

Programme Specialist – Climate Resilient Infrastructures & WASH (Based in Dhaka, 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.

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.

Since 24 September 2017, Plan International has been responding to the Rohingya refugee influx in Cox's Bazar with special focus on protecting girls and boys from violence, abuse, neglect, and exploitation; improving hygiene and sanitation; and restoring access to safe, quality, and inclusive education for refugee children and adolescents. Guided by our core values, we remain unwavering in our commitment to advancing children's rights and equality for girls so that children, especially girls, and their communities can learn, lead, decide, and thrive.

For the past three decades, our work in Bangladesh has made a significant impact, and we are now looking for a **Programme Specialist – Climate Resilient Infrastructures & WASH**.

The Role

The **Programme Specialist – Climate and Disaster-Resilient Infrastructures** will provide strategic, technical, and operational leadership for the design, implementation, and quality assurance of integrated WASH-CCA-DRR programming across Plan Bangladesh's portfolio.

The role sits at the intersection of engineering systems, community resilience, and climate adaptation. The incumbent ensures that WASH interventions are climate-resilient and risk-informed, environmentally sustainable and compliant, inclusive and gender-responsive, and aligned with national systems (e.g., Ministry of Environment, Forest and Climate Change; Department of Public Health and Engineering; and Department of Disaster Management etc.) and global standards (e.g., [Sendai Framework for Disaster Risk Reduction](#); [Sphere Standards](#); etc.)

The position will lead resilient infrastructure planning, climate-adaptive service delivery models, and Cash-for-Work (CfW) modalities, while strengthening institutional capacity of partners and local governance structures.

What we're looking for

- **Climate-Resilient Infrastructure Visionary:** A Bachelor's degree or Diploma in Civil Engineering is mandatory, serving as the foundation for your expertise in designing and implementing robust, hazard-proof water supply and sanitation systems in flood, salinity, and cyclone-prone contexts.
- **Dual-Context WASH & DRR Specialist:** Minimum 7 years of progressively responsible professional experience in WASH and DRR/CCA programming, with a proven ability to navigate both humanitarian and development landscapes.
- **Field-Rooted Operational Leader:** At least 3 years of dedicated experience living and working at the District or Upazila level, building deep-rooted community trust and leading emergency responses with a specialized focus on WASH and relief operations.
- **Technical Engineering Strategist:** Hands-on expertise in fecal sludge management (FSM) and small-scale infrastructure—including drainage, plinth raising, and elevated facilities—ensuring all engineering adaptations meet stringent resilience standards.
- **Environmental Safeguards & Compliance Authority:** Advanced proficiency in Environmental Impact Assessments (EIA) and Management Plans (EMP), ensuring every project aligns seamlessly with national regulations and global donor safeguard frameworks.
- **Policy & Governance Navigator:** A thorough understanding of Bangladesh's regulatory landscape, including DPHE standards, the Standing Orders on Disaster (SOD), and the Bangladesh Delta Plan 2100, paired with the ability to influence local governance through WATSAN and DMCs.
- **Project Management & Procurement Expert:** Demonstrated success in multi-project coordination, from budget forecasting and expenditure tracking to overseeing complex procurement and contract management for infrastructure works.
- **Technical Documentation & Quality Architect:** Proven ability to develop and review high-level technical documents, including engineering drawings, BOQs, and cost estimates, while establishing rigorous monitoring systems for service delivery.
- **Strategic Communicator & Stakeholder Lead:** An excellent communicator capable of translating complex technical data into operational guidance for field teams and facilitating high-level coordination with government agencies, INGOs, and the private sector.
- **Collaborative Mentor & Capacity Builder:** A skilled facilitator dedicated to the technical backstopping, mentoring, and training of partner staff to foster long-term institutional growth.

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: [Programme Specialist - Climate Resilient Infrastructures & WASH](#)

Last date to apply online is **25 April 2026**

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.

Salary package for this position is **BDT 147106.00 – 183883.00** monthly Cost to the Company 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.

Plan follows an equal opportunity policy and actively encourages diversity, welcoming applications from all, especially women and people living with disability, and gender diverse communities. We promote a competitive salary, a female-friendly workplace, outstanding co-workers (who are respectful, professional, unbiased, and easy to work with) and equal opportunity, which means equal access to career progression, leadership roles or upskilling programs.

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.

By submitting an application, the job applicant confirms their understanding of the recruitment procedures. Plan International is committed to an inclusive recruitment process and will provide appropriate support for applicants with disabilities upon request. If your disability is likely to affect you adversely within the application process itself, please let us know (within the vacancy timeframe) by emailing Career.Bangladesh@plan-international.org



Please note that Plan International will never ask for any fees through mobile banking or send unsolicited emails requesting payment from candidates.

Only short-listed candidates shall be contacted. **Any prior communication or persuasion may lead to the disqualification of the candidacy.**

Visit [our website](#) to learn more about what we do at Plan International. To be connected with Plan International Bangladesh, please join us on [Facebook](#) and [YouTube](#)