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We Are **HIRING** Join Our Team

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Open Position

Project Manager

Key Responsibilities

- Oversee the full lifecycle of construction projects including planning, execution, monitoring and closure.
- Coordinate and supervise on-site construction activities to ensure project goals are met.
- Manage project teams, subcontractors, consultants, and suppliers to achieve optimal performance.
- Monitor project progress and performance using construction management tools.
- Conduct regular site inspections to enforce safety, quality, and regulatory compliance.
- Prepare and manage project budgets, cost estimates and financial reports.
- Negotiate and manage contracts with vendors, contractors, and consultants
- Maintain effective communication with clients, regulatory bodies, and internal stakeholders.
- Identify risks, develop mitigation strategies and track project progress.
- Resolve project-related issues promptly and implement corrective actions when needed.
- Ensure all work complies with legal requirements and industry standards.

Key Skills

- Knowledge of project management principles and methodologies.
- Proficiency in project planning and scheduling.
- Strong leadership and team management abilities.
- Knowledge of construction methods, structural analysis, and materials science and implement safety protocols to mitigate project risks.
- Budgeting and cost control expertise.

Qualifications

- Degree in Civil Engineering, Quantity Surveying or Architecture or equivalent.
- Must be Registered in related Professional certification.
- Minimum of 10 years of experience in related role.
- Proficiency in construction management software and tools.
- Excellent analytical and problem-solving skills.
- Effective communication and interpersonal skills, with the ability to work collaboratively in a team environment.

Working Station: Dodoma & Elsewhere in Tanzania and Eastern Africa

Applications accompanied by professionally prepared CVs, copies of academic certificates along with Professional registration should be sent to: **Email: recruitment@sihotech.co.tz**
Deadline: 16/05/2025



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Site Engineer

Key Responsibilities

- Supervise day-to-day construction activities to ensure compliance with structural and civil engineering standards.
- Coordinate with the project manager, architects, subcontractors, and other stakeholders to ensure smooth execution.
- Monitor project timelines, budget adherence, and resource allocation.
- Resolve on-site technical issues and recommend corrective actions.
- Implement and enforce safety protocols and risk mitigation strategies.
- Conduct quality assurance checks to ensure adherence to design specifications and standards.
- Maintain accurate project documentation including progress reports, drawings and logs.

Key Skills

- Knowledge of construction methods, structural analysis, and materials science and implement safety protocols to mitigate project risks.
- Capability to address and resolve on-site issues promptly.
- Strong leadership and team management abilities.
- Ability to plan, execute, and oversee construction projects efficiently.
- Attention to detail and proficiency in relevant software tools.

Qualifications

- Degree in Civil Engineering/ Structural Engineering.
- Must be Registered (ERB) as Professional Engineer with valid Practicing License.
- Minimum of 8 years of experience in related role.
- Proficiency in civil Engineering software tools like AutoCAD and project management software.
- Excellent analytical and problem-solving skills.

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Health and Safety Officer (4 Posts)

Key Responsibilities

- Develop and implement site-specific safety policies and procedures.
- Conduct risk assessments and job hazard analyses for all site activities.
- Prepare and maintain HSE plans and emergency response procedures.
- Perform regular site inspections and audits to identify unsafe acts/conditions.
- Conduct safety induction and toolbox talks for all site personnel.
- Ensure all construction activities are carried out with appropriate PPE and safety measures

Key Skills

- Excellent understanding of local and international HSE regulations.
- Strong communication and interpersonal skills.
- Ability to work independently and as part of a multidisciplinary team.
- Detail-oriented with good documentation and reporting skills.
- Proficiency in MS Office and safety management systems (SMS).

Qualifications

- Bachelor's Degree or Diploma in Occupational Health and Safety, Environmental Science, Environmental Engineering or related field.
- Certified Health and Safety Officer (e.g., OSHA or equivalent).
- First Aid, Fire Safety and Emergency Response Training (preferred).
- Minimum 5 years of experience as an HSE Officer in construction or a similar environment.

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Electrical Engineer

Key Responsibilities

- Supervise installation, testing, and commissioning of electrical systems, including lighting, power, control and distribution systems.
- Review technical drawings, plans, and specifications for accuracy and compliance.
- Coordinate with site engineers, consultants, and subcontractors to ensure project timelines are met.
- Monitor electrical project budgets, schedules, and resource allocations.
- Conduct inspections and ensure adherence to safety regulations and electrical codes.
- Resolve on-site technical issues and provide effective solutions.
- Prepare and maintain detailed documentation, including test reports, logs, and progress updates.

