



Vacancy Announcement

Job Description:

Company: International Medical Corps.

Job Title: CHW package trainer.

Contract type: Consultant.

Length of Assignment: 4 days

Duty Station: Syria (Idleb City).

Number of Vacancies: 1.

Application Closing Date: September 20, 2026, 5:00PM.

Assignment Purpose: We are seeking an experienced and skilled trainer to deliver a comprehensive training package to our team of Community Health Workers (CHWs) in Idlib. The goal is to equip them with the knowledge and practical skills needed to conduct effective awareness sessions during household visits. This training will cover essential areas of community health, including Non-Communicable Diseases (NCDs), Communicable Diseases (CDs), malnutrition, family medicine principles, and the promotion of healthy lifestyles.

Scope of Work

The trainer will be responsible for delivering a 3-day training session, repeated twice to accommodate 20 CHWs per session (total 6 days). The training must be practical, interactive, and tailored to the community context in Idlib.

Key Tasks / Deliverables:

- Curriculum Delivery: Facilitate training sessions based on a competency-based curriculum covering NCDs, CDs, malnutrition, family medicine, and healthy lifestyle promotion.
- Adult Learning Methodologies: Utilize adult learning principles, including participatory methods such as group discussions, role-plays, case studies, and practical demonstrations to ensure CHWs can apply their learning.
- Lifestyle Medicine Focus: Incorporate training on key lifestyle pillars (nutrition, physical activity, stress reduction, etc.) to equip CHWs to counsel families on prevention and healthy living.
- CHW Skill Building: Focus on developing the CHWs' abilities to conduct household visits, provide health education, identify danger signs, and make appropriate referrals .
- Assessment: Conduct pre- and post-training evaluations to measure knowledge gained and identify areas for follow-up support.

Required Qualification, Skills, and Experience:

- ❖ Experience: Minimum of 3 years of proven experience in training CHWs or other community-level health workers, particularly in a humanitarian or conflict-affected setting.
- ❖ Education: A medical degree (MD), bachelor's in public health, Nursing, or a related health field is preferred.
- ❖ Technical Knowledge: Strong knowledge of primary healthcare, BPHS/EPHS guidelines, and the specific health challenges in the Idlib context (e.g., NCDs, malnutrition, epidemic response) .

- ❖ Excellent facilitation and communication skills in both English and Arabic.
- ❖ Ability to adapt training materials to the local context and literacy levels of CHWs.
- ❖ Strong report-writing skills to document training outcomes.
- ❖ Contextual Awareness: Familiarity with the local health system and community dynamics in Idlib is a strong asset.

- **Ethical Conduct at International Medical Corps:**

As part of a global, humanitarian team dedicated to saving lives, easing suffering, and building self-reliance, International Medical Corps staff are responsible for adhering to our *Code of Conduct and Ethics* and for knowing and abiding by International Medical Corps policies and standards. All staff play a vital role in preventing violations of our *Code of Conduct and Ethics*, including conflicts of interest, fraud, corruption, and any kind of exploitation or abuse. International Medical Corps is also committed to providing a safe and healthy work environment free of harassment, bullying, and other misconduct, enabling staff to build and maintain professional, respectful working relationships.

International Medical Corps prioritizes safeguarding the populations with whom we work from exploitation, neglect, or abuse of children and adults at risk, and/or any form of trafficking in persons. International Medical Corps is committed to engaging members of crisis-affected communities to participate in meaningful ways in a crisis response, including making informed decisions about the assistance they receive, mitigating potential risks, and holding us accountable for the commitments we make. All staff are expected to support International Medical Corps' culture of accountability toward our stakeholders, particularly the crisis-affected communities and individuals we serve.

As part of International Medical Corps' commitment to a speak-up culture and as one of the primary ways we collectively hold ourselves accountable for complying with the ethical principles and standards of conduct outlined in the *Code of Conduct and Ethics*, all staff are required to report suspected or actual misconduct or violations of organizational policies. Our *Code of Conduct and Ethics* and *Whistleblower Policy* prohibit any form of retaliation against whistleblowers or individuals who report a concern in good faith. Staff who violate these protections may be subject to disciplinary action, up to and including termination of employment or contractual relationship with International Medical Corps.

- **About us:**

Humanitarian, nonprofit organization dedicated to saving lives and relieving suffering through health care training and relief and development programs.

International Medical Corps is proud to provide equal employment opportunities to all employees and qualified applicants without regard to race, color, religion, sex, sexual orientation, national or ethnic origin, age, disability or status.

International Medical Corps never asks job applicants for a fee, payment, or other monetary transaction.

If you are asked for money in connection with this recruitment, please report to International Medical Corps at the website for reporting misconduct: www.InternationalMedicalCorps.ethicspoint.com

Please do not submit your CV or application to this website; it will not be considered for review.

WOMEN ARE STRONGLY ENCOURAGED TO APPLY.

This position is urgently required, and recruitment will be conducted on a rolling basis. Interested candidates are encouraged to apply as soon as possible, as the vacancy may be filled before the closing date.

To apply for this vacancy please click on the following link and fill in the required information:

[CHW package trainer- Syria \(Idleb City\)-CHW-20092026](#)