



Norwegian Church Aid (NCA) is a Norwegian registered non-governmental organization that was founded in 1947 with its headquarters in Oslo, Norway. NCA, being one of the largest aid organizations in the Nordic region, works in more than 30 countries globally with both emergency and development programs to provide assistance to people in need.

NCA works in several sectors, including water, sanitation and hygiene (WASH), gender-based violence prevention, livelihoods and food security, and cash assistance. As an organization, NCA is committed to serve people in need regardless of their religious beliefs, ethnic background, or political affiliation.

Role and responsibilities

NCA Syria is seeking an experienced and skilled WASH Manager to lead and oversee the WASH program, ensuring alignment with our emergency and resilience strategies. The WASH Manager will manage the WASH team, ensuring that interventions are implemented on time, within scope, and in compliance with NCA's standards. This role is crucial for strategic planning, project management, and donor relations, with a focus on delivering high-quality WASH and Public Health Promotion services to vulnerable communities affected by the crisis in Syria.

Key Responsibilities:

- **Program Leadership & Strategic Direction:**
Lead the strategic planning, design, and quality assurance of WASH interventions, including emergency response and resilience building activities. Set the direction for innovative, sustainable, and recovery-oriented WASH solutions, while preparing for rapid response during sudden crises.
- **Coordination with Governmental & Local Authorities:**
Serve as the primary liaison with relevant governmental offices (e.g., Ministry of Water Resources, local Water directorates) and community leaders, ensuring alignment with national standards. Act as the focal point for coordination with relevant sectors (WASH, Shelter, Education, Health).
- **Technical Oversight & Quality Assurance:**
Oversee the preparation and validation of Bills of Quantities (BoQs), technical specifications, and budgets. Collaborate with the procurement team to ensure market price assessments and compliance with NCA's policies during procurement and evaluation processes.
- **Monitoring & Field Oversight:**
Guide WASH officers and site engineers in monitoring project implementation to maintain quality standards and contractor compliance, with a strong emphasis on protection, safety, and environmental care. Conduct regular site visits to assess project progress and ensure quality.



- **Proposal Development & Donor Reporting:**
Lead the WASH component in proposal development and reporting, working alongside the Head of Programmes. Draft high-quality donor reports and proposals that reflect strategic priorities and align with donor requirements. Coordinate with MEAL and GBV teams to ensure comprehensive reporting and project documentation.
- **Representation & External Engagement:**
Represent NCA at national and sub-national WASH Cluster meetings, ensuring active participation, coordination with stakeholders, and avoiding duplication of efforts.
- **Team Leadership & Development:**
Oversee the onboarding, training, and continuous development of the WASH team. Conduct technical interviews, prepare terms of reference, and support the team's capacity-building efforts to ensure the successful achievement of project goals.

Education:

- Bachelor's degree in engineering (Civil, Mechanical, Electric, or related), master's degree will be preferred.

Experience:

- Minimum 7 years of relevant WASH/engineering project experience, including project management, site monitoring, budget management, and team leadership.
- Previous experience in shelter projects is required.
- Experience with solar system concept, design, and installation will be preferred.
- Experience working with the private sector is a plus.

Skills:

- Ability to work under pressure and meet deadlines.
- Excellent command of the English language, both verbal and written.
- Proficient in MS Office, AutoCAD, PVSyst, and other relevant software.
- Strong report-writing skills.
- Ability to apply logical and critical thinking.
- Excellent communication skills, both oral and written.

Additional Information

- Contract Type: Full-time
- Duration: 6 months, with the possibility of renewal based on performance and funding
- Salary: According to NCA's salary scale
- Duty station: Damascus, with extensive travel within Syria
- Application deadline: 02 July 2026.

To apply for this vacancy, please use the following link:

<https://ncaco.recman.page/job/480191>