
NRC in Syria

NRC is in Syria to support people affected by forced displacement (IDPs, returnees, host community etc.) so that they can have access to timely and effective assistance, to cope with the crisis and when the crisis ends return and rebuild their lives. NRC started its activities in Syria in mid-2016.

In 2024 NRC has reached with humanitarian assistance more than **699,313** individuals across Syria in the Governorates of Damascus, Rural Damascus, Daraa, Homs, Aleppo, Hama, Idlib, Hassakeh, Qamishli and Raqqa

NRC will continue to apply an integrated programming approach, where Education, Information, counselling and legal assistance (ICLA), Shelter/WASH, Livelihoods and Food Security and (LFS) programmes, and Protection from Violence work jointly to enable displacement-affected populations to meet their basic needs, enjoy their rights, and benefit from pathways to durable solutions.

Role Specific Information

- Responsible for technical innovative development and quality of WASH in the country, holistic programming (with other CCs) and ensuring harmonisation and consistency across WASH projects in line with NRC Programme Policy.
- Lead the process of establishing proposals, budgets, modifications, project reviews, and reporting, ensure high technical quality and provide strategic guidance on programme design.
- Take the lead on establishing and following quality project deliverables to ensure high technical outputs including but not limited to review of technical and safety assessments, bill of quantities, participation in tender processes and review of outputs.
- Provide strategic leadership on the development of programming that includes durable solutions, adequate governance and climate resilience of WASH system for people affected by displacement where appropriate.
- Support programmatic M&E and indicator tracking (especially using the NRC 'GORS' M&E platform), WASH data and means of verification reviews, and follow-up in conjunction with project teams and the M&E (Monitoring and Evaluation) department.
- Ensure budgets, work plans and spending plans in line with donor budgets are developed and maintained by supporting Project Coordinators, Managers and Area Managers
- Develop and lead on conducting technical and safety assessments, needs assessments (in collaboration with Area Program teams, Protection team and M&E team), baseline, mid-and end-evaluations.
- Represent NRC within the WASH sector, to relevant donors, government ministries and in relevant humanitarian coordination meetings in the country.
- Actively promote and operationalize synergies between WASH and other NRC programmes to move toward integrated programming focussing on Shelter and Education.
- Provide support and input to the recruitment processes for all WASH staff in the country.
- Accountable for organisational learning from programme implementation, for sharing of best practices and for capacity building.
- Keep an overview of the activity implementation and undertake field support visits post initiation of projects to evaluate needs: support areas and teams including raising red flags where needed.
- Develop and lead quality improvement plans, using technical quality control check list, quality benchmarks and Complaint and Feedback Mechanism (CFM) outcomes, and ensure continuous improvement.
- Ensure NRC's Safe and Inclusive Programming (SIP) and digital solutions are incorporated into WASH programming.

Our Ideal Candidate

- Minimum 5 years of experience within a humanitarian/recovery context.
- Candidates with an advanced degree preferred; significant experience in the field of WASH considered in lieu
- Experience working in complex and volatile contexts.
- Minimum 5 years of experience in WASH including 2 years at senior level (as Specialist/Technical Adviser or Project Manager).
- Knowledge of the Syrian context and other middle east countries is a plus.
- Experience in team capacity building.

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- Advanced computer skills, especially in Word, Excel, PowerPoint and Outlook.
 - Experience with leading coordinating activities within humanitarian clusters/sectors coordination platforms.
 - Understanding of SPHERE and other core humanitarian standards is required.
 - Experience in Water Governance and water cost recovery models.
 - Experience in Linking Climate Adaptation to WASH (including CCA smart solutions).
 - Fluency in English, both written and verbal.
 - Knowledge of Arabic is a plus.

Additional Information

- Duty station: Country Office - Damascus
- Contract: Till the end of Dec 2026. Renewable, based on funding and performance.
- Salary/benefits: Grade 9 of NRC's salary scale ([NRC Grade profile](#))
- Candidates who do not provide complete and detailed information in the online application form **will not be considered**.
- The application deadline is **17 May 2026**.

To apply for this Vacancy, please copy below link:

https://23109900.webcruiter.no/Main/Recruit/Public/5123026808?link_source_id=0