



**Ministry of Tourism and Environment**  
Republic of Maldives

Date: 06 August 2025

Announcement Reference No: (IUL)88-ADHR/88/2025/395

**Terms of Reference**

**Project:** Enhancing Climate Resilience and Food Security

**Position:** Civil Engineer

**Type of Contract:** Individual

**Thematic Area:** Climate Adaptation

**1. Project Background**

The Maldives is highly susceptible to climate change impacts, including sea-level rise, extreme weather events, and disruptions to food security. To address these challenges, the **Enhancing Climate Resilience and Food Security Project** aims to strengthen the country's adaptation capacity by focusing on the interlinkages between human settlements and agri-food systems. Key components of the project include:

1. **Development of Climate and Early Warning Systems:** Enhancing the Maldives Meteorological Service's (MMS) capacity through the installation of weather surveillance radar systems and the establishment of a national climate database management system.
2. **Flood Reduction and Coastal Protection Investments in Kulhudhuffushi:** Implementing infrastructure improvements to mitigate flood risks in the island of Kulhudhuffushi.
3. **Promotion of Urban Farming:** Establishing urban farming training facility in Hanimaadhoo and supporting its training and advisory functions for farmers and agribusiness companies to disseminate sustainable and climate smart farming practices, support agribusiness development, and increase local food supply.
4. **Matching Grants for Agribusiness Development:** Providing financial support to promote urban farming and the development of adaptation businesses and services.
5. **Capacity Building and Institutional Strengthening:** Enhancing the capabilities of government agencies, civil society organizations, and local communities in climate resilience and food security practices.

**2. Key Responsibilities:**

- a. Support the detailed design process of all inland and coastal flood protection, and drainage subprojects and subprojects on mangrove restoration and management.

- b. Review all detailed designs (including all linked documents, cost estimates, material specifications) prepared under the project to ensure project objectives are met in a technically sound manner.
- c. Review bidding documents for works and contracts on inland and coastal flood protection, and inland drainage.
- d. Ensure implementation and construction of the design as per the approved plans, drawings and cost estimates, liaising closely with the Construction Supervision Consultant.
- e. Support the commissioning and operation of the investments, including review of management, operation and maintenance manuals prepared.
- f. Assist in monitoring and ensure quality assurance and control.
- g. Contribute to environmental and social safeguards monitoring and reporting as required.
- h. Contribute to knowledge management on island flood protection, documenting lessons learned and recommendations for replication or upscaling in other islands in Maldives.
- i. Other relevant tasks assigned by the Project Director.

### 3. Qualifications and Experience:

- a. A master's degree in civil engineering, drainage engineering or hydrology.
- b. At least 10 years of experience in civil/environmental engineering designs; including of nature-based solutions for flood mitigation.
- c. Experience in construction supervision will be an advantage.
- d. Advanced knowledge of ADB and Government of Maldives' procedures and policies, related to similar works.
- e. Good understanding of gender mainstreaming, issues in flood protection and drainage.
- f. Good written and verbal communication skills in English.

### 4. Duration of the Assignment

- The Civil Engineer will be hired for a period of 5 years and 5 months with the possibility of extension based on performance appraisal.

### 5. Remuneration

Successful candidate will be paid a monthly remuneration within the range of MVR 38,000 to MVR 43,700 depending on the qualifications and experience

### 6. Selection Criteria

The Civil Engineer will be selected based on the following criteria. Only the candidates who meet the minimum qualification listed under section 3 will be selected for the interview.

| Criteria                                | Weightage (%) | Documents Evaluated                         |
|---|---------------|---|
| Achieved minimum academic qualification | 30            | <i>Copies of MQA Accredited Certificate</i> |
| Achieved minimum work experience        | 20            | <i>Letters of experience</i>                |

|  |    |                              |
|--|----|------------------------------|
| Demonstrable project/programme management experience in at least one project/programme   | 10 | <i>Letters of experience</i> |
| Experience in working with ministries or national institutions that are concerned in a related field of environment or management (2 points for each year) | 10 | <i>Letters of experience</i> |
| Interview  | 30 | <i>In-person Interview</i>   |

## 7. Application

The applicants shall submit their applications along with the following documents:

- Letter of Expression Of Interest (EOI)
- Detailed Curriculum Vitae
- Copies of MQA Accredited certificates
- Letters of work experience
- Letter of no objection (for civil servants)
- Copy of National ID card
- Any other document that may support the application

## 8. Submission

Interested candidates may email their proposals before 1200hrs of **14 August 2025** to the following address.

Human Resource Section

[jobs@mote.gov.mv](mailto:jobs@mote.gov.mv)

Ministry of Tourism and Environment

Male', 20096, Republic of Maldives