Key Skills

- In-depth knowledge of electrical design, codes, and standards (e.g., IEC, IEEE).
- Strong analytical and problem-solving abilities.
- Excellent project planning, coordination, and supervision skills.
- Proficient in electrical engineering software (e.g., AutoCAD Electrical, ETAP, Dialux)
- Strong communication and interpersonal skills.

Qualifications

- Bachelor's Degree in Electrical Engineering.
- Must be registered with the Engineers Registration Board (ERB) as a Professional Engineer with a valid Practicing License
- Minimum of 8 years of experience in a similar role
- Proven experience in building services and infrastructure projects

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ICT Engineer (4 Posts)

Key Responsibilities

- Ensure all project ICT installations meet design specifications, contract requirements and regulatory standards. Interpret and work from technical drawings and wiring diagrams
- Oversee structured cabling, data centers, site networking and fiber-optic connections, guaranteeing seamless connectivity. Support the Electrical Engineer in troubleshooting and resolving electrical issues on-site.
- Supervise the implementation of ICT components such as BIM systems, project databases, smart building solutions and engineering communication platforms. Keep accurate records of work performed and materials used.
- Conduct periodic assessments to verify ICT installations conform to approved designs and national/international technical standards.
- Work closely with ICT subcontractors and suppliers to ensure timely delivery, installation, testing and commissioning of ICT components.
- Troubleshoot and resolve technical issues related to hardware, software and network systems during installation and commissioning phases to ensure smooth deployment and minimize delays. Provide hands-on support to address faults on-site promptly.

Key Skills

- Ability to manage ICT requirements for large-scale projects in construction and infrastructure. Ability to read and interpret electrical drawings and schematics.
- Strong knowledge of ICT infrastructure, networking, cloud computing and cybersecurity. Awareness of workplace safety procedures and standards.
- Experience with site-based cybersecurity risk assessments and data protection policies.
- Skilled in troubleshooting network, hardware and software problems in real-time construction environments.
- Ability to work effectively as part of a team

Qualifications

- Bachelor's Degree in ICT, Network Engineering, Computer Science, Computer Engineering, or Software Engineering from a recognized institution.
- Minimum of 8 years of proven experience in ICT engineering within construction and infrastructure projects.
- Certification registration by ERB as a Professional Engineer.
- Industry certifications (e.g. CCNP, CompTIA Security+, CISSP, Microsoft Azure, AWS) will be an added advantage
- Good communication and reporting skills
- Strong documentation and technical reporting skills.

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Quantity Surveyor (4 Posts)

Key Responsibilities

- Prepare detailed cost estimates for various stages of the project.
- Develop and monitor project budgets and forecasts
- Monitor actual project costs against budgets and provide variance reports.
- Conduct site visits for valuation of completed work and recommend payments.
- Ensure all financial records are complete and accurate at project close-out.
- Liaise with clients, engineers, architects, and contractors on financial matters.

Key Skills

- Strong analytical and numerical skills.
- Excellent understanding of construction methods, materials, and legal requirements.
- Proficiency in QS software (e.g., Plan Swift, AutoCAD, ArchiCAD, MS Project, Excel).
- Strong negotiation and communication skills.
- Attention to detail and accuracy in reporting.
- Ability to work independently and as part of a team under pressure.

Qualifications

- Bachelor's degree in Quantity Surveying or Building Economics.
- Should be registered as a Professional Quantity Surveyor with AQRB.
- 8+ years of relevant experience in quantity surveying or cost control in construction projects.
- Experience with residential, commercial, industrial or infrastructure projects is beneficial.

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Open Positions

Civil Technician (4 Posts)

Key Responsibilities

- Interpret and work from technical drawings and engineering schematics
- Ensure compliance with safety procedures and standard codes
- Assist in site preparation, foundation work and structural construction
- Maintain tools, equipment, and materials in good working condition
- Keep accurate records of work performed and materials used
- Report site progress and issues to the supervising engineer

Key Skills

- Good understanding of civil construction methods and materials
- Ability to read and interpret Structural, Architectural and MEP drawings and schematics
- Strong practical and problem-solving skills
- Awareness of workplace safety procedures and standards
- Ability to work effectively as part of a team
- Ability to use AutoCAD software
- Ability to use Dump Level, Total Station, and RTK

