

Terms Of Reference (Tor)

Water Security and Resilience Program (P176025)

Engineer Trainee/ Intern

I. Introduction

This ToR is for a trainee internship position in the field of engineering within PWA/ PCU. The purpose of this internship is to provide practical training and exposure to various aspects of engineering fields related to the water sector, enabling the trainees to develop their skills and knowledge in a professional work environment.

- **Supervisor:** PCU Manager
- **Duration of Contract:** 6 months (with possible extension of another 6 months)
- **Expected starting date:** September / 2025

II. Background

Project Context:

Water Security and Resilience Program (WSRP) is a World Bank, International Development Association (IDA) – financed project to be implemented by Palestinian Water Authority (PWA), The Project was signed on () to increase equitable access to safe water and sanitation services and to improve service delivery, this objective is expected to be achieved over a 12-year period through a series of Projects (SoP), of which the operation detailed in this document is the first. The programmatic approach will ensure continuity of the sector's engagement and facilitate a sustained contribution to the Bank's ongoing support to the water sector in the West Bank and Gaza (WB&C). The proposed Program will have strong links to the water sector interventions co-financed by the World Bank and the Partnership for Infrastructure Development Multi-Donor Trust Fund (PID MDTF) that play a crucial role in addressing the challenges in the sector and critical water services in priority areas under the first project, while also laying the basis for rebuilding better in the long-term.

The first of the series of projects (WSRP-1) will finance water supply infrastructure and capacity building to improve water services to the people of Jenin Governorate, in addition to covering the O&M for the Hebron WWTP and will support capacity-building for sector specialists and institutions at the level of the

Project will consist of four components:

Component 1 (Improvement of Water and Wastewater Infrastructure and Service Management): Will finance the Improvement of Water and Wastewater Infrastructure and Service Management. Component 2 (Improvement of Water Sector Institutions Performance): Will finance the Improvement of Water Sector Institutions Performance. Component 3 (Project management and monitoring) which shall also support launching an internship program to facilitate an entry into the water sector for fresh graduated Engineers (young professionals graduated in 2023 and 2024).

The internship program will offer hands-on training within the context of water projects. Interns will gain experience that will improve their capacities, knowledge and ease their hiring; this will eventually aid in overcoming the high youth unemployment existing in the WB&G.

III. Objectives

The primary objective of the internship program is to offer hands-on training and exposure to various aspects of engineering within the context of water projects. Specific objectives include:

1. Provide interns with an opportunity to apply theoretical knowledge to practical engineering projects.
2. Enhance interns' technical skills, problem-solving abilities, and project management capabilities.
3. Facilitate networking and mentorship opportunities with experienced professionals in the field and possibly future employment.

4. Foster innovation and creativity by encouraging interns to propose and implement novel solutions to engineering challenges.

IV. Scope of Work:

The internship program will cover the field of engineering: Trainees will be involved in various stages of engineering projects, including planning, design, implementation, and monitoring, to understand the technical aspects and challenges of water infrastructure development in Palestine.

V. Duration

The internship is expected to last for a specific duration, (typically 6-12 months). The exact start and end dates will be determined upon agreement between the trainee and the PCU manager

VI. Expected Commitment

The candidate must be committed to the job, enthusiastic to learn, hardworking and responsible in everything, but especially with your own safety and the safety of others. He/she must be able to organize his/her time efficiently, identify project goals and plan to achieve them.

VII. Beneficiaries

The beneficiaries include:

- Recent graduates (2024 and 2025) with a BSc degree in engineering (Civil, Water, Mechanical, or Electrical).

Candidates selected to work for the PWA and the water utilities under the program will benefit from access to the labor market, which is especially challenging for youth in the WB&G. The internship program will have a special focus on female candidates, who will benefit from professional and career enhancement opportunities.

VIII. Duties and Responsibilities

PWA is considering the engagement of a qualified Engineer young professional to mainly:

1. Participate in the review of critical submittals of the construction contracts (e.g., time schedule, method statement, quality control plans, cost breakdown, long lead items procurement approval and other site-specific management plans), to ensure compliance with the signed contract and project requirements.
2. Assist in reviewing technical documents (design drawings, technical specifications and BOQs); verify whether they are clear, complete and in compliance with the program's needs and requirements.
3. Assist in the implementation of the monitoring and evaluation plan in accordance with the Project's Operation Manual (POM).
4. Assist in the review of contractors and consultants' payments.
5. Under the PCU project manager directions, assist in the coordination with other authorities /municipalities and agencies to solve any outstanding problems or obstacles that may hinder the progress of work.
6. Participate in the preparation of the required technical and progress reports in coordination with the project manager and other team members.

IX. Qualifications

A. Education:

- Fresh Graduate or undergraduate - B.Sc in Engineering. (Civil, water, mechanical and electrical)
- Applicants who graduated before 2023 are not eligible to apply.
- Priority to be given for candidates who had not benefited from other similar internship/training programs

B. Knowledge:

- Knowledge in Water Sector in Palestine.
- Knowledge of MS Office and other related construction design programs is a plus point.
- AutoCAD software is preferred.

C. Interpersonal Qualifications:

- Interns are expected to demonstrate sensitivity and adaptability towards cultural, gender, and age differences.
- Management and conflict resolution skills.
- Must have basic level computer skills- Word –Excel
- Commitment to and understanding of project's aims, values and principles
- Fast learner and interested in gaining knowledge.
- Must have good attention to detail, all work must be checked.
- Ability to engage with different stakeholders and partners in the project site.

D. Language Requirements:

- Working Knowledge in Arabic and English (reading, writing, speaking).

X. Benefits

The internship is designed to provide the trainees with:

1. A remunerated training program, and a working station within the targeted project area. The compensation for the trainee intern will be determined based on local regulations and PWA policies.
2. Practical experience in the field of engineering in the field of water.
3. Mentorship and guidance from experienced Engineers.
4. Exposure to various engineering systems, tools and processes.
5. Opportunities to develop reporting skills.
6. Potential networking opportunities within the water sector.

XI. Evaluation and Feedback:

Regular performance evaluations will be conducted to assess the intern's training progress and provide constructive feedback. The intern will have the opportunity to discuss their goals, challenges, and areas for improvement with their assigned supervisor or mentor. The trainees will be evaluated based on their performance and ability to complete assigned tasks in a timely and accurate manner.

XII. Confidentiality and Intellectual Property:

The trainee intern shall respect and maintain the confidentiality of any sensitive or proprietary engineering data encountered during the internship. They should adhere to data protection regulations and company policies regarding the handling of engineering data. The intern shall be required to sign a non – disclosure agreement to maintain the confidentiality of the company's information.

XIII. Termination:

Either party may terminate the internship agreement with reasonable notice and justification. PWA reserves the right to terminate the internship if the trainee fails to meet the expected performance standards or violates company policies.

XIV. Insurance and Liability:

The trainee/ intern is responsible for their own health and accident insurance coverage. PWA shall not be held liable for any injury, loss, or damage incurred during the internship.

XV. Agreement and Acceptance:

By accepting this internship position, the trainee/ intern agrees to abide by the terms and conditions outlined in this document. Any amendments or modifications to these terms require written consent from both parties.

XVI. APPLICATION PROCEDURES

Please send your CV and cover letter by email outlining your suitability for benefiting from this internship program. CV and cover letter shall be sent to:

Email: