

ICMPD Job Profile

Senior Project Manager (Infrastructure)¹

Functional Overview

The Senior Project Manager is responsible for the planning, development and management of complex projects with significant infrastructure, engineering and procurement-intensive components, within a portfolio of projects and/or programmes. The incumbent applies a strong technical foundation in engineering or construction, combined with project management expertise, to ensure the effective design and delivery of project components, including infrastructure and technical system interventions, procurement processes, capacity-building activities and technical assistance. This includes coordinating multidisciplinary inputs and ensuring alignment between technical requirements, contractual obligations and operational delivery.

The incumbent oversees the implementation, control and completion of project(s), including procurement processes, contract management and coordination of engineering and technical expertise, ensuring that infrastructure and construction-related components are delivered in line with specifications, timelines and quality standards. The role ensures coherent implementation across project components, effective risk management and compliance with donor and regulatory requirements. Project team(s) are managed in line with ICMPD's strategy, regulatory framework and donor agreements. The role contributes to project development, capacity building and resource mobilisation efforts.

Key Results

Project Development, Planning and Management: Project design and planning incorporate infrastructure, engineering and procurement requirements, ensuring that technical specifications, delivery approaches and implementation modalities are aligned with project objectives. Engineering and construction expertise is applied across the project cycle to ensure feasibility, compliance and alignment with operational needs. Project plans and milestones are developed using a results-based management approach, including risk mitigation measures related to procurement processes, contractor performance and infrastructure delivery.

Project implementation is effectively overseen, ensuring the coordinated delivery of procurement, installation and service components. Infrastructure, engineering and construction aspects are reviewed, guided and coordinated throughout implementation, including through contractors and technical experts. Contract implementation and performance are monitored to ensure compliance with technical specifications, timelines and quality standards.

Additional project components, including training and technical assistance, are planned and delivered in alignment with overall project implementation, ensuring coherence across project outputs. Project status is regularly reviewed through performance criteria (scope, cost, schedule and quality). Implementation risks are identified and addressed, including those related to procurement, contractor performance and technical delivery. Lessons learned from implementation are captured and applied.

¹ This profile is classified at IP/LP4.

Resources Management: Project budgets are developed and managed to reflect the complexity of procurement processes, infrastructure components and associated technical expertise. Resource planning ensures the availability of appropriate technical, operational and financial inputs required for delivery. Project team structures are defined to support multidisciplinary implementation, including coordination of technical experts, procurement functions and operational staff. Contractors, consultants and service providers are engaged and managed in line with ICMPD procurement rules and procedures. Financial implementation is monitored to ensure that procurement activities, contracts and infrastructure-related expenditures are delivered within approved budgets and timelines.

Stakeholder Management: Stakeholder engagement is carried out with national authorities, technical counterparts and development partners involved in infrastructure development, border management systems and related technical domains. Coordination is ensured with relevant institutions to support implementation, alignment and sustainability of project outputs. Professional relationships are established and maintained with governmental, technical and implementing partners to facilitate delivery of procurement and infrastructure components. Programme/project-related events and coordination mechanisms are implemented to support alignment, visibility and knowledge exchange. Project communication outputs are developed and overseen, ensuring clear and objective presentation of technical and operational aspects of project implementation.

Management of Project(s) Team(s): The work of the project(s) management team (s) effectively overseen and systemically monitored to ensure the highest quality project deliverables and the maintenance of a high level of motivation. Evaluation of the performance of project team(s) regularly, systematically and fairly undertaken in accordance with ICMPD's performance management procedures, with development opportunities for team(s) identified.

Project Development and Resource Mobilisation: Concepts for new projects identified and developed, integrating capacity development goals and sustainable approaches in close collaboration with the respective Portfolio Manager(s). Successful initiatives developed and undertaken to secure potential funding sources, ensuring a high level of commitment from partners/donors.

Required Expertise

- Demonstrated ability to manage complex projects involving procurement processes and infrastructure or technical system delivery, including contract-based implementation.
- Ability to coordinate multidisciplinary teams, including technical experts, contractors and operational staff, to ensure alignment between technical, contractual and operational requirements.
- Strong analytical and problem-solving skills, including the ability to identify and address risks related to procurement processes, contractor performance and infrastructure delivery.
- Ability to manage contractual relationships and oversee delivery against agreed technical specifications, timelines and quality standards.
- Ability to build and maintain partnerships with institutional, operational and technical stakeholders.
- Familiarity with monitoring, evaluation and learning approaches, including tracking delivery performance and capturing lessons learned.
- Well-developed leadership skills in an international and multidisciplinary environment.

Qualifications, Experience and Language Skills

- Master's degree in Civil Engineering, Construction Management, Engineering Management, Infrastructure Development or a closely related field. A first-level university degree (Bachelor's degree or equivalent), combined with two additional years of relevant professional experience, may be accepted in lieu of an advanced university degree.
- Minimum of 8 years of professional experience in the design, development and management of complex projects and project teams in an international context, including projects with significant infrastructure, construction and procurement-intensive components.
- Demonstrated experience in managing procurement processes and contracts, including preparation and oversight of tendering processes, evaluation and contract implementation in line with institutional and donor requirements.
- Proven experience in managing or overseeing construction and infrastructure-related project components, including coordination of technical inputs, contractor performance and delivery against technical specifications, timelines and quality standards.
- Solid understanding of the full project cycle, including the integration of technical and procurement requirements into project design, budgeting, implementation and monitoring.
- Experience working with national authorities, contractors, engineering bodies, consultants and development partners on infrastructure or procurement-focused projects.
- Strong analytical, coordination and leadership skills, with demonstrated ability to manage multidisciplinary teams comprising technical, procurement, financial and programme staff.
- Demonstrated experience in partnership development and capacity building in an international context.
- Solid drafting, communication and presentation skills.
- Proficiency in English and Turkish.
- Proficiency in the use of standard IT tools.