



Humanitarian Mine Action Operations Manager

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.



 [Tip a friend](#)
 [Print](#)

 [APPLY FOR POSITION](#)

Application due:
5/27/2026

Workplace:
Al Kisweh (Rural Damascus)
with countrywide travel

Department/Country:
Syria

Contract type:
Expatriate or national contract

Homepage:
drc.ngo

[ABOUT DRC](#)

Overall purpose of the role:

The OM is accountable for all aspects of HMA work in Syria. The OM supervises HMA operations and sub-ordinates (direct reports listed above) to ensure HMA is conducted effectively, safely, and in accordance with the International Mine Action Standards (IMAS) and DRC Standard Operating Procedures (SOPs).

The OM will develop detailed plans for HMA activities in Syria in cooperation with INGOs and non-HMA partners, national authorities, local actors and communities, and implement HMA activities under the UNMAS coordination umbrella.

The Operations Manager plays a central role in scaling and managing DRC's Humanitarian Mine Action (HMA) programme in Syria, ensuring safe, effective and IMAS-compliant operations while advancing localisation, national capacity development, integrated programming, and strategic partnerships with national authorities, communities, UN agencies, NGOs and local actors.

The role contributes to strengthening sustainable national mine action capacity and supports DRC's humanitarian-development-peace nexus approach through close integration with protection, livelihoods, shelter, WASH and area-based recovery programming.

The OM ensures that operations are adequately staffed with competent and qualified personnel and monitors the safety and quality of all activities through regular visits to project sites. The OM prepares appropriate reporting within DRC, to the UN and national authorities, and to donors and partners as required.

The role is also expected to contribute to DRC's localisation commitments through strengthening national leadership, partnerships and sustainable Syrian mine action capacities.

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.

Responsibilities:**Operations Management**

- Plan, implement, monitor and evaluate all aspects of HMA activities.
- Ensure the prioritisation of national authorities (and/or UNMAS in their absence) is taken into consideration in planning of operations.
- Manage, monitor and supervise staff (direct reports listed above), ensuring that they carry out their duties as tasked and as per job descriptions.
- Lead the structured mentoring, coaching and professional development of national staff with the objective of progressive nationalisation of leadership and technical positions.
- Ensure the highest possible standards of safety and security are maintained in all operations as per IMAS, NMAS and DRC SOPs.
- Promote safety culture, and safe and effective methods of munitions clearance and disposal.
- Exercise responsibility for safe storage and handling of explosives, including within warehousing structures.
- Monitor HMA productivity and recommend methods and practices to enhance it for improved cost effectiveness and operational efficiency.
- Lead the planning and monitoring of training, and competence-building of staff, with a specific objective of nationalisation of staff positions.
- Support the development of sustainable national operational systems and capacities in line with IMAS and national priorities.
- Ensure that teams are adequately supplied with all necessary equipment.
- Assist DRC support services in developing appropriate plans for operational support, procurement planning, procurements and budgeting.
- Report operational outputs to HoHDP when needed and monthly, based on input from direct reports.
- Be responsible for the internal Quality Control (QC) and Quality Assurance (QA) of HMA activities through visits to project sites and desk analyses.
- Keep a record of all HMA related trainings carried out in Syria and elsewhere for staff.
- Gather and store technical information on munitions encountered.
- Ensure operations are implemented in a conflict-sensitive and community-centred manner, integrating Do No Harm principles and accountability to affected populations.
- Promote cross-sector integration between HMA and DRC's protection, livelihoods, WASH and recovery programming.
- Ensure operational planning is informed by evidence generated through EORE, NTS and community engagement mechanisms.

External Relations

- Support Head of HDP in matters related to required permits to conduct HMA including desk and field accreditations with authorities.
- Support Head of HDP with strategic planning and implementation of all HMA projects.
- Contribute to donor proposals and reports and assist Head of HDP in donor liaison when required.
- Develop a professional collaborative relationship with Syrian authorities, UN and HMA agencies, and non-HMA agencies benefiting from DRC HMA.
- Establish direct communication channels and bilateral relationships with non-HMA actors present in the areas of HMA operations.

