



Until we are all equal

We are looking for enthusiastic, dedicated development professionals interested in long term careers with a major international children's NGO.

Plan International is an independent development and humanitarian organisation that advances children's rights and equality for girls. 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. Plan, one of the world's largest children's INGOs, works with children and poor communities in 50 countries.

Currently we work in Vientiane Capital, Bokeo, Oudomxay, Luang Prabang, Saravan, Champasak and Vientiane Provinces, in basic education, early childhood development, health and nutrition, water, sanitation and hygiene, adolescence development and participant, and skills and opportunities for youth employment and entrepreneurship. Plan International has no religious or political aims or affiliations. Visit www.plan-international.org for more information.

Plan is an equal opportunity employer. **We strongly encourage applications from women, members of ethnic groups and people with disabilities and LGBTQIA+ colleagues.** Plan offers competitive salaries and long-term employment opportunities for all posts.

Plan International Laos is looking for a **Lao National** for the following position:

Engineer

based in Xay District, Oudomxay Province.

Type of Contract: Service Contract.

Contract Length: 8 Months.

The purpose of the position is to provide specific engineering technical support to Plan Laos Programs. This includes design and preparation of necessary documents, monitoring and reporting to ensure high quality construction in Plan's projects in Namor and La District, Oudomxay Province.

Duties and responsibilities will include:

- Carry-out accurate design, drawing and BoQ for all Plan supported constructions with the support from Government counterparts at provincial and District levels or other relevant authorities, engineers or officers and Plan staff.
- Working closely with Government counterparts or other relevant authorities support design, monitoring and final inspection (immediate and after 6 months) for all Plan supported constructions.
- Technical and management assessments and surveys for infrastructure construction, this may include water quality testing and water safety planning, operations and maintenance.
- Ensure all work is aligned with Government of Lao PDR standards and technical specifications.
- Coordination with Senior Education Project Coordinator, finance and procurement staff to finalise construction plans.

- Share the construction feedback from construction and post-construction monitoring to Programme Managers and Partners with a follow up the action plan.
- Provide full orientation and training when necessary to district, provincial and cluster or village authorities on designs, construction plans, community monitoring and contributions and the engineer's monitoring plan before construction.
- Provide training on basic design and how to use the drawing and BoQ to PESS, and DESB engineers or officers and Plan staff to make sure that they lead on this in the construction site.
- Provide simple operation and maintenance (O&M) guides for constructed facilities that can be used by school and community groups in Plan's target districts and provinces when its required.
- Monitor construction activities (using construction monitoring form) in field and provide guidance to skilled artisans working on site as required to ensure that all constructions are of highest quality while meeting project deadlines.
- Handle required forecasts, cash advances, and expenditure reports according to Plan Admin/Finance policies.

Qualifications, Experiences:

- Degree in civil engineering essential.
- 5 years of strong professional experience in design and supervision essential.
- Experience the following an advantage: participatory community development, training, communications, development program design, financial management, work with children and young people.
- Good understanding of child protection, gender equality and disability as they relate to construction.
- Good written and spoken English preferred.
- Fluency in an ethnic minority language desirable.

Desirable and Behaviors:

- Excellent computer skills essential, including Word, Excel and CAD software.
- Good inter-personal and communication skills essential.
- Ability to work effectively with different team.
- Ability to lead junior staff.
- Ability to liaise and negotiate effectively with a wide range of agencies including government, mass organizations and other international and national organizations essential.
- Ability to manage own time and to set and meet priorities and deadlines without close supervision essential.
- Commitment to gender equity and to the rights of the child.

FOR ALL PLAN POSITIONS:

- We strongly encourage equally qualified female candidates to apply.
- Strong commitment to the equal rights and participation of girls and women is essential.
- Strong commitment to the Rights of the Child is essential.
- Plan does not tolerate child abuse. All Plan staff are selected and employed in line with the conditions of Plan's Child Protection Policy. These include appropriate reference and background checks.
- Applications will not be acknowledged. Only short-listed candidates will be contacted. No correspondence or telephone calls will be entered into.
- Short listed candidates will be required to attend panel interviews and other selection procedures.

Herewith the Job Description (JD): [JD Engineer - Service Contract ODX - Oct'2026.pdf](#)

CLOSING DATE FOR APPLICATIONS: by midnight on Tuesday, 27th October 2026

TO APPLY FOR THIS POST:

Send your resume/CV, and cover letter. In the cover letter please state on a separate page your preferred **start date, names and contact details of three referees and your salary expectations for each position**, to Plan International Laos, Vientiane, Lao PDR, or to PlanLaos.JobVacancies@plan-international.org

Please state in cover letter how you learned about the job – through emails, INGO Directory, 108 Jobs, or friends.