



UGANDA RAILWAYS CORPORATION

GRADE: : **RG. 02**
JOB TITLE : **CHIEF CIVIL ENGINEER**
SECTION : **HEADQUARTERS**
REPORTS TO : **MANAGING DIRECTOR**

JOB PURPOSE

The position exists to plan, implement, and monitor all development and maintenance projects for Permanent Way and Civil works and to ensure that they are completed and commissioned within planned budgets and timeframes.

PRINCIPAL ACCOUNTABILITIES

S.NO	PRINCIPAL ACCOUNTABILITIES	DELIVERABLES
1.	Understanding the Strategic Intentions	<ul style="list-style-type: none">• Understands the Direction of URC and Civil Engineering Department and converts these into the Departmental objectives and priorities• Understands the overall vision and values of URC and ensure that Civil developments and maintenance works are aligned to these developments• Understands the National interests in the development of Railway Transportation in Uganda and ensure that projects undertaken are aligned to the National Objectives• Prepares business plans and budgets and submits for approval• Implements the approved plans and

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		budgets.
2.	Project Accounting	<ul style="list-style-type: none"> • Provides detailed cost implications for each project • Monitors project spending against the milestones • Ensures all the necessary approvals are in place • Compliments the process of project financing
3.	Project Management	<ul style="list-style-type: none"> • Ensures that all projects in Permanent Way and Works Engineering and Development are well documented • Provides detailed specifications on each project for use in procurement and sourcing of funding • Ensures that each project has documented milestones against which monitoring and evaluation can be undertaken • Develops risk management matrix for each project • Seek the necessary approval on each project • Participates in identifying contractors and verifies their capacity to deliver on commitments • Understand the requirements of Procurement and Disposal of Assets department and ensure full compliance
4.	Project Evaluation	<ul style="list-style-type: none"> • Works with Strategic Planning Department currently in the DMD's Office and demonstrates proof of delivery on projects

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		<p>against the set milestones</p> <ul style="list-style-type: none"> • Takes proactive corrective action if a project is falling behind agreed milestones
5	Contracts Management	<ul style="list-style-type: none"> • Manage the contractors assigned to work on projects so that they deliver on expectations • • Ensures the contract documentation allows for the appropriate management of the contract
6	Oversees and delivers specific Railways, Marine and Works projects	<ul style="list-style-type: none"> • Approve the design, construction, operation and maintenance of railway infrastructure in accordance with acceptable railway standards; • Certify new/reconstructed/rehabilitated railway infrastructure according to the Corporation's laid down technical specifications. • Oversee the management of the Corporation's properties (land and estates), including acquisition in case of new railway infrastructure; • Provide civil engineering support to all the Corporation's Departments as may be required and advice to Government Ministries and agencies (on behalf of the Managing Director) when called upon to do so; • Approve applications for new railway lines, level crossings, railway sidings and all way leaves • Oversee the regular inspection of the Corporation's infrastructure. • Issuing speed restrictions for publication in the traffic notice, attending accidents along

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		<p>the line.</p> <ul style="list-style-type: none"> • Preparation of engineering design and estimates and enforcement of compliance with design standards and specifications •
7	Coordination with other departments	<ul style="list-style-type: none"> • Liaises with other departments to ensure that cross cutting responsibilities are well aligned and appropriate outputs are delivered.
8	Coordination with external partners	<ul style="list-style-type: none"> • Ensures effective and productive relationship with external partners.
9	Human Resources Management	<ul style="list-style-type: none"> • Attracts, retains, motivates and develops staff that are dedicated to outstanding performance in the department. • Advises management on the Departments manpower requirements and ensures staff development within the Department • Develops structure that facilitates the delivery of the vision of the organization. • Ensures that appropriate calibre of staff that meets all the hiring standards are recruited and selected to deliver results expected. • Implements performance management. on own staff in the department • Conducts and ensures adequate training for staff. • Quantifies the capability gaps in terms of skills and competencies and implement programs to close the capability gap. • Builds a productive team in the department through effective conflict management.

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10.	Carries 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 ad hoc tasks assigned to him/her.

QUALIFICATIONS/REQUIREMENTS

1. A Bachelor's Degree in Civil Engineering Discipline or it's equivalent.
2. A Master's Degree or and any other postgraduate qualification in Civil Engineering is an added advantage.
3. At least 10 years working experience with exposure to large engineering projects with at least 5 years at senior supervisory level preferably in a transport sector.
4. Should have proven project management experience.
5. Registration as an Engineer & as a Member of Uganda Institution of Professional Engineers (UIPE) is an added advantage.
6. Should be a seasoned People Manager with demonstrable prior experience and success in overseeing Staff productivity and Performance Management and handling big budgets.
7. Skills in Computer applications particularly; Microsoft Excel, Word and PowerPoint.
8. Capable of working under pressure.
9. Ability to delegate.
10. Should be above 35 years of Age.

Knowledge & Skills:

- An excellent Team builder & team player,
- Good communication skills,
- Must be keen on details,
- Good mentor & motivator.