Qualifications

- Diploma/FTC in Civil Engineering from a recognized institution
- Minimum of 5 years of proven experience in civil construction and site work
- Certification by registration by ERB as an Technician is an added advantage
- Good communication and reporting skills
- Experience in Road construction projects is an added advantage

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Open Positions

Social Expert (4 Posts)

Key Responsibilities

- Conduct baseline socio-economic surveys and identify potential social risks and impacts of the project and monitor the implementation of social mitigation measures
- Prepare Social Impact Assessment reports in line with national and international guidelines (e.g. IFC Performance Standards, World Bank ESS)
- Facilitate communication between the project team, affected communities, NGOs, and government agencies and develop and implement a Stakeholder Engagement Plan (SEP)
- Organize public consultations, grievance redress mechanisms and community meetings
- Prepare and implement Resettlement Action Plans (RAPs) if land acquisition or displacement is involved, ensure project compliance with national labor, social, and human rights laws
- Ensure project compliance with national labor, social, and human rights laws
- Provide training to contractors, staff, and local partners on social safeguard policies and community relations

Key Skills

- Deep understanding of social safeguard frameworks (e.g. IFC, World Bank ESS, ADB SPS)
- Strong facilitation, communication, and negotiation skills
- Cultural sensitivity and the ability to work effectively with diverse communities
- Excellent report writing and documentation skills
- Ability to manage conflicts and mediate between stakeholders.

Qualifications

- Bachelors in Social Sciences, Sociology, Anthropology, Development Studies, or related fields
- 5+ years of professional experience in social impact assessment, community engagement, or social safeguard implementation in infrastructure or development projects
- Experience with donor-funded or government construction projects is a strong asset

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Mechanical Engineer (4 Posts)

Key Responsibilities

- Supervise mechanical installations including HVAC, plumbing, fire protection, and equipment systems
- Review and interpret mechanical drawings, designs, and specifications
- Monitor progress of mechanical works and ensure adherence to schedule, quality and budget
- Coordinate with multidisciplinary teams, including civil, electrical and architectural personnel
- Conduct site inspections, testing and commissioning of mechanical systems
- Resolve technical issues and ensure compliance with codes and safety regulations
- Prepare and maintain documentation, including test reports, progress logs and drawings
- Assist in the preparation of BOQs, cost estimates and procurement specifications for mechanical works
- Ensure energy efficiency, sustainability, and environmental compliance in all mechanical designs
- Train and mentor junior engineers and technical staff on mechanical systems and safety practices

Key Skills

- Strong knowledge of mechanical systems design and implementation
- Proficient in software such as AutoCAD, Revit MEP, SolidWorks or related tools
- Ability to lead site mechanical activities and manage contractors
- Excellent troubleshooting and problem-solving capabilities
- Knowledge of applicable mechanical codes, safety standards, and energy efficiency practices

Qualifications

- Bachelor's Degree in Mechanical Engineering from a recognized institution
- Registered with the Engineers Registration Board (ERB) as a Professional Engineer with a valid Practicing License
- Minimum of 8 years of experience in mechanical engineering within construction projects
- Proven experience with HVAC, plumbing, fire protection and mechanical equipment installation

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Material Engineer (4 Posts)

Key Responsibilities

- Evaluate and recommend suitable construction materials based on design requirements, environmental conditions, and cost-effectiveness
- Review and approve materials proposed by contractors or suppliers
- Supervise material testing in laboratories and on-site (e.g., concrete, asphalt, soil, aggregates, steel)
- Conduct site inspections to verify proper storage, handling, and use of materials
- Prepare technical reports, including test results, material approval status, and non-compliance issues
- Evaluate alternative materials that improve efficiency or reduce environmental impact
- Prepare and maintain documentation, including test reports, progress logs and drawings

Key Skills

- In-depth knowledge of construction materials (concrete, steel, bitumen, soil, aggregates, etc.)
- Familiarity with testing standards, especially BS and ISO
- Ability to read and interpret technical specifications and drawings
- Strong analytical and problem-solving skills
- Proficient in lab equipment operation and test result interpretation
- Excellent communication and report-writing skills
- Attention to detail and commitment to quality

Qualifications

- Bachelor's degree in Civil Engineering, Materials Engineering, Construction Engineering or related fields
- 3 years of experience specifically in material engineering, quality assurance/control, and 8 years' experience in construction supervision.
- Experience with infrastructure projects (e.g. roads, bridges, buildings, dams) is highly desirable
- Must be registered by ERB as a Professional Engineer with a valid practicing license

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