

TERMS OF REFERENCE



Infrastructure Specialist: Water, Sanitation and Hygiene (WASH) - Mozambique

Job Title: Infrastructure Specialist - WASH

Country: Mozambique

Location: To be agreed

Reporting to: Project Manager

Contract: Full time, fixed term (recruitment dependent on funding prospects)

Expected start date: January 2026

Deadline: 17 December but applications will be considered on a rolling basis

About

The Infrastructure Manager will lead the design, supervision, and WASH facility construction/rehabilitation in health and community settings.

Background

This new position will join a team delivering an integrated disease control, healthcare services, and Water, Sanitation and Hygiene programme in a humanitarian setting. The postholder will oversee the WASH component, working closely with other members of the team and country partners.

MENTOR first worked in Mozambique delivering an emergency integrated vector management programme after Cyclone Idai in 2019. In 2021 we implemented projects addressing the high rates of diseases such as malaria, cholera and malnutrition in response to the humanitarian crisis caused by conflict and insecurity.

Working closely in partnership with the health ministry and local organisations, our integrated programme of vector control, access to healthcare, and Water, Sanitation and Hygiene (WASH) has reached hundreds of thousands of people, most of whom are displaced and live in temporary shelters.

Job requirements:

- Bachelor's degree in civil or environmental engineering.
- Over 7 years' experience supervising WASH or health infrastructure works in low-resource settings.
- Competencies: Engineering design, supervision, contract management, ESHS compliance, inclusive design.
- Willingness to travel in country.
- Fluency in English and Portuguese.

Key Responsibilities:

- **Engineering Design:** Prepare designs, sanitation facilities, hygiene stations, waste management.
- **Standards and Safeguards:** Ensure compliance with national codes, donor safeguards, and climate-resilient, inclusive design (gender/disability).
- **Procurement Support:** Draft technical specifications; support bid evaluations; oversee contractor mobilisation.
- **Construction Supervision:** Site inspections, progress verification, variation order management, defect rectification.
- **ESHS Compliance:** Monitor contractor adherence to Environmental, Social, Health, and Safety requirements.

Deliverables & KPIs

- Site supervision reports; ESHS compliance records.

The MENTOR Initiative is an equal opportunity employer and values diversity in the organisation. We ensure constant non-discrimination throughout the recruitment process.

The MENTOR Initiative is committed to promoting diversity and gender equality and strongly encourages candidates from under-represented backgrounds to apply.

The MENTOR Initiative applies a zero-tolerance approach to sexual exploitation, abuse, mistreatment or harassment, and other types of unethical behaviour including fraud.

The MENTOR Initiative will contact previous employers of applicants to determine if they have any history of violating international standards and codes of conduct relating to such matters.

To apply: either LinkedIn (preferred) or email CV, a letter of motivation and details of three referees (including your most recent employer) to recruitment@mentor-initiative.org. Please note we cannot give feedback at the shortlisting stage, thank you.