet specified standards
- Inspect borehole drilling operations, casing installation, gravel packing, and sanitary seal installation
- Verify solar panel installation, pump commissioning, tank and tower erection, and reticulation system pressure testing
- Inspect sanitation block construction including floor slopes, drainage connections, ventilation, door fittings, and accessibility features
- Maintain a comprehensive photographic record of construction stages for each school (before, during, and after)

4. Health, Safety & Safeguarding

- Support the enforcement of the project Health, Safety, Environmental and Social Management (SHESM) plan with the SHESM Officer at site level on a daily basis
- Participate in the toolbox talks and safety briefings with contractor teams before commencement of works
- Monitor safe working practices including use of personal protective equipment (PPE), excavation safety, working at height, and electrical safety
- Ensure child safeguarding protocols are observed at all construction sites within school premises, including fencing of active work areas and supervision of contractor access
- Report all incidents, near-misses, and safety concerns immediately to the Project Engineer-Technical Lead and SHESM officer
- Ensure proper site housekeeping and waste management throughout the construction period

5. Site Progress Reporting & Documentation

- Maintain daily site diaries recording weather conditions, workforce numbers, plant and equipment on site, materials received, activities undertaken, visitors, instructions issued, and any incidents or delays
- Prepare and submit weekly site progress reports for each assigned school, including percentage completion by BoQ item, narrative of activities, issues encountered, and planned works for the following week

- Contribute site-level data to the bi-weekly progress reports and monthly management reports prepared by the Project Engineer
- Prepare site completion evidence packs including photographs, measurement records, test certificates, and signed inspection checklists for milestone payment requests
- Maintain complete and well-organised site files for each school, including drawings, BoQs, instructions, correspondence, inspection records, and variation documentation

6. Commissioning & Handover Support

- Support functional testing and commissioning of completed systems at each school, including borehole yield testing, pump and solar system performance verification, storage and distribution system pressure testing, chlorination dose verification, and sanitation system functionality checks
- Conduct water quality testing as required and document results
- Assist in compiling handover packages including as-built drawings, commissioning certificates, and asset registers
- Support on-site training for school representatives covering system operation, preventive maintenance, and basic troubleshooting
- Conduct Defects Liability Period (DLP) inspections at assigned schools and follow up on defect rectification by contractors

7. Stakeholder Coordination

- Serve as the primary BORDA point of contact at site level for school leadership, ensuring coordination on access, scheduling, and any site-level concerns
- Liaise with contractor site supervisors and foremen on daily construction activities
- Coordinate with local authorities and utility providers as required for connections, inspections, and approvals
- Facilitate community and stakeholder engagement at site level as directed by the Project Engineer-Technical Lead

5. Required Qualifications, Competences and Experience

Qualifications

- Diploma or Bachelor's degree in Civil Engineering, Construction Management, Water Engineering, Environmental Engineering, or a closely related field
- Registration with the Engineering Institution of Zambia (EIZ)

Professional Experience

- Minimum of 2–4 years of professional experience in construction supervision or site engineering, preferably in water supply, sanitation, or related civil infrastructure projects
- Demonstrated hands-on experience in supervising construction works including concrete structures, pipework installation, excavation, and borehole development
- Experience in preparing or reviewing engineering drawings, Bills of Quantities, and site measurements

- Experience working with third-party contractors in a supervisory or coordination capacity
- Familiarity with QA/QC procedures, material testing, and construction inspection processes
- Experience in school-based or community-based WASH infrastructure projects is desirable
- Experience with solar-powered water pumping systems and gravity-fed distribution systems is an added advantage
- Experience working in NGOs or international development organisations is an added advantage

Knowledge and Skills

- Sound practical knowledge of construction methods, materials, and site management for water supply and sanitation infrastructure
- Ability to read and interpret engineering drawings, specifications, and Bills of Quantities
- Proficiency in AutoCAD or similar drafting software
- Good working knowledge of MS Office Suite, particularly Excel (for BoQ tracking and measurement) and Word (for reporting)
- Strong attention to detail and commitment to quality workmanship
- Good written communication skills for site reporting and documentation
- Good understanding of health and safety requirements on construction sites

Others

- Sensitivity to gender, child protection, and inclusive programming principles
- Self-motivated with the ability to work independently on site with minimal daily supervision
- Willingness to spend the majority of working time on active construction sites in varying weather conditions
- Problem-solving attitude and ability to make sound site-level decisions within defined authority
- Ability to work under pressure and with short deadlines
- Ability to work in a multi-cultural team
- Good written and spoken English
- Valid driver's licence is an added advantage
- Knowledge of Lusaka's urban geography and road network is desirable

Please send your application letter and CV including current contact details and three references with reference to the job title "Site Engineer – Project WISE II (Lusaka)" to procurementzm@borda-africa.org on or before 20 May 2026. Incomplete or late applications will not be considered.

In the case of equal suitability, ability and professional achievement, female candidates will be given preference, provided that the personal qualities of another candidate are not more appropriate for the position.