

National Non-Technical Survey/ Explosive Ordnance Risk Education 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.

DANISH REFUGEE COUNCIL

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APPLY FOR POSITION

Application due:
11/30/2026

Workplace:
Rural Damascus

Department/Country:
Syria

Contract type:
Expatriate or national contract

Homepage:
drc.ngo

ABOUT DRC

Overall purpose of the role: The NTS/EORE Manager leads and oversees DRC's Non-Technical Survey (NTS), Community Liaison (CL), and Explosive Ordnance Risk Education (EORE) activities in Syria, ensuring full compliance with International Mine Action Standards (IMAS), national standards, and DRC Standard Operating Procedures (SOPs).

The role is responsible for the planning, implementation, quality management, and continuous improvement of NTS/EORE operations, while contributing to the strategic development of DRC's Humanitarian Mine Action (HMA) programme. This includes developing and adapting SOPs, tools, and methodologies in line with the evolving operational context.

A key function of the role is to ensure strong integration of NTS/EORE with DRC's broader recovery portfolio, including HLP, livelihoods, shelter, WASH, and protection, so that mine action activities directly enable safe, sustainable, and area-based recovery outcomes.

The NTS/EORE Manager ensures that DRC effectively maps EO contamination through systematic identification, recording, and analysis of hazardous areas, while delivering targeted EORE to reduce risk-taking behavior among affected populations.

This is a twelve-month, country-wide role designed to support the scale-up, consolidation, and standardization of NTS/EORE operations across Syria. The position offers a unique opportunity to shape operational approaches, systems, and tools during a critical phase of programme expansion.

Key Responsibilities and Accountabilities:

Technical Management and Implementation

- Lead the planning, implementation, and oversight of NTS, CL, and EORE activities in assigned areas
- Ensure activities are conducted safely, efficiently, and in line with IMAS, national standards, and DRC SOPs
- Oversee tasking, deployment, and daily management of NTS/EORE teams
- Ensure systematic integration of NTS/EORE outputs into clearance prioritization and broader HMA programming
- Ensure that NTS/EORE activities are aligned with and support DRC's recovery interventions, including livelihoods, shelter, infrastructure, WASH, and protection
- Lead the development, revision, and contextualization of SOPs, guidelines, and tools for NTS, CL, and EORE
- Develop and refine data collection tools, prioritization tools, and methodologies
- Ensure alignment of operational tools with IMAS and evolving national standards
- Promote continuous improvement and adaptation of approaches based on operational learning
- Develop monthly team workplans linked to project targets, locations and available resources; coordinate implementation with Technical Field Managers and Area Managers and escalate delivery gaps to the HMA Operations Manager.
- Ensure deployment readiness in accordance with approved safety, communications and medical procedures; suspend unsafe activities and immediately report concerns to the HMA Operations Manager.
- Lead EORE needs assessments, adapt and pre-test messages and materials for different at-risk groups, and work with MEAL to assess understanding and safer behavior.

Strategy and Programme Development

- Contribute to the strategic development and expansion of DRC's HMA programme in Syria
- Provide technical inputs to proposal development, concept notes, and donor engagement
- Actively promote area-based and nexus approaches, ensuring mine action enables and is integrated with recovery and development outcomes
- Identify operational gaps and opportunities for scale-up and cross-sector collaboration

Staff Management & Capacity Development

- Line manage and supervise NTS/EORE team leaders and field teams
- Design and deliver initial and refresher training in NTS, CL, and EORE
- Lead capacity development of national staff, including substantial training, mentoring and on-the-job training
- Lead EORE/ NTS capacity development of national authorities (e.g. NMAC) and relevant stakeholders

Quality Management, Monitoring & IM

- Ensure strong quality assurance (QA) and quality control (QC) of all NTS/EORE activities
- Oversee data collection, verification, and analysis related to EO contamination
- Track progress against targets and indicators
- Ensure data is accurately captured, stored, and shared with relevant stakeholders (e.g. SNMAC, MA AoR)
- Strengthen linkages between operations and Information Management (IM)
- Document QA findings and non-conformities, assign corrective actions and deadlines, and verify closure.
- Coordinate with IM and MEAL on indicator definitions, disaggregated beneficiary reporting and prevention of double counting; protect personal and sensitive information and share it only through

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.

approved procedures.

