

Project Engineer - Engineering and Project Development

Position	Project Engineer - Engineering and Project Development
Employment	Full-time regular employee
Reporting to	Director of Engineering / CEO
Duty station	Phnom Penh, with project-related travel within Cambodia
Issue date	04-Aug-2026
Application deadline	Applications will be reviewed on a rolling basis until the position is filled.

1. Background

Eco EnerSys Engineering Co., Ltd. (Ecosysco) is a Cambodia-registered consulting and engineering firm specializing in energy systems, sustainable infrastructure, and climate-resilient solutions. Ecosysco supports governments, development partners, and private-sector clients by combining local insight, engineering expertise, data-driven analysis, project preparation, and investment-readiness support to turn complex energy, infrastructure, and climate challenges into practical, implementable solutions.

2. Purpose of the Position

The Project Engineer delivers defined engineering, advisory, and project-development workstreams across the full project cycle - from opportunity screening, field assessment, feasibility analysis, and investment preparation through design, procurement support, implementation, monitoring, and close-out.

The role contributes to Ecosysco's integrated approach by connecting technical feasibility, commercial and financial considerations, stakeholder priorities, and implementation requirements. Under overall technical and management oversight, the Project Engineer is expected to work with increasing independence, apply critical thinking and sound judgment, plan and prioritize work, solve problems using evidence, and progressively manage routine client-facing discussions and relationships.

3. Key Responsibilities

The Project Engineer will take ownership of assigned workstreams and perform the following duties, as relevant to each assignment:

3.1 Engineering and Technical Services

- Independently plan and execute assigned site surveys, field measurements, equipment inspections, data collection, and technical verification, while escalating material risks or uncertainties.

- Own the preparation of assigned engineering calculations, concept and detailed designs, drawings, technical specifications, bills of quantities (BOQs), and cost estimates, subject to internal quality review.
- Analyze incomplete or conflicting information, identify assumptions and data gaps, compare technically viable options, and develop evidence-based recommendations.
- Lead defined components of feasibility studies, energy audits, resource and load assessments, option analyses, technical due diligence, and field-based verification.
- Provide technical inputs across clean energy and resource efficiency, power and energy systems, sustainable infrastructure, and climate-resilient systems, according to assignment needs.
- Review technical submissions, quotations, shop drawings, method statements, and equipment data for compliance with project requirements and applicable standards.
- Plan and support installation, construction, testing, commissioning, and field supervision; diagnose issues, evaluate implications, and recommend practical corrective actions.

3.2 Project Development and Advisory Services

- Lead assigned opportunity screening, market and sector research, client-needs assessment, and early-stage project definition, while supporting the development pipeline.
- Develop substantial components of expressions of interest, technical and financial proposals, methodologies, work plans, schedules, staffing inputs, budgets, and capability materials.
- Synthesize technical, regulatory, institutional, commercial, financial, environmental, and climate information into clear inputs for pre-feasibility studies, business cases, and investment concepts.
- Support preliminary capital and operating cost estimates, financial and economic analyses, risk registers, financing considerations, and implementation strategies that strengthen project readiness and bankability.
- Plan stakeholder engagement, identify decision-makers and information needs, and coordinate consultations, site access, data requests, and follow-up actions.
- Assist with permits, approvals, safeguard documentation, procurement packages, bid comparisons, and contract-support documentation where required.

3.3 Client and Stakeholder Engagement

- Act as a day-to-day contact for assigned technical or project-development workstreams when authorized, ensuring responsive and professional communication.
- Prepare agendas and briefing materials, lead routine portions of meetings, present findings or options, document decisions, and follow through on agreed actions.
- Use structured questioning and active listening to clarify client needs, constraints, priorities, and success criteria before proposing solutions.
- Explain technical findings, risks, trade-offs, and recommendations clearly to both technical and non-technical stakeholders.
- Build trusted working relationships while managing expectations, maintaining confidentiality, and protecting Ecosysco's professional reputation.

3.4 Project Management, Quality, and Reporting

- Translate assigned scopes into practical work plans, milestones, dependencies, resource needs, and action trackers; manage personal priorities against agreed deadlines.
- Monitor work against scope, schedule, budget, quality, safety, and client requirements; anticipate constraints, track results and agreed indicators where relevant, and take timely corrective action within delegated authority.
- Prepare clear, decision-ready site reports, technical notes, progress and completion reports, presentations, analytical summaries, MRV inputs, and client correspondence.
- Check calculations, drawings, data, and draft deliverables before submission and incorporate internal and client review comments.

