Vacancy Announcement

Job Description:

Company: International Medical Corps.

Job Title: Senior Officer WASH- Engineer
Contract type: Local National.
Duty Station: Syria (D Main Office)

Number of Vacancies: 1

Application Closing Date: November 14, 2026, 4:00PM.

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1. Job Summary :

The primary function of this role is to deliver the implementation of the WASH activities in the coordination and guidance of the supervisor. Deliver assessments, planning, design (preparation of BoQ, specifications, drawings), implementation, supervision, expansion/development, management of the financial, material, and other resources under the WASH and infrastructure program and administration of technical interventions.

The role contributes to developing concept papers and proposals for interventions and provides data required in close cooperation with the team. Besides, the Senior Officer ensures the capacity building of assigned national staff and stakeholders in WASH-related program implementation.

The individual plans and implements WASH projects, fostering internal and external networks with stakeholders and donors. Ensures on the ground the project monitoring, regular reviews, preparation of donor reports, capturing learnings, and can close the project and implement exit plans.

To perform this job successfully, an individual must be able to perform each essential function with or without reasonable accommodation.

2. Scope of Work

Main Tasks and Responsibilities

To perform this job successfully, an individual must be able to perform each of the essential functions under limited or basic living conditions and a working environment. The duties and responsibilities listed represent the nature and level of work assigned and are not necessarily comprehensive.

Assessment

- Conduct through the team the rapid needs-assessments analysis.
- Supports the transition between needs identified into activity plans and budgets.

Program Design and implementation

- Deliver the implementation of the aims and objectives of the WASH response program in line with WASH strategy.
- Support the development of concept papers, letters of intent, proposals, and budgets for assigned WASH areas.
- Prepare the selection, optimized design, re-design, and implementation of activities for water systems for the given context (communities, health facilities, camps, and Schools), including source selection (groundwater, surface water), layout, BoQ, drawings, electro-mechanical equipment, abstraction, storage, treatment and distribution for new water systems and the rehabilitation of old water systems.
- Prepare the selection, design, and implementation of sanitation systems in communities, health facilities, camps, and Schools, including excreta disposal, vector control, solid waste disposal, and drainage. It considers local conditions, resources, customs, and cultural norms.
- Prepare the hardware components of all the infection prevention and control (IPC) activities, including supervision, training, and non-clinical teams.
- Prepare and execute on-time purchase requests based on appropriate specifications and follow up on the use of materials, equipment, and supplies for intended purposes.
- Ensure SPHERE standards (both qualitative and quantitative) are considered through the program cycle and are well documented.
- Work closely with the Human Resources team for hiring and building the capacity of the national WASH team. Recommend and implement a capacity building/development plan for project staff based on documented capacity needs assessments exercise.
- Conduct training for the WASH staff on Water quality, plumbing, and data management.
- Prepare monthly progress reports according to donor standards and templates, internal reports, and M/E reports for concerned sectors.
- Ensure the needs of women and children and their protection are considered throughout the project cycle, with women enabling decision-making around WASH challenges.
- Deliver WASH program implementation is linked to Health, Nutrition, protection, and MHPSS.
- Implement the appropriate supervisory, monitoring, and evaluation systems for WASH interventions.

Information and Coordination

- Provide regular WASH updates on progress, priorities, and challenges – verbally and in writing to supervisor.
- Participate in Grants Opening, pipeline, Mid-Term and Closing meetings.
- Represent International Medical Corps in governmental and non-governmental groups as needed and agreed with the supervisor.

Perform other duties as assigned. The duties and responsibilities listed in this document are representative of the nature and level of work assigned and not necessarily comprehensive.

3.MINIMUM QUALIFICATIONS

- Typical bachelor's degree, water and sanitation engineering, civil engineering, or relevant technical WASH specialization.
- At least three years of work experience designing and implementing water and sanitation systems in IDPs, refugee and migrant contexts, maintaining sanitation systems, and implementing hygiene promotion programs, including two years in a humanitarian setting; or equivalent combination of education and experience.
- Two years of experience supervising contractors and interacting with international staff, partners, and donors.
- Field experience managing national water, sanitation, and hygiene programs in complex humanitarian settings, including emergency responses.

- Experience in a national emergency and early recovery phases, including assessing and delivering adequate water supply and sanitation interventions in humanitarian and development contexts.
- The ability to effectively analyze complex problems and suggest a solution that would have a positive impact.
- Ability and understanding of the WASH sector and its hardware components.
- Competent in using Windows and other Engineering software: AutoCAD, Hydraulics soft wares Epnaet, WaterCAD, and GPS.
- Ability to effectively present information (both written and verbal) and respond appropriately to questions from senior managers, field counterparts, and senior government officials.
- Demonstrated knowledge of linking WASH activities with other humanitarian sectors.
- Ability to understand sex-related challenges within the beneficiary groups.
- The ability to read, write, analyze, and interpret, technical and non-technical, in the English language is required.
- Must have excellent English written and oral communication skills and the ability to work collaboratively with other departments within International Medical Corps, donors, non-governmental organizations, and the private sector.

- **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:

Damascus:

WASH Senior Officer-Damascus Main Office-1-WSOD-04112026