
WASH Technical Assistant G4, Syria Area office (NWS) Aleppo

NRC in Syria

NRC is in Syria to support people affected by forced displacement (IDPs, returnees, host community etc.) so that they can have access to timely and effective assistance, to cope with the crisis and when the crisis ends return and rebuild their lives. Since the start of its activities in mid-2016 in Syria, NRC has reached with humanitarian assistance to more than 600,000 people particularly in the Governorates of Damascus, Aleppo, Qoneitra, Dara'a, Hama, Hassake and Rif Damascus, out of which more than 152,000 people reached in 2020 with the provision of more than 255,000 services and moving forward to reach more during 2021. NRC will continue to apply an integrated programming approach, where Education, capacity building, Shelter/WASH, and Food Security and Livelihoods (FSL) programmes work jointly to enable displacement-affected populations to meet their basic needs, enjoy their rights, and benefit from pathways to durable solutions.

Role and responsibilities

The purpose of this position is to support the day-to-day implementation of the projects delivered by NRC in Syria. The position-holder will be duty-stationed in North West area office but will be expected to travel to any other Syrian Governorate. Projects in this area are delivered through [direct implementation / remotely managed NRC staff / remotely managed partners].

Generic responsibilities (max 10)

1. Adhere to NRC policies, tools, handbooks and guidelines.
2. Implement delegated CC project portfolio according to plan of action.
3. Prepare and develop status reports as required by management.
4. Ensure proper filing of documents.
5. Promote and share ideas for technical improvement.
6. Contribute in ensuring that projects target Project participants most in need, explore and assess new and better ways to assist any other task as assigned
7. Ensure NRC's related activities are implemented in accordance with NRC Safe and Inclusive Programming (SIP) guidelines, policies and Syria-specific explanatory notes.
8. Report any breaches/concerns, in a confidential manner, through NRC SCO reporting channels.
9. Promote and secure a safe working environment for reporting concerns/breaches, and that all cases reported are processed in a confidential and sensitive manner.

Specific responsibilities

WASH Technical Assistance is responsible for following up on all phases of the construction/rehabilitation projects and communicating regularly about any major changes in project constraints.

1. **Project Implementation.** Responsible for successfully implementing and verifying all projects throughout the full project cycle. Depending on the needs of the successful project implementation, this includes:
 - Follow up rehabilitation/reconstruction works at the works site.
 - Ensure that materials' specifications & works implementation methods are according to NRC technical standards.
 - Survey implemented quantities, and prepare invoices

- Contribute to distribution of Shelter and WASH
 - Any other relevant task.
- 2. Assessments.** Responsible for Implementing and verifying technical components of Area Office-level needs assessment. This includes:
- Rapid Needs Assessments (RNAs).
 - Multi-Sector Needs Assessments (MSNAs).
 - Detailed/Sectoral Assessments.
 - Construction/process-related assessments (supplier/contractor capacity, preparation of BoQs, drawings and other technical documents).
 - Contribute to the tenders evaluation process.
- 3. Project M&E.** Responsible for supporting the M&E Unit in achieving accurate and high-quality Monitoring and Evaluation activities in accordance with the Syria Response M&E Strategy, tools and guidelines. This includes:
- Collect construction/process outputs and outcomes.
 - Collect Project participant's feedback over implemented works.
 - Assess the quality of implemented works.
 - Any other relevant task.
- 4. Protection Mainstreaming.** Responsible for supporting the Protection Unit in protection mainstreaming in all WASH activities throughout the project-cycle. All project activities will be conducted in accordance with the Protection Mainstreaming Strategy, tools and guidelines This includes:
- Ensure safety and dignity of Project participants,
 - Understand their diverse needs,
 - Enable meaningful access to NRC's services,
 - Ensure adequate accountability to affected populations,
 - Ensure adequate participation and consultation,
 - Support the realization of their human rights.
- 5. Collaboration.** The position-holder is responsible for maintaining a collaborative working environment with other team members; project team, other Core Competencies team in addition to the Support Teams.

Professional competencies

Generic professional competencies:

- Bachelor's degree or above with a minimum of 3 years of work experience in a similar field **or** Diploma Degree (intermediate institute) with a minimum of 5 years of work experience in a similar field.
- Working in a humanitarian/recovery context or equivalent is a plus.
- Experience of working in complex and volatile contexts.
- Knowledge of basic computer skