



CONSULTANCY ADVERTISEMENT

ENGINEERING EXPERT

Afghanistan Reconstruction Trust Fund (ARTF) Third-Party Monitoring

Part-time consultancy position, from 1 June 2022 until 31 July 2022, home-based, with potential travel.

June 2022



Introducing Integrity

Integrity is an ethical consultancy and service provider working in challenging and complex environments around the globe.

We help our clients succeed in fragile and challenging environments while building trust and understanding as the basis for transformative change. We work across all phases of the programme and project cycle, delivering eleven complementary services: monitoring, evaluation and learning / data and knowledge management / research, evidence and analysis / advisory / project management / communications / risk management / technical assistance / capability and capacity development / stakeholder engagement / grant and fund management. Our services are underpinned by the principles on which we were founded, a commitment to providing reliable information and evidence, and expert and high-quality delivery.

Headquartered in London and Washington DC, Integrity also has offices in Jordan, Kenya, and Pakistan. Our multi-national team of over 60 deliver multi-year projects, programmes and consulting assignments to a wide range of government clients, international organisations, foundations and private sector clients.

Vision: Integrity sets the international standard for ethically delivered, expert services in complex and challenging contexts. Our work helps create stability, accountability and prosperity.

Mission: Based on evidence and learning, we help clients and communities to build trust and understanding as the basis for transformative change. We do not advocate: we listen, comprehend and recommend.

Commitment: Integrity upholds the highest ethical standards in our service delivery, our employment of staff and our interaction with people. Through adherence to our core values, we ensure not only that our clients receive the best possible service but that we benefit the individuals and communities amongst whom we work.

Further information about Integrity can be found at www.integrityglobal.com.

Project Background

Between 2002-2021, the Afghanistan Reconstruction Trust Fund (ARTF), a multi-donor trust fund administered by the World Bank, supported immediate stabilization and reconstruction needs in Afghanistan. It helps to fill the large financing gap in both the operating and development budgets of the Government of the Islamic Republic of Afghanistan. The Fund also provided a platform for pooled on-budget financing and coordinated implementation support to the government. As of February 2019, 34 donors had contributed a cumulative \$11.4 billion through the ARTF to fund Afghanistan's development priorities through policy-based budget support and investment projects that aim to reduce poverty, service delivery, citizens' engagement and social inclusion, as well as support of governance and state effectiveness.

As part of the Fund's administration, the World Bank contracted an independent Monitoring Agent to provide monitoring, financial management, and accountability support for disbursements. The Monitoring Agent was responsible for reviewing disbursements, payments, accounting, and reporting

for the activities to be financed by the ARTF. In 2011, the WB expanded the third-party monitoring of ARTF-financed initiatives and contracted an independent Supervisory Agent (SA) to support the Bank's task teams in monitoring implementation of investment initiatives in widely dispersed locations around the country. The Supervisory Agent helped the teams develop monitoring protocols specific to individual projects and applicable environmental and social safeguards considerations. It deployed monitoring teams that used mobile technology and software to compile and share detailed monitoring data with Afghan government implementing agencies and the Bank task teams. The Supervisory Agent also engaged in follow-up on reported deficiencies to track and verify remediation the agencies and Bank task teams. Both the Monitoring and Supervisory Agents reported monthly, quarterly, and annually on their findings and periodically provided briefings to ARTF stakeholders, at the request of the WB.

In 2020, the World Bank combined the roles of the Monitoring and Supervisory Agents under a new Third Party Monitoring Agent (TPMA) contract phase, implemented by a consortium that included BDO (the previous Monitoring Agent), ATR, and Integrity Global. The overall goal was to maximize value for money of ARTF-financed programs and provide fiduciary assurance on the Afghan government's use of grant proceeds and their likely development impact to the ARTF partners, the WB management, the Government, and the public.

