

Humanitarian Mine Action Team Member

Who are we?

The Danish Refugee Council assists refugees and internally displaced persons across the globe: we provide emergency aid, fight for their rights, and strengthen their opportunities for a brighter future. We work in conflict-affected areas, along the displacement routes, and in the countries where refugees settle. In cooperation with local communities, we strive for responsible and sustainable solutions. We work toward successful integration and – whenever possible – for the fulfillment of the wish to return home. The Danish Refugee Council was founded in Denmark in 1956 and has since grown to become an international humanitarian organization with more than 7,000 staff and 8,000 volunteers. Our vision is a dignified life for all displaced. All of our efforts are based on our value compass: humanity, respect, independence and neutrality, participation, and honesty and transparency.

DRC Syria

DRC has been operating in Syria since 2008, initially responding to the Iraqi refugee crisis before pivoting to a full-scale response to the Syria crisis from 2011 onwards. Our work encompasses the full cycle of displacement—responding to life-saving humanitarian needs and supporting community recovery until durable solutions can be achieved. DRC Syria takes an area-based approach to supporting internally displaced persons (IDPs), returnees, and host communities across our key sectors: Economic Recovery and Resilience, Protection, WASH, Shelter and Infrastructure, and Humanitarian Disarmament and Peacebuilding (including Humanitarian Mine Action). With an established rapid response mechanism, DRC can rapidly respond to emerging crises and shocks to meet acute emergency needs. Recognizing the significant need for early recovery and resilience programming to ensure dignified, sustainable, and cost-effective solutions for fragile communities, DRC's programmes foster resilience for individuals and communities in situations of protracted displacement and during the initial stages of post-conflict recovery, towards a durable solution of their choice. With active portfolios in the neighboring countries of Jordan, Lebanon, Türkiye and Iraq, DRC offers a cross-border, regional response to the Syria crisis, through cross-border protection monitoring, advocacy, and trends analysis.

Overall purpose of the role: The overall role of the HMA NTS/EORE Team Member is to implement NTS/EORE activities with DRC HDP Program in Syria that includes:

DANISH REFUGEE COUNCIL

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APPLY FOR POSITION

Application due:
11/10/2026

Workplace:
Damascus

Department/Country:
Syria

Contract type:
National contract

Homepage:
drc.ngo

ABOUT DRC

1) Identification and assessment of hazardous areas through Non-Technical Survey that will enable safe return of communities and/or productive use of land.

2) Community Liaison to maximize impact and ensure community participation.

3) Delivering Explosive Ordnance Risk Education (EORE) sessions to communities, including adults, adolescents, and children, in line with DRC's established procedures and methodologies. The role involves supporting the coordination of EORE activities, liaising with other DRC sectors for an integrated approach, and ensuring the smooth implementation of field activities. The NTS/EORE Team member will contribute to the development of EORE materials, support community liaison efforts, and maintain accurate records of activities and data, all while ensuring compliance with quality standards and reporting requirements.

4) Conducting direct and online EORE sessions, assisting with the development of materials and tools, and supporting community liaison efforts. Additionally, the role will involve maintaining accurate data, supporting procurement activities, and ensuring that all NTS/EORE activities align with quality standards and reporting requirements.

The NTS/EORE Team Member is deployed for NTS/EORE activities following the procedures outlined in the SOPs, National Standards and IMAS.

Key Responsibilities and Accountabilities:

Explosive Ordnance Risk Education

- Conduct direct and online EORE sessions for adults, adolescent, and children according to DRC HDP SOPs, using standard and approved methodologies. Distribute EORE informational materials as instructed.

Support EORE Training of Trainers (TOT) for local stakeholders.

- Support HMA workshops, events, and other such public events, organised by DRC.
- Conduct Community Liaison (CL) with local communities.
- Assist the development of EORE (informational) materials, methodologies, and tools.
- Upon request, support procurement efforts, including developing the required documentation.
- Contribute to the lessons learnt reports on EORE activities.
- Cooperate during EORE (internal and external) monitoring as well as in-country or HQ Quality Assurance/Quality Control.
- Collect and report on EORE data (attendance, demographics, locations) accurately and in a timely manner

