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## WE ARE HIRING

### **About the International Accord**

The International Accord for Health and Safety in the Textile and Garment Industry (International Accord) is an agreement between garment brands and the global trade unions IndustriALL and UNI Global Union. The agreement builds on the 2013 and 2018 Accord on Fire and Building Safety in Bangladesh and is implemented by the International Accord Foundation based in the Netherlands. More than 200 garment and textile brands have signed the International Accord. Since May 2013, the Accord programs have reached over 2,000 factories employing around 2 million workers in Bangladesh. In December 2022 the Accord brands and unions agreed to establish a new program in Pakistan in 2023 which will promote worker safety through independent inspections, remediation, training programs and a worker complaints mechanism.

### **About Health and Safety Accord (Pvt) Ltd:**

The Health and Safety Accord (Pvt) Ltd, is a subsidiary of International Accord BV, The Netherlands, established with an objective of improving health and safety conditions in the textile and garment industry.

We are currently hiring and invite applications from suitably qualified candidates for the position of **Civil (Structural) Engineer**.

### **Compensation and Employment Terms:**

We offer a dynamic, internationally oriented work environment, fringe benefits and competitive salary based on experience. The above positions are currently offered as a one-year renewable contract. The positions are based in Karachi and Lahore with frequent travels to industrial sites in other cities, across Pakistan (as and when required).

### **How to apply:**

Please send your CV (maximum 2 pages with three references) and a cover letter (1 page) explaining your motivation and demonstrating how you will fulfil the required skills and experience for this role. Application deadline is **22 June 2025**. Please send your applications to [recruitment@safetyaccord.pk](mailto:recruitment@safetyaccord.pk) and include the position title and city of your preference, in the subject heading. The positions may be filled before the closing deadline has been reached, so early applications are encouraged. Only potentially qualified short-listed candidates will be contacted for interview and test. The positions are open to Pakistani nationals only.

**Health and Safety Accord (Pvt) Ltd. is an equal opportunities employer.**

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## Job Description

### Civil (Structural) Engineer

The Health & Safety Accord (Pvt) Ltd. engineers will serve as a part of the **Pakistan Accord** team in Pakistan under the supervision of the Chief Safety Officer - Pakistan Accord and CEO or their assigned person.

The Pakistan Accord staff engineers shall be based in the Accord office in Karachi and Lahore. The engineers will spend a significant portion of the time in the field and at workplaces in their assigned areas. The Accord staff civil (structural) engineers are essential to the practical execution of the safety inspections, remediation, verification, and technical consultation components of the Accord.

#### Duties and Responsibilities:

- Conduct factory inspections in accordance with the Pakistan Accord Building Standard.
- Produce inspection reports in accordance with Pakistan Accord protocols.
- Provide engineering support to the Accord inspection and remediation program and training initiatives.
- Provide engineering support to factory, worker, and brand representatives.
- Assist the Accord leadership with scheduling and coordination with the contracted inspection companies to ensure efficiency of inspection schedules.
- Organize communications and work between brands, owners, workers, and the Accord leadership related to inspections, remediation / corrective action plans.
- Conduct necessary, follow up inspections to ensure remediation plans are finalized within the timeframes of the Accord.
- Alert the Accord leadership to issues, obstacles, or challenges related to the finalization and execution of the remediation / corrective action plans derived from Accord safety inspections.
- Liaise as needed with the Accord training and complaints handling departments.
- Perform any other related duties as assigned by the Accord leadership.

#### Qualifications and Skills: Ideal candidates shall have:

- Bachelor's degree (BE/ BSc) in Civil Engineering (preferably with specialization in structure).
- At least 3-5 years of demonstrated work experience.
- Experience across a broad range of structural engineering projects.
- Strong knowledge of relevant national and international standards and codes.
- Proficiency in written and spoken English.
- Proficiency in technical report writing.
- Excellent inter-personal, communication, organizational and documentation skills.
- Proficiency with usage of relevant engineering software and tools.
- High level of professionalism, integrity, honesty, strong work ethics, and commitment to the goals of the Pakistan Accord.