- Work towards a joint prioritisation and complementarity of ongoing activities with other HMA actors and non-HMA projects and actors.
- With Head of HDP, assist in proposing improvements to technical procedures and SOPs to DRC HQ, for authorisation prior to adoption.
- Support and strengthen collaboration with national mine action authorities through technical accompaniment, mentoring and institutional capacity development.
- Represent DRC in relevant coordination forums, technical working groups and strategic discussions with UN agencies, authorities, donors and partners.
- Promote meaningful engagement with local organisations and community structures to strengthen localisation and community ownership.
- Identify opportunities for operational partnerships and integrated programming with humanitarian, development and recovery actors.
- Support the expansion of principled and conflict-sensitive access through proactive stakeholder engagement and relationship management.

Other

- Maintain and develop Syria HDP SOPs, HMA workplans, training management plans (TMP), and other operations documents in DRC Syria.
- Assist Head of HDP in recruitment of HMA staff to Syria and coach all HMA staff in country context.
- Communicate lessons learned, challenges faced, and solutions sought in Syria directly with HDP Global Senior Technical Advisor, Global Operations Advisor and Head of HDP, in support and collective learning of DRC HMA programmes around the world.
- Contribute to the strategic growth and adaptive development of DRC's HMA programme in Syria.
- Support the establishment and scale-up of new operational bases and operational capacities as required.
- Foster a positive, inclusive and accountable team culture focused on learning, collaboration and staff wellbeing.
- Promote lessons learned, innovation and adaptive approaches across DRC's global HMA portfolio.

Experience and technical competencies

- Minimum 7 years of previous experience in HMA (ideally minimum 5 years as Operations Manager) and full understanding of its technical and operational requirements.
- IMAS EOD 3+ qualifications and previous work experience as Operations Manager.
- Proven management experience gained in a range of settings.
- Knowledgeable of Information Management System for Mine Action (IMSMA) and GIS mapping applications.
- Experience and a knowledge of operating with mechanical assets is highly desirable.
- Proven record of training national staff and ability to train and mentor national counterparts to international standards (IMAS).
- Demonstrated experience in localisation, national staff development and institutional capacity strengthening.
- Experience working with national authorities, UN agencies and humanitarian coordination structures.
- Proven ability to manage complex stakeholder relationships in politically sensitive environments.
- Experience integrating HMA with broader humanitarian or recovery programming is highly desirable.
- Experience of working in insecure and conflict environments.
- Diplomatic, patient and persistent.
- Strong leadership, mentoring and interpersonal skills with the ability to manage multicultural teams in dynamic environments.
- Experience supporting programme scale-up and establishment of new operational structures/bases is highly desirable.
- Excellent command of Word, Excel and PowerPoint.
- Willingness to embrace and further develop DRC's objectives such as gender equity, impact monitoring, and cross-sector cooperation.
- Commitment to localisation, accountability to affected populations, diversity and inclusion.
- Knowledge of Armed Violence Reduction (AVR) concepts and programming.
- Knowledge of supply chain systems.
- Substantial and longterm experience in the Syria and/or Middle East context.(highly desirable)
- Strong understanding of Syrian operational, cultural and stakeholder dynamics is highly desirable.
- Experience working in nexus or integrated programming environments.
- Familiarity with conflict sensitivity and area-based approaches and integrated programming environments

Education:

- IMAS EOD 3+ qualification (required)
- IMAS IEDD level 3 (desirable)

Languages:

- Fluency in written and spoken English

- The role requires extensive engagement with Syrian authorities and with national staff, local communities and national partners; therefore, strong Arabic communication skills are highly desirable.

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:** 12 months (Extension based on performance and funds)
- **Salary Level:** E level 2 - Management (in accordance with the DRC's salary scale)
- **Location:** Syria - Al Kisweh (Rural Damascus) with countrywide travel
- **Expected Start Date:** 1 July 2026

Application process

Interested? Then apply for this position here: [Talentech - Humanitarian Mine Action Operations Manager - 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 **27 May 2026**

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

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