Coordination & External Liaison

- Liaise with Mine Action AoR, relevant working groups and other operators to ensure alignment and avoid duplication
- Engage with local authorities, community leaders, and civil society actors
- Represent DRC in relevant coordination forums as required
- Support coordination on tasking, prioritization, and information sharing

Budget Management, Reporting & Compliance

- Manage EORE/NTS budgets and track expenditures against targets as well as progress
- Prepare and oversee high-quality internal and donor reporting (weekly, monthly, and ad hoc)
- Ensure timely submission of field reports and data
- Contribute to donor reports with technical inputs and analysis
- Exercise budget responsibilities within delegated authority, coordinating expenditure forecasts and procurement planning with the HMA Operations Manager and the Head of HDP

Integrated Programming and Housing, Land and Property (HLP)

- Strengthen operational linkages between NTS/EORE and DRC's Protection, HLP, Economic Recovery, Shelter and WASH programmes, ensuring that contamination data and risk assessments inform integrated, area-based interventions.
- Facilitate joint assessments, operational planning and referral pathways with other DRC sectors, enabling mine action to support safe access to land, infrastructure, essential services and livelihoods.
- Act as the HMA technical focal point for a HLP consultancy, supporting the development, field-testing and operationalization of harmonized HLP due diligence guidance, tools and procedures for Syria's mine action sector.
- Ensure HLP considerations, including land ownership, tenure, access, competing claims and potential land-related disputes, are systematically integrated into NTS, community liaison, prioritization and land release planning.
- Coordinate with DRC's HLP specialists, the HLP Technical Working Group, Mine Action AoR and relevant national stakeholders to support the adoption of harmonized HLP approaches and their potential integration into National Mine Action Standards.
- Promote conflict-sensitive approaches to survey and land release, ensuring that HMA interventions do not inadvertently exacerbate land disputes, exclusion or community tensions.
- Refer land disputes and legal questions to qualified HLP specialists; provide operational input to HLP processes within the manager’s technical competence and delegated authority.

Safeguarding, Inclusion and Accountability

- Ensure compliance with DRC’s Code of Conduct, safeguarding and prevention of sexual exploitation and abuse requirements; report concerns through designated channels.
- Ensure inclusive participation and accessible community complaints and feedback channels, and coordinate appropriate referrals with Protection and Accountability colleagues.
- Undertake any other tasks as required by HMA Operations Manager and Head of HDP.

Experience and technical competencies:

- Minimum 5 years of experience in EORE and NTS within humanitarian mine action (HMA) programmes
- At least two years of experience supervising teams or managing EORE/NTS activities.
- NTS and EORE qualified
- QMS qualified (is an asset)
- Demonstrated experience in managing and training NTS, Community Liaison (CL), and EORE teams, including capacity development of national staff and authorities
- Strong knowledge of IMAS and SOPs applicable to NTS, CL, and EORE, including quality management (QA/QC)
- Proven experience in developing, adapting, and implementing SOPs, tools, and methodologies
- Solid understanding of EO contamination patterns and operational context in Syria or similar environments, including familiarity with military tactics and their impact on contamination
- Knowledge of land release processes, including NTS–TS–clearance linkages, and familiarity with clearance methodologies and equipment
- Experience integrating HMA with other humanitarian and recovery sectors, particularly HLP, including an understanding of land tenure risks, conflict sensitivity and the role of NTS in supporting integrated, area-based programming (desirable).
- Experience with information management and data analysis, including IMSMA and GIS tools (e.g. QGIS, ArcGIS, Garmin/BaseCamp or similar)
- Experience contributing to programme development, reporting, and donor engagement
- Strong coordination and representation skills, including engagement with national authorities, UN agencies, and other operators.

Education:

- Relevant university degree or technical qualification, or substantial directly relevant professional experience in lieu of a formal academic qualification.

- Documented NTS and EORE training and demonstrated technical competence remain essential.

Languages:

- Strong working English, both spoken and written.
- Fluent in Arabic, both spoken and written.

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**: MF2 (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 - National Non-Technical Survey/ Explosive Ordnance Risk Education 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 **30 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.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