

MINISTRY OF FINANCE, PLANNING AND ECONOMIC DEVELOPMENT

UGANDA STRENGTHENING PUBLIC INVESTMENT AND ASSET MANAGEMENT FOR GROWTH AND RESILIENCE OPERATION (PIM) PLUS)

TERMS OF REFERENCE AND SCOPE OF WORK

TITLE : Senior Programme Officer- Civil Engineering

Vacancies : 01

Reports to : Commissioner, Project Analysis and Public Investment Management Department (PAP)

Duration: One (1) year renewable based on need and satisfactory performance

Background

The Government of Uganda has intensified efforts to improve the quality, efficiency, and impact of public investments, recognizing that weaknesses in project execution rather than project identification alone remain a major constraint to achieving development outcomes. In line with this, Government is in the process of implementing the Public Investment and Asset Management for Growth and Resilience Operation (PIM Plus) for the period October 2025 to September 2031, a targeted intervention designed to strengthen implementation support, monitoring, and delivery of priority projects within the Public Investment Plan (PIP).

PIM Plus complements the existing Public Investment Management framework by extending Government oversight beyond project appraisal and entry into the PIP, to focus on execution, problem-solving, and results delivery, in line with NDP IV and the broader public sector performance agenda. It is coordinated through Ministry of Finance, Planning and Economic Development and the National Planning Authority (NPA); implemented by selected ministries, Departments and Agencies (MDAs); and financed by the Government of Uganda, and the World Bank. The Operation Technical Committee (OTC), Operation Steering Committee (OSC), and the Public Expenditure Management Committee (PEMCOM) are in place to provide oversight over the Operation.

Implementation of PIM Plus is coordinated through the PFM Reforms Coordination Unit (RCU), which provides cross-cutting reform coordination, programme oversight, monitoring, and reporting. The Project Analysis and Public Investment Management Department (PAP) is the technical secretariat of the Programme.

Job Purpose

The primary objective of this assignment is to provide senior-level civil engineering and technical support to the PIM PLUS Secretariat to strengthen risk oversight, monitoring, and technical validation of infrastructure investments supported under PIM PLUS, and to contribute to the timely achievement of infrastructure-related results.

Key Result Areas

1. Verified technical reports on physical progress, construction quality, and emerging risks.
2. Site visit and mission reports with findings, risk assessments, and agreed follow-up actions.
3. Regular reports risk and mitigation recommendations for civil works projects submitted.
4. Technical inputs, review notes, and advice provided to the Taskforce on critical engineering issues.
5. Verified alignment reports comparing certified works, financial disbursements, and infrastructure-related results.
6. Regular reports on designs, cost estimates, technical specifications, and work plans on ongoing projects.
7. Lessons learned briefs, technical guidance reports to support the Midterm and end term Review of the Operation.
8. Consolidated technical evidence and facilitated site visits for credible verification by the Independent Verification Agency (IVA), OAG and other oversight bodies.
9. Integrated technical inputs aligned with procurement, finance, safeguards, and operations teams; risk-informed oversight reports.
10. Technical briefs, escalation reports, and presentation inputs for OTC, OSC, and PAP decision-making.
11. Bi-annual progress reports by the 15th day of the month after the end of six months.
12. Annual performance reports by the 15th day of the month after the end of the financial year.
13. An end of assignment report within two weeks after completion of the activities in the work-plan, or completion of the contract, whichever comes first.

Specific Duties and Responsibilities:

1. Review civil works progress
2. Conduct technical Site Inspections
3. Identify and mitigate engineering risks
4. Support risk Oversight Taskforce
5. Ensure alignment of Physical outputs with Earned Money disbursed
6. Provide technical feedback for Project Preparation and Appraisal and implementation
7. Document and institutionalize lessons learned
8. Support Verification of strategic projects implemented using the earner money
9. Coordinate across technical and operational Teams

10. Prepare Reports and Briefings for Oversight Bodies

Education Qualifications

The ideal candidate should have:

1. Bachelor's degree in Civil Engineering from a recognised University/Institution.
2. Master's degree in Civil Engineering, Construction Management, or Infrastructure Engineering from a recognised institution.
3. Registration or eligibility for registration with the Engineers Registration Board (ERB) or an equivalent professional body is an added advantage.

Work Experience

1. At least eight years of professional experience in infrastructure project design, supervision, or execution.
2. Proven experience supporting public infrastructure projects, preferably within Government or development partner-financed programmes.
3. Experience in reviewing designs, bills of quantities, and construction progress reports for roads, buildings, bridges, water infrastructure, or other civil engineering assets.

Key Skills and Competencies

1. Technical expertise in civil engineering, with strong understanding of construction methods, quality standards, contract administration, and infrastructure project lifecycle management.
2. Risk assessment and problem-solving ability to identify design, construction, and implementation risks early and propose practical mitigation measures.
3. Practical knowledge of climate-resilient infrastructure design, construction quality assurance, and basic lifecycle costing principles is desirable.
4. High level of accuracy and attention to detail in reviewing designs, technical reports, and monitoring data.
5. Ability to translate technical findings into clear, actionable recommendations for non-technical audiences.