

➤ Railway Engineering Planning and Contract Engineers:

I. Professional Background and Skill Requirements

1. Educational Background

- Bachelor's degree or higher in civil engineering, law, engineering management, or related fields.
- Familiarity with international engineering contract standards (e.g., FIDIC contract clauses) and the ability to manage contracts in compliance with Tanzanian legal requirements.

2. Technical Competencies

- Proficiency in railway engineering technical standards, construction drawing interpretation, and bill of quantities verification to ensure accurate measurement and payment.
- Experience in handling engineering variations and claim documentation, with the ability to collaborate with the chief engineer on construction organization design and schedule adjustments.

II. Work Experience and Qualifications

1. Relevant Experience

- Minimum of 3 years of international project contract management experience, including drafting and executing subcontracts, procurement contracts, and lease agreements.
- Hands-on involvement in railway projects, with knowledge of on-site management procedures and safety regulations.

2. Certifications

- Preference given to candidates with internationally recognized contract management certifications.
- Familiarity with Tanzanian labor laws and local employment policies, including contract signing, social security contributions, and other compliance requirements.

III. Language and Communication Skills

1. Language Proficiency

- Fluency in English (written and spoken) for drafting contract documents and communicating with supervision teams. Proficiency in Chinese or Swahili is preferred for efficient team collaboration.

2. Cross-Cultural Communication

- Ability to coordinate with multiple stakeholders, including local governments, international supervision teams, and contractors, to mitigate contract execution conflicts arising from cultural differences.

IV. Additional Requirements

1. Legal Compliance

- Knowledge of Tanzanian labor laws regarding worker protections (e.g., working hours, leave, social security) to ensure contract adherence to local regulations.
- Understanding of special provisions for Tanzanian public projects, such as government tender processes and local employment ratio requirements.

2. Professionalism

- Strong sense of responsibility and resilience, with the ability to adapt to challenging construction environments (e.g., disease-prone areas) and long-term overseas assignments.
- Data analysis and cost control skills to optimize project economics through contract management.
- Regular safety training and possession of railway position training certification to ensure on-site safety compliance.

3. Age and Health

- Age limit typically 25–45 years, with good health and no major medical conditions.

➤ Recruitment Requirements for Railway Engineering Test Engineer in Tanzania:

I. Educational Background and Professional Skills

1. Academic Qualifications

- Must possess an associate degree or higher in road and bridge engineering, materials science, construction materials, or related fields.

2. Technical Competencies

- Familiarity with key testing procedures in railway or highway engineering, including earthwork testing, concrete mix design, asphalt performance testing, etc.

- Proficiency in engineering software for test data analysis and report preparation.

- Ability to coordinate third-party inspections, such as steel structure testing and material performance verification.

II. . Work Experience and Certifications

1. Professional Experience

- Minimum of 3 years of testing experience in international or large-scale infrastructure projects, with preference given to candidates with railway engineering backgrounds.

- Experience in laboratory management, including process development, equipment maintenance, and test report review.

2. Certifications

- Priority given to candidates holding internationally recognized certifications in engineering testing (e.g., material inspection qualifications, test engineer certification).

- Familiarity with Tanzanian local engineering standards and the American Railway Engineering and Maintenance-of-Way Association (AREMA) standards.

III. Language and Communication Skills

1. Language Requirements

- Fluency in English (written and spoken), with the ability to independently prepare test reports and communicate with supervision teams.

- Proficiency in Chinese or Swahili is preferred to facilitate collaboration with construction teams.

2. Team Collaboration

- Strong cross-departmental coordination skills, such as working with design, construction, and safety teams to align test data with project timelines.

IV. Additional Requirements

1. Adaptability and Professionalism

- Willingness to work long-term in overseas environments and adapt to challenging conditions in Africa (e.g., high temperatures, disease prevention measures).

- Strong sense of responsibility and stress tolerance, with the ability to handle project emergencies (e.g., rapid adjustment of test plans due to material issues).

2. Compliance and Safety

- Knowledge of Tanzanian labor laws and engineering safety regulations to ensure testing procedures comply with local legal requirements.

- Participation in safety training is mandatory.

3. Age and Health

- Age limit generally ranges from 25 to 45 years old, with good physical health and no major illnesses.

➤ Subgrade Engineer Recruitment Requirements:

I. Educational Background and Professional Skills

1. Academic Qualifications

- Bachelor's degree or higher in Civil Engineering, Road and Bridge Engineering, Transportation Engineering, or related fields.

2. Technical Competencies

- Construction Standards & Specifications: Familiarity with local Tanzanian engineering standards and American Railway Engineering and Maintenance-of-Way Association (AREMA) standards. Capable of reviewing drawings, formulating construction plans, and guiding on-site operations.
- Software Proficiency: Skilled in office software (e.g., CAD, Project).
- Quality Control: Ability to supervise construction quality, handle key technical aspects such as soft subgrade, embankment filling, and drainage, ensuring compliance with design requirements.
- Must participate in engineering measurement, cost control, schedule management, reviewing construction plans, and optimizing resource allocation.

II. . Work Experience and Certifications

1. Professional Experience

- Minimum of 3 years of subgrade construction experience; candidates with railway project backgrounds will be prioritized.

2. Certifications

- Preference given to those holding Senior Engineer titles or relevant professional qualifications.

III. Language and Communication Skills

1. Language Requirements

- Fluent in English (written and spoken), capable of independently drafting proposals, reports, and communicating with supervision teams.
- Proficiency in Chinese or Swahili is preferred to facilitate collaboration with construction teams.

2. Team Collaboration

- Must demonstrate cross-departmental coordination skills, e.g., working with design, construction, and safety departments.

IV. Additional Requirements

1. Adaptability and Professionalism

- Willingness to work in field environments and endure challenging conditions (e.g., high temperatures, disease prevention requirements).
- Strong sense of responsibility, stress tolerance, and ability to handle project emergencies.

2. Compliance and Safety

- Knowledge of Tanzanian labor laws and engineering safety regulations, ensuring testing procedures comply with local laws.
- Must participate in safety training.

3. Age and Health

- Age limit typically 25–45 years old; must be in good health with no major illnesses.

HOW TO APPLY:

For those who are interested in applying for the positions mentioned above not late than **23rd May, 2025**, please apply with resume and cover letter in English via hr.recruitment.cceccsgrlot6@gmail.com