- Coordinate multidisciplinary inputs, resolve routine interface issues, and facilitate knowledge sharing, internal reviews, and staff or stakeholder training.
- Comply with Ecosysko's policies on professional conduct, confidentiality, health and safety, quality assurance, and document control.

4. Expected Outputs

- Site survey, inspection, testing, and field-verification reports, including quality-checked data and photographic records.
- Engineering calculations, drawings, specifications, BOQs, cost estimates, and technical review notes, as assigned.
- Feasibility, energy and resource-efficiency assessments, and technical, market, regulatory, institutional, commercial, financial, climate, and safeguard inputs.
- EOIs, technical proposals, methodologies, work plans, schedules, budgets, risk registers, and procurement-support documents.
- Progress reports, completion reports, presentations, meeting records, and well-organized project files.

5. Qualifications and Experience

5.1 Education

- **Required:** Bachelor's degree in electrical/energy, mechanical, mechatronics, civil, environmental, or another relevant engineering discipline.
- **Preferred:** Master's degree in engineering, renewable energy, energy systems, sustainable infrastructure, environmental management, project management, or a closely related field.

5.2 Professional Experience

- **2-3 years** of relevant professional experience in engineering consulting, project development, feasibility studies, design, project implementation, energy systems, infrastructure, or related services, with evidence of increasing responsibility and autonomy.
- Demonstrated ability to own defined engineering or project-development workstreams, organize inputs, solve routine problems independently, and deliver quality outputs with limited day-to-day supervision.
- Practical experience in both technical engineering tasks and project-development activities such as proposals, feasibility work, budgeting, stakeholder coordination, or procurement support.
- Experience participating in client meetings, presenting technical findings, coordinating follow-up actions, or maintaining professional stakeholder relationships.
- Experience in clean energy, resource efficiency, power or energy systems, sustainable infrastructure, project preparation, or climate-resilient solutions is an advantage.
- Experience working with government agencies, development partners, consulting firms, contractors, or private-sector clients is an advantage.

5.3 Technical and Professional Skills

- Ability to interpret drawings, specifications, BOQs, contracts, and relevant technical codes and standards.
- Strong critical-thinking and problem-solving skills, including the ability to define problems, identify assumptions, assess alternatives, and justify recommendations.
- Strong planning, numerical, organizational, and report-writing skills, with the ability to structure work, manage deadlines, and maintain attention to detail.
- Ability to work independently within delegated authority, exercise sound judgment, collaborate in multidisciplinary teams, and travel within Cambodia when required.
- Proficiency in AutoCAD and Microsoft Office, particularly Excel, Word, and PowerPoint; familiarity with GIS, engineering modelling, scheduling, data analytics, or monitoring and reporting tools is an advantage.

- Good written and verbal communication skills in Khmer and English, including the ability to prepare and present professional client-facing materials.

5.4 Core Competencies

- Critical analysis, engineering judgment, and evidence-based decision-making.
- Structured planning, prioritization, initiative, accountability, and reliable delivery against commitments.
- Practical problem solving, commercial and investment awareness, and the ability to turn ambiguity into workable next steps.
- Clear communication, confident presentation, and developing client-relationship skills.
- Professional integrity, safety awareness, commitment to quality, adaptability, and continuous learning.

6. Duration and Supervision

This is a full-time position under Ecosysco's employment framework. The Project Engineer reports to the Director of Engineering / CEO and works closely with project managers, technical specialists, project-development staff, clients, and stakeholders. The role operates under overall supervision and internal quality assurance, but is expected to plan and deliver assigned workstreams with increasing independence, connect engineering analysis with project-readiness and implementation considerations, use initiative within delegated authority, maintain routine client coordination, and seek guidance promptly where technical, commercial, financial, safety, or reputational risks are material. Assignments may involve office-based work and travel to sites within Cambodia.

7. How to Apply

Qualified candidates are invited to submit the documents below. Applications will be reviewed on a rolling basis until a suitable candidate is selected.

- Updated curriculum vitae.
- Motivation letter explaining how the candidate's engineering and project-development experience meets this TOR.
- Optional portfolio or sample list of relevant projects, designs, reports, or proposals.

Email: contact@ecosysco.asia

Subject: PE Application - Candidate Name

Ecosysco encourages qualified women and candidates from diverse backgrounds to apply.