



Vacancy Announcement

Job Description:

Company: International Medical Corps.

Job Title: VAWG Officer.

Contract type: Full-time.

Duty Station: Syria (NWS Office/Aleppo).

Number of Vacancies: 1.

Application Closing Date: May 18, 2026, 4:00 PM.

➤ **JOB SUMMARY :**

The VAWG Officer will support implementation of VAWG activities related to a specific project, initiative, or site of implementation.

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

➤ **MAIN TASKS AND RESPONSIBILITIES**

Program Planning

- Work closely with VAWG leadership team, staff team, local partners, and community stakeholders, as relevant, to plan program interventions.
- Support VAWG assessments as required
- Coordinate with government focal points, local partners, and women's networks, as appropriate

Capacity Building and Implementation

- Lead implementation of VAWG relevant program activities
- Ensure effective community participation throughout implementation, including leadership of women and girls
- Lead implementation of specific approaches, as relevant
- Train staff, partners and cross-sector actors, as relevant
- Oversee distribution of dignity kits, where relevant
- Support community volunteers engaged for VAWG outreach, where relevant

Human Resources Support

- Support recruitment and oversight of Community Mobilizers, where relevant
- Train and coach staff
- Support strategies for VAWG staff, foster teambuilding, and support principles of self-care

Monitoring and Reporting

- Seek and analyse community feedback and adapt activities accordingly
- Oversee post-distribution monitoring, where relevant
- Monitor and document prevention and risk mitigation program activities
- Contribute to internal and external reports

Coordination and Representation

- Coordinate regularly with the VAWG leadership and participate, as required, in broader team meetings

- Promote a survivor-centred approach in all internal and external coordination meetings
- Represent program goals and VAWG standards

Security and Conduct

- Ensure compliance with security protocols and policies
- Foster a safe and supportive working environment for all VAWG staff and partners
- Exemplify core principles of VAWG programming, including respect, reduced exposure to risk, responsible use of power, nonviolence, and promotion of equal treatment regardless of sex.
- Contribute to the positive image and overall credibility of the program and organization, notably through adherence to the Code of Conduct and Ethics, including compliance with anti-harassment, safeguarding and PSEA policies

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.

➤ **MINIMUM QUALIFICATIONS**

- Typically, a bachelor's degree in a related field. An equivalent combination of relevant education and experience may be substituted as appropriate.
- Typically, 3+ years of experience in VAWG-related area
- Demonstrated commitment to core principles of VAWG programming, including equal treatment regardless of sex and survivor-centered support services.
- Familiarity with relevant VAWG prevention and response standards, approaches, and tools
- Training and facilitation experience
- Good interpersonal and coordination skills
- Familiarity with government and NGO service providers
- Ability to exercise sound judgment, remain flexible, and apply experience and guidance to evolving challenges
- Strong communication skills

❖ **Salary and Benefits:**

- As Per IMC Salary Scale.
- Social Security.
- Medical Insurance.
- Life Insurance.

❖ **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:

[VAWG Officer - Syria NWS Office/Aleppo-VOSN-18052026](#)

Alternatively, scan the following QR code by your mobile camera:

