



Until we are all equal

## Team Leader

(Based in Cox's Bazar, Bangladesh)



### Join Us at Plan International Bangladesh: Make a Lasting Impact!

Plan International is an independent development and humanitarian organisation that advances children's rights and equality for girls. We believe in the power and potential of every child. But this is often suppressed by poverty, violence, exclusion and discrimination. And its girls who are most affected and mostly during crisis. Working together with children, young people, our supporters and partners, we strive for a just world, tackling the root causes of the challenges facing girls and all vulnerable children. For over 85 years, we have rallied other determined optimists to transform the lives of all children in more than 80 countries.

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For the past three decades, our work in Bangladesh has made a significant impact, and we are now looking for a **Team Leader**

### The Role

The Team Leader will provide overall strategic, technical and operational leadership for the "Consultancy Service for Community Mobilization and Capacity Development on WASH" under the DPHE-World Bank supported project-Host and Rohingya Enhancement of Lives Project (HELP). The position will ensure high-quality delivery of all contractual outputs related to social mobilization, awareness creation, safeguard compliance, institutional capacity development and stakeholder coordination.

The role will lead the preparation and implementation of an achievable, phased work plan and oversee its execution across multiple districts, including host and, where applicable, Rohingya (DRP) communities. The position will provide technical direction for the design and delivery of training modules on WASH management, hygiene promotion, operation and maintenance (O&M) of facilities, environmental and social safeguards, gender integration, and grievance redress mechanisms (GRM).

The role includes management of financial and human resources, supervision of a multidisciplinary technical team, and upholding Plan's value-based and feminist leadership principles to promote inclusive, ethical, and accountable programme delivery.

### What we're looking for

- Master's degree in Social Sciences (Sociology, Anthropology, Social Work, Economics, Social Welfare, Political Science or related discipline) from a recognized university.
- Minimum ten (10) years of progressively responsible experience in social development programming, of which at least seven (7) years must be directly related to WASH/ tribal peoples' engagement/social safeguards, or community-based infrastructure projects under reputable national or international organizations.
- Proven experience serving as Team Leader in at least one development contract involving motivational campaigns, awareness promotion, or large-scale community mobilization initiatives.
- Strong technical knowledge of piped water supply systems, point water supply schemes, sanitation and waste management systems, environmental services, and community-level WASH governance mechanisms.
- Proven experience working in World Bank or other development partner-funded projects, with in-depth understanding of Bank instruments, operational policies, safeguard requirements, procurement-linked compliance processes, and reporting standards.

### Why Join Us?

Joining Plan International means engaging in impactful work that transforms lives and promotes equality. As part of our global network, you will have opportunities for international collaboration and continuous professional development. We value diversity and inclusivity, offering a supportive environment where every team member is empowered to thrive. Our people are at the heart of everything we do, and we know that to achieve lasting impact, we must invest in those who make it possible. We are guided by a [values-based leadership framework](#) rooted in feminist leadership principles.

If you are a committed and values-driven professional with a passion for making a difference, we invite you to join our journey and help shape a better future for children in Bangladesh.

### How to apply:

To find out more details & apply instruction visit: [Team Leader](#)

Last date to apply online is **03 March 2026**

**Applications will be reviewed on a rolling basis, and the selection process will commence as soon as suitable candidates are identified. This position is being advertised as part of a proposal submission process and is contingent upon project award by the donor. Shortlisted and selected profiles will be included in the proposal, and, if the project is awarded, the successful candidate will be expected to commence by 30 July 2026.**

The project duration is up to 30 months, and the selected candidate will receive an initial one-year contract for this position, with a high possibility of extension based on performance and availability of funds. Only Bangladeshi citizens are eligible to apply.

The incumbent will be entitled to monthly CTC along with other benefits, i.e., hospitalization benefit for spouse and children, contributory provident fund, gratuity, festival bonus, leave, group insurance, yearly medical check-up for employees, mobile allowance, parental leave and day care facilities.

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*A range of pre-employment checks and anti-terrorism screening will be undertaken in conformity with Plan International's Global Safeguarding Policy and Preventing Sexual Harassment and Exploitation and Abuse (PSHEA) policy. Plan International also participates in the Inter-Agency Misconduct Disclosure Scheme. In line with this scheme we will request information from applicants' previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment.*

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Over the 30 years journey in Bangladesh, we envision a 2030 where children and youth, particularly girls and young women, are recognized as leaders of change in gender norms and can make decisions about their lives.

For past three decades, our work in Bangladesh has made a significant impact, and we are now looking for a **Phase-in-Manager**.

**The Role**

The Phase-In Manager will lead the setup and operationalization of new Sponsorship Funded Programme (SFP) areas during the phase-in period. The role ensures inclusive community engagement, government relations, risk management, and partner mobilization aligned with Plan International's Country Strategy (CS2030), child protection, gender equality, and localization principles. By the end of the phase-in, 7,000 sponsored children will be enrolled across Sunamganj and Teknaf.

The Phase-In Manager will foster a safe and respectful environment for sponsored children and collaborate with local implementing partners to establish a strong foundation for long-term sponsorship operations.

**What we're looking for****Essential**

- **Educational Background:** Bachelor's or Master's degree in Social Sciences, Development Studies, Public Administration, International Development, or a related field.
- **Professional Experience:** At least 7 years of progressive experience in community mobilization, government liaison, and project management within humanitarian or development settings.
- **Transition & Sustainability Expertise:** Strong track record in managing phased programme transitions, including community readiness assessments, transition planning, scale-up/phase-in processes, and ensuring long-term sustainability.
- **Financial & Administrative Skills:** Proven ability in budget development and monitoring, BvA management, expenditure tracking, and use of ERP systems such as SAP.
- **Contextual & Technical Knowledge:** Deep understanding of Bangladesh's socio-cultural dynamics, government systems, child rights, gender-transformative approaches, and local governance structures.
- **Stakeholder Engagement & Communication:** Demonstrated ability in donor/sponsorship relationship management, stakeholder engagement, networking and representation, plus excellent Bangla and English communication skills; required to travel extensively to remote areas including Sunamganj and Teknaf.

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**How to apply:**

To find out more details & apply instruction visit: [Phase-in-Manager \(Re-advertisement\)](#).

Last date to apply online is **7 March 2026**

**Applications will be reviewed on a rolling basis, and the selection process will commence once suitable candidates are identified. The successful candidate is expected to commence in early April 2026.**

The project duration is up to 30 June 2028, and the selected candidate will receive an initial one-year contract for this position, with a high possibility of extension based on performance and availability of funds. Only Bangladeshi citizens are eligible to apply.

The monthly consolidated salary range for this role is 147,106.00 BDT – 183,883.00 BDT CTC (may vary based on experience), along with other benefits, hospitalization benefit for spouse and children, contributory provident fund, gratuity, festival bonus, leave, group insurance, yearly medical check-up for employee, and day care facilities.

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**Project Coordinator**  
(Based in Cox's Bazar Office)



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For the past three decades, our work in Bangladesh has made a significant impact, and we are now looking for a **Project Coordinator**.

**The Role**

The Project Coordinator will support the Team Leader in the effective and timely implementation of the "Consultancy Service for Community Mobilization and Capacity Development on WASH" opportunity under the DPHE-World Bank supported project. The position will play a critical role in translating the approved work plan into field-level execution, with primary operational responsibility for coordination and implementation in Noakhali district.

The Project Coordinator will facilitate social mobilization, awareness creation, and training delivery activities; support integration of environmental and social safeguard measures; and maintain close liaison with DPHE officials at district and upazila levels. The role will ensure that activities related to WASH awareness, hygiene promotion, safeguard compliance, and stakeholder engagement are executed in accordance with DPHE guidelines and World Bank standards.

Working under the guidance of the Team Leader, the Project Coordinator will ensure quality implementation, timely reporting, and strong field-level stakeholder coordination to contribute effectively to achieving the Project Development Objectives (PDOs).

**What we're looking for**

- Master's degree in Social Sciences (Sociology, Anthropology, Social Work, Economics, Social Welfare, Political Science).
- Minimum 7 years of experience in social development activities, of which at least 5 years must be directly related to WASH, social safeguards, or tribal peoples' engagement under reputable national or international organizations.
- Demonstrated leadership experience of managing a team of 15 through technical coaching and high-performance mentoring.
- Proven experience in social mobilization, community engagement and participatory appraisal tools (PRA, RRA, stakeholder mapping, social assessments).
- Experience working in World Bank or other development partner-funded projects, with understanding of safeguard requirements and reporting standards.
- Practical understanding of WASH systems, hygiene promotion and community-level service management.
- Prior experience working with Rohingya (DRP) communities or in humanitarian-development nexus settings.

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**How to apply:**

To find out more details & apply instruction visit: [Project Coordinator](#)

Last date to apply online is **03 March 2026**

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### ICT-Based M&E Consultant (Based in Cox's Bazar Office)



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For the past three decades, our work in Bangladesh has made a significant impact, and we are now looking for an **ICT-Based M&E Consultant**.

#### The Role

The ICT-based M&E Consultant will design, operationalize and manage a structured, IT-enabled Monitoring and Evaluation (M&E) system for the "Consultancy Service for Community Mobilization and Capacity Development on WASH" project. The role will ensure systematic data collection, validation, analysis and reporting across project components including piped water supply, point water systems, sanitation and waste management interventions, and community mobilization activities.

The ICT Based M&E Consultant will establish an integrated monitoring framework aligned with Project Development Objectives (PDOs), DPHE reporting formats, and World Bank requirements. The position will ensure that field-level data flows into a centralized, Excel-based or dashboard-supported database system, generating timely monthly, quarterly and periodic analytical reports.

The role will strengthen data accuracy, transparency and accountability by ensuring proper functioning of the HELP Monitoring Dashboard and supporting user training, troubleshooting and quality control of digital data systems.

#### What we're looking for

- Master's degree in any discipline of Social Sciences, Sociology, Economics.
- Minimum 5 years of progressive experience in ICT-based Monitoring and Evaluation systems in public sector or NGO projects.
- Strong knowledge of project management principles and performance tracking systems.
- Demonstrated experience developing digital M&E tools for infrastructure or service delivery projects.
- Experience generating reports aligned with donor or multilateral agency formats.
- Experience working in World Bank-funded or government infrastructure projects.

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