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JOB SPECIFICATION AND DESCRIPTION

1.0. Introduction

Goldsboro Construction Company has the mandate to procure international technical and expertise labour to complement local and international personnel in various fields of specialization in relation to the company's functional areas. Goldsboro Construction Company has a high reputation for innovation in civil engineering. Founded in the 1920s, Goldsboro Construction Company is one of North Carolina's leading construction company with a wealth of expertise in developing highways, building infrastructure, providing waste management and remediation, devising coastal and flood protection, road construction and managing complex logistics for renewable energy. No job is too complex: from extinguishing a fire in a coal tip to resurfacing a racetrack to world-class superbike standards, our experts can design, manage and carry out the work to fulfil your contract. Goldsboro Construction Company also has a surfacing division; its own quarry and a plant hire division.

Our track record in delivering a wide range of services is second to none. It was invented here in the United States of America and its development to meet modern engineering demands continues to keep it abreast of 21st century technology, we have now also established a presence in Europe, South America, and Gulf Countries, to whom we are interested in partnering with existing companies to provide quality service in all U.S locations and abroad. Today, we have interest in design & project management ventures in more than 11 countries and to employ approximately 2000 staffs (not including contractors).

We have a technically challenging work environment characterized by an incessant need for research, pursuit of new technologies, and the adoption of new ways of working. We demand people who will thrive in a culture that encourages and rewards innovation, collaboration and the ability to learn from success as well as failure.

2.0. Job Title:

CIVIL ENGINEER (II) #210114

2.1. Job Role

- Undertake technical and feasibility studies and site investigations.
- Develop detailed designs.
- Manage budgets and other project resources.
- Compile, check and approve reports.
- Review and approve project drawings.
- Use computer-aided design (CAD) packages for designing projects.
- Undertake complex and repetitive calculations.
- Schedule material and equipment purchases and delivery.
- Attend public meetings to discuss projects, especially in a senior role.
- Think both creatively and logically to resolve design and development problems.

- Supervise tendering procedures and put together proposals.
- Manage, supervise and visit contractors on site and advice on civil engineering issues.
- Correct any project deficiencies that affect production, quality and safety requirements before final evaluation and project reviews.
- Oversee the work of junior staff, or mentor civil engineers throughout the chartership process.
- Adopt all relevant requirements around issues such as building permits, environmental regulations, sanitary design, good manufacturing practices and safety on all work assignments.
- Ensure that a project runs smoothly and that the structure is completed on time and within budget.

3.1. Job Locations: As advertised on LinkedIn (Further information will be issued after the interview).

4.0. Work Periods:

Mondays through Fridays, Time: 09.00GMT to 16.00GMT with break period between 12.00GMT and 13.00GMT. Expatriates are entitled to a one (1) month paid home leave every twelve (12) months.

5.1. Basic Salary: Between \$98,500.00 USD– \$180,000.00 USD per annum (this is will be disclosed after interview).

5.2. Allowances: Hazard/Inconveniences allowance is 10% of Basic salary. Entertainment allowance is 5% of Basic salary. All allowances are paid weekly and locally in U.S dollars equivalent at the existing exchange rates.

5.3. Paid Home Leave: All expatriates are entitled to a one (1) month paid home leave, which can be taken once at a time. All expatriates shall be entitled to a leave allowance (in U.S dollars) of an additional 100% of their basic salary. All expatriates are entitled to free two-way tickets to cover the span of their home leave.

6.0. Safety and Security: Safety and Security of personnel (Local/Foreign) and Facilities on Job Locations and Communities are no small issue and have been seriously considered to ensure and assure hitch free operations. All operations on Job Location are designed to adhere strictly to the Health Safety and Environment (HSE) Policy as applicable in the Civil Engineering sector. All expatriates are entitled to a free and mandatory safety courses on Job Locations to be delivered by qualified safety and environment experts. All safety wears shall be provided by the Company at Job Locations E.g. Safety Coveralls, Gloves, Goggles, Helmet and Safety Shoes etc. as applicable in the Civil Engineering sector.

7.0. Medical Health Service and Insurance:

All expatriates shall be entitled to a comprehensive health care service, which are to be administered by Medical Experts on Job locations through the company medical facility. In a case of emergency, an expatriate will be flown to his home country or any location suitable for the best medical attention. This decision can be influenced by the findings of the Company's medical experts, unless the expatriate in question states otherwise.

After three (3) months of service all expatriates will be entitled to a Health Service Insurance Plan (HSIP) for their family. The Health Service Insurance Plan is designed to cover only three (3) members of their family. The Health Service Insurance Plan (HSIP) allowance can also be paid to the expatriates at the rate of \$500.00 per family member per month (\$1500.00 per month) which can be transferred on monthly basis without being subjected to tax.

8.0. Feeding and Accommodation: Accommodation shall be provided for all expatriates in the company's ultra-modern expatriate staff quarters. All cuisine (Intercontinental/Continental) will be provided by the Company through the services of a three-star hotel. Choice of cuisine will be made by expatriates always.

9.0. Transportation: An official bus shall be provided on 24-hour daily basis to all expatriate for local transportation. All expatriates will also be allocated a private vehicle each. A round trip flight ticket to cover the span of your contract engagement will be provided and delivered to you on the completion of your relevant travel and immigration documents.

10.0. Additional Services: Recreational/Sports Facilities shall be made available at the disposal of all expatriates with no expenses to be incurred. Laundry and dry-cleaning service will be made available to all expatriates by the company's laundry and dry-cleaning unit.

11.0. Telecommunications and Internet Facilities: There are standard telecommunication facilities and Internet services at the disposal of all expatriates, and it shall be accessible to all personnel (Local/Foreign) without any charge or expenses to be incurred. Cellular Phones can be obtained by expatriates from the Local dealers/Service Providers but must be used in accordance with the safety regulations on Job Locations. Every expatriate is entitled to \$100 per week as calling card allowance.

12.0. Family Status arrangement: Family status arrangements can only be applied for after at least three (3) months in employment, effective from the date that employee arrive at job location. The application of family status arrangement indicates that an expatriate will be entitled to a free visa and airfare for his wife or spouse and 2 family members, which is to be provided by the Company through the travelling agency/Consultant.

Expatriates who intend to travel with their wife/spouse and family members within the first three (3) months of contract engagement will have the cost of visa and air fare being borne by them without refund from Goldsboro Construction Company.

13.0. Points to Note:

- * Two wards of expatriates are entitled to GOLDSBORO CONSTRUCTION COMPANY education scholarship.

* A welcome party on arrival is designed to propagate a cordial relationship between expatriates and firm as well as the organizational structure with respect to the project scope.

*Interviews are also designed to ascertain claims of working experience. Should any claim be found wanting the affected expatriate may be deported and such done in conformity with the legal provision among reasons for interview on arrival is to

establish expatriates' area of interest considering the work scope to facilitate an efficient division of labour on Job Locations with respect to the organization structure.

All wages and allowances will be converted to the equivalence of the currency of your country of primary assignment.

*With respect to the expected timeline of work take-off, Goldsboro Construction Company has mandated a reliable travel agency based on your choice of travel documentation to ensure the processing of all travelling immigration documents.

If the conditions stated above are acceptable to you, you are hereby directed to contact the designated travel consultant (with your contact information) so that they can start the processing of your relevant immigration documents to facilitate your travel.

Regards,

Human Resources Department
GOLDSBORO CONSTRUCTION COMPANY.