

JOB TITLE: **PRINCIPAL CIVIL ENGINEER (WORKS AND PERMANENT WAY)**

REPORTS TO: **CHIEF CIVIL ENGINEER**

JOB PURPOSE: To ensure that all engineering civil works, Railway, buildings infrastructure and water systems are carried out efficiently and effectively and that all URC'S facilities are in states of good maintenance and repair.

PRINCIPAL ACCOUNTABILITIES

S.NO	PRINCIPAL ACCOUNTABILITIES	DELIVERABLES
1.	Input into Strategic Planning	<ul style="list-style-type: none">• Participates in the development of input into the business plan, budgets and reviews• Prepares input in the development of the URC Infrastructure Planning & Development strategic milestones• Participates in the implementation of departmental operational plans for the URC's Infrastructure projects
2.	Project Development	<ul style="list-style-type: none">• Develops plans to meet the set organization goals.• Provides the baselines and justification of different projects.• Develops specifications for projects• Ensures involvement of stakeholders in project formation.• Prepares cost estimates and procurement documents for projects.• Performs quality control checks• Ensures safety effectiveness or reliability of the project development process• ensures that all statutory approvals are made
3.	Project Implementation	<ul style="list-style-type: none">• ensures that projects conform to the specifications• planned projects are implemented within the time, costs and specified quality• fully supervises projects from start to finish• Ensures proper management of project files.• Involves stakeholders during project implementation• Carries out periodic reporting of project progress

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4.	Project Management Process	<ul style="list-style-type: none"> • Participates in preparing detailed cost implications for each project. • Participates in monitoring project spending against the milestones • Ensures that all projects in Engineering and Development are well documented • Monitors projects against the documented milestones • Works with contractors to ensure that they fulfill the conditions of the approved contracts • Ensures full compliance with the Procurement and Disposal of Assets requirements • Participates in project evaluation by monitoring project milestones and prepares progress reports and early warning when projects are falling behind agreed schedules • Maintains accurate and up to date records and information on all projects
5	Railway, Marine and Buildings Maintenance Processes, Planning and response.	<ul style="list-style-type: none"> • Participates in developing and implementing a comprehensive planned maintenance system that ensures maximum availability of adequate and efficient Civil Engineering infrastructure, water and sanitation systems at the aerodromes • Ensures a comprehensive response and repair time programme that maximizes built infrastructure availability
6	Infrastructure Evaluation	<ul style="list-style-type: none"> • Ensures accurate evaluation of current state and future requirements of infrastructure and prepares in put into reports for submission to the CCE in terms of adequacy, condition and lifespan. • Participates in determining renovation/rehabilitation requirements for existing facilities • Maintains all infrastructure in a good state of repair and maintenance.
7	Operational implementation Monitoring and Evaluation	<ul style="list-style-type: none"> • Leads installations, maintenance works and repairs • Ensures that work specifications and programmes are followed in accordance with established standards and quality work is done.
8	Human Resources Management	<ul style="list-style-type: none"> • Ensures that the staff under him are well supervised and developed • Promotes team spirit among staff

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		<ul style="list-style-type: none"> • Negotiates with team members to generate ideas and clarify specifications • Assists in identifying, recruiting, developing and maintaining staff within the department. • Conducts appraisals for the staff under him/her. • Ensures that adequate work is assigned to each staff according to capability
9	Carrying out any other lawful assignment allocated by the immediate supervisor	<ul style="list-style-type: none"> • The jobholder is cooperative and readily responds to any adhoc tasks assigned to him.

QUALIFICATIONS/REQUIREMENTS:

1. A honours Bachelors' degree in Civil Engineering
2. A Master's degree in Civil Engineering and Post graduate are added advantage.
3. 7 years relevant working experience, 4 of which should have been at Senior level, preferably in a transport sector.
4. Must have a proven record of project management experience
5. Must be a Corporate member of the Uganda Institution of Professional Engineers and registered with the Engineer's Registration Board
6. Must have proven supervisory skills with sound people management, team working and relations skills
7. Should show evidence of problem-solving skills and analytical abilities.
8. Strong leadership qualities with excellent communication skills
9. Must be computer literate
10. Must have relevant Engineering and Project Management software.