Non-Technical Survey

- Assist the NTS/EORE Team Leader in the identification of areas for NTS processes through desk studies.
- Assist the NTS/EORE Team Leader in the planning of NTS tasks.
- Implement NTS processes in compliance with relevant SOPs and guidelines, including desk research, individual interviews, community meetings, focus group discussions, key stakeholders' interviews and reporting.
- Collect data on hazard sightings, accidents, historical use of areas, and impact on communities.
- Physically observe and record indicators of contamination (e.g., remnants of conflict, warning signs).
- Use equipment such as GPS, range finder, binoculars, compass to map hazardous areas and record data in standardized forms.
- Report findings immediately to the Team Leader, especially for urgent threats.
- Accurately record hazardous areas boundaries on maps and in reports.
- Assist marking activities in line with internal SOPs and National Mine Action Standards.
- Comply with timelines, deadlines, and quality standards and SOPs.
- Understand and follow all safety SOPs in Syria and communicate any change on the security situation to the NTS/EORE Team Leader.
- Conduct Community Liaison prior to, during and after clearance to guide the deployment of assets and verify the relevance of the intervention (including post clearance surveys).
- Maintain working relations with local authorities and with communities of intervention.
- Maintain working relations and regular Communications with security stakeholders (police, military, civil defence, vigilantes) in the areas of operations in close collaboration with NTS/EORE Team Leader.
- Ensure and maintain the equipment in good condition and report any damage to the NTS/EORE Team Leader.
- All other responsibilities included in the approved NTS/EORE SOP.
- Any other task assigned by the Team Leader, NTS/EORE Manager or Operations Manager.

Planning, Coordination, and Context Analysis

- Participate in the development of activity workplans and follow them accordingly.
- Comply with field coordination directions of NTS/EORE Team Leader and flag uncoordinated efforts to them.
- Actively participate in internal NTS/EORE team meetings and share pertinent updates.
- Maintain up-to-date knowledge on the context, including Explosive Ordnance (EO) contamination.

Founded in 1956, DRC Danish Refugee Council is Denmark's largest, and a leading international NGO. We have continuously been ranked as one of the best NGOs in the world - and are one of the few with a specific expertise in forced displacement. In around 30 countries, we protect, advocate and build sustainable futures for refugees and other displacement-affected people and communities.

Experience and technical competencies:

- Certificate/Accreditation of successful completion of NTS/EORE training course by a recognised Mine Action Training Establishment or Organisation.
- Knowledge of DRC internal MMC/BAC SOPs.
- Knowledge of Mines and UXO encountered in Syria (Basic EO recognition).
- Excellent knowledge of topography and map drawing, basic handling of compass, GPS, laser range finder and digital camera.
- Understanding of contamination size and problem in Syria.
- Knowledge about MA stakeholders and partners in Syria.
- Knowledge of local communities; actual inhabitants of these areas are preferred.
- Basic knowledge of MS Office programs.
- Good organisational skills.
- Good communicational skills.
- Excellent ability to work in team.

Desirables:

- At least 1 year of proven previous experience in NTS and/or community Liaison.

Education:

- Secondary/High school education
- HMA experience (desirable).

Languages:

- Fluent in Arabic and English.

In this position, you are expected to demonstrate DRC' five core competencies:

- **Striving for excellence**: You focus on reaching results while ensuring an efficient process.
- **Collaborating**: You involve relevant parties and encourage feedback.
- **Taking the lead**: You take ownership and initiative while aiming for innovation.
- **Communicating**: You listen and speak effectively and honestly.
- **Demonstrating integrity**: You act in line with our vision and values.

We offer:

- **Contract length**: 1 Year (Extension based on performance and funds)
- **Salary Level**: J (in accordance with the DRC's salary scale)
- **Location**: Rural Damascus
- **Expected Start Date:** As soon as possible

Application process

Interested? Then apply for this position here: Talentech - Humanitarian Mine Action Team Member - Application Form

All applicants must send a cover letter and an updated CV (no longer than four pages) **in English**. Both must be in the same language as this vacancy note. **CV only applications will not be considered.**

Applications closes on **10 November 2026**

NOTE: Due to the urgency to fill this position, the applications will be reviewed on a rolling basis.

Need further information? For further information about the Danish Refugee Council, please consult our website www.drc.or

DRC as an employer
By working in DRC, you will be joining a global workforce of around 6000 employees in approximately 30 countries. We pride ourselves on our:

- Professionalism, impact & expertise
- Humanitarian approach & the work we do
- Purpose, meaningfulness & own contribution
- Culture, values & strong leadership
- Fair compensation & continuous development

DRC's capacity to ensure the protection of and assistance to refugees, IDP's and other persons of concern depends on the ability of our staff to uphold and promote the highest standards of ethical and professional conduct in relation DRC's values and Code of Conduct, including safeguarding against sexual exploitation, abuse and harassment. DRC conducts thorough and comprehensive background checks as part of the recruitment process.

If you have questions or are facing problems with the online application process, please visit drc.ngo/jobsupport.

Danish Refugee Council is an equal opportunity employer and we consider all applicants based on individual merit and qualifications, regardless of personal characteristics or attributes. We are committed to increasing the diversity of our workforce, aiming for a 50% balance of men and women in management roles and ensuring that at least 50% of management roles are filled by national staff. We recognize that a diverse and inclusive team is crucial for achieving our organizational goals and making a positive impact on the communities we serve.



About DRC

DRC Dansk Flygtningehjælp

03:07

Apply for position