The specific objectives of that combined contract were to:

- a) Verify the eligibility of recurrent expenditures for financing based on agreed sample-based reviews of relevant financial records.
- b) Assist in minimizing weaknesses in payroll management including possible inaccuracies in the government payroll records, such as "ghost" employees, through physical verifications of government employees based on agreed sampling procedures.
- c) Assure value for money of ARTF investment projects through integrated oversight of project implementation performance and compliance with fiduciary standards and requirements, and with the environmental and social safeguard policies and/ or framework as applicable; including the establishment and implementation of monitoring protocols for measuring implementation progress through site visits, validation of project MIS data, and assessments of physical progress, construction quality, deviations and usage of infrastructure.
- d) Provide additional assurances through ad hoc "special" assignments on deeper reviews of project performance and fiduciary and/or safeguards compliance, as requested by the WB.
- e) Contribute to improvements in project-level performance monitoring, fiduciary oversight (control, reporting, etc.), environmental and social safeguards, and data management by project implementing agencies through knowledge sharing, as requested.

Shortly before the Taliban took control of the government in mid-August 2021, the World Bank had started the process of extending this combined contract for a period of 24 months, until December 2024. The sanctions and lack of international recognition of the new Taliban administration required a dramatic change in the World Bank's activities. The ARTF will be closed and several hundred million dollars from the fund transferred to WFP and UNICEF for humanitarian response to meet the immediate basic daily needs of nearly 26 million Afghans. The World Bank is currently undergoing a

planning and approval process for its future activities in the country, which has impacted the planning for the TPMA extension.

Under current plans, the TPMA extension will run for six months from 1 January to 30 June 2022, with Integrity's reporting activities ending on 31 July 2022. During the extension, the TPMA's work will include:

- **Project Closure:** This includes both financial and physical monitoring activities of former ARTF projects in support of the Bank's formal closure processes.
- **Sustaining ARTF Gains:** A variety of activities ranging from on-going project monitoring of remaining active ARTF projects and sector monitoring, a new monitoring activity meant to address information gaps on key sectors previously supported through the ARTF.
- **New Project Design:** Support to Bank task teams in the development, implementation, and monitoring of new projects.

Scope of Work

The Engineering Expert (STE) will work with our Analysis and Reporting Team to support Project Focal Points with the technical review of the infrastructure and engineering data, data analysis and reporting processes. The Engineering Expert STE will also work closely with the Monitoring Experts of the Physical Monitoring Team in the review of project documents, development of infrastructure monitoring tools and review of data collected. The Engineering Expert STE will draft the project report, address and incorporate the quality assurance feedback into the report, and finalize the report for submission to the World Bank.

Terms of Reference

A. Monitoring Proposals and Infrastructure Monitoring Tools

- Technical review of the infrastructure projects monitoring proposals, if applicable.
- Technical review of the infrastructure monitoring tools, including providing feedback/input on the content and structure.

B. Data Quality Assurance and Cleaning

- Review and quality assure the infrastructure monitoring data, identify any discrepancies and/or issues to be communicated with the Physical Monitoring Team (PMT) for correction.
- Review and amend the descriptions and details of good practices, extra works, notifications, and deviations reported by the monitoring engineers and ensure accuracy and adherence to the agreed criteria.
- Technical review of infrastructure findings, including making amendments, to ensure accuracy for the data analysis.

C. Data Analysis

- Assist the Analysis and Reporting Team in transferring raw monitoring data of infrastructure components into data analysis software, including Power BI and NVivo.
- Participate in any data analysis discussions with the Analysis and Reporting Team and Physical Monitoring Team. Share technical feedback and input for data enrichment.

D. Reporting

- Draft the project monitoring report.
- Technical review of the monitoring report, including making amendments.
- Update and revise the monitoring report, including addressing comments from key stakeholders and clients.
- Provide/draft high level recommendations based on the main findings of the report.

Your Experience and Expertise

You will have:

- 15 years+ of experience working on monitoring, evaluation, or research.
- A master's degree in Engineering.
- Theoretical and/or practical experience in at least two of the following areas: electrical engineering, hydropower engineering, structural engineering, and transportation.
- Practical knowledge of quantitative and qualitative research and/or monitoring methodologies.
- Demonstrated experience of quality control, quality assurance, analysis and reporting of engineering data from engineering and infrastructure projects, leading to the writing of monitoring and learning reports in a variety of different reporting formats.
- Strong writing and analytical skills.
- Strong proficiency with Word, Excel, and PowerPoint.
- Proficiency with Microsoft Office, particularly Excel and Word.
- Excellent ability to communicate, work in a team, and collaborate with individuals with diverse technical backgrounds and with external stakeholders including government entities and international agencies.
- Previous work experience in Afghanistan preferred.

Languages:

- Written and oral fluency in English, with the ability to write clear and compelling narrative.
- Fluency in written and spoken Dari and/or Pashto.

Required Interpersonal Skills

Competency	Definition
User-focused	<p>To be able to ensure that stakeholders gain from the relationship so they can be sufficiently motivated to engage and cooperate.</p> <ul style="list-style-type: none"> • Talks to stakeholders to understand issues, what they want and how satisfied they are with our support and/or products. • Lets stakeholders know they are working to meet their needs. • Finds ways to measure and track stakeholder satisfaction. • Anticipates, meets and exceeds the needs and expectations of stakeholders (internally and externally). • Works together to build long-term relationships and focuses efforts on delivering increased value.
Adaptable and flexible	<p>The ability to adjust or change to best meet the needs of the situation or environment.</p> <ul style="list-style-type: none"> • Engages in continuous learning, adjusting the application of knowledge, skills and abilities while addressing new challenges.
Collaborative	<p>The ability to work co-operatively with a range of stakeholders, to be part of a team, to work together as opposed to working separately or competitively.</p> <ul style="list-style-type: none"> • Acts to promote a friendly climate, good morale and co-operation. • Works to address and resolve conflicts within the team. • Creates and supports opportunities for cross functional team working.
Organised	<p>The ability to plan and monitor one's own work and the work of others to ensure achievement of desired results.</p> <ul style="list-style-type: none"> • Coordinates ideas and resources to achieve goals. • Identifies the sequence of tasks and the resources needed to achieve a goal and prioritises key action steps. Anticipates the impacts and risks of decisions and actions. • Creates realistic schedules and follows them. Evaluates progress against schedule and goal. Evaluates proposed actions and timelines against the project's theory of change.

Expected Outputs and Deliverables

- Technically reviewed infrastructure monitoring tools and monitoring proposal, if applicable.
- Quality assured infrastructure monitoring data.
- Technically reviewed descriptions of good practices, extra work, notifications, and deviations. in adherence to the agreed criteria.
- Technically reviewed infrastructure findings.
- Transferred monitoring data into data analysis software.
- Minutes from data analysis discussions with the Analysis and Reporting Team and Physical Monitoring Team.
- Project monitoring report with key findings and high level recommendations and infographics.
- Revised project monitoring report based on client and stakeholder feedback, if applicable.

Conditions

The Engineering Expert STE may be required to remotely attend calls/meetings hosted by team members and/or project stakeholders based worldwide, located in time zones such as Australia and the West Coast of the United States. The Engineering Expert STE should review their attendance of these calls/meetings and coordinate with their line manager and colleagues to ensure any time considerations are shared and their attendance is confirmed in good time for the meeting. The Engineering Expert STE is expected to retain flexibility in working hours to adjust to meeting and deliverable requirements, in coordination with their line manager.

Reporting

The Engineering Expert STE will report directly to the Deputy Analysis and Reporting Lead.

Location

The position will be home-based, with potential travel in accordance with project requirements.

Level of Effort

The Engineering Expert STE will be required to work for a maximum of 15 working days during the period of 1 June 2022 until 31 July 2022, with greater inputs expected in mid-June and beginning of July 2022.

How to Apply

If you are interested in applying for this position, please complete the application form at www.integrityglobal.com/apply and attach a CV and Cover Letter at the bottom of your application.

The closing date for applications is **19th June 2022**. However, we will review candidates on a rolling basis and the vacancy may be filled before this deadline. **We encourage early applications.** Please be advised that only shortlisted applicants will be contacted.

Integrity is an equal opportunities employer. And positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity. We will respect your confidentiality and abide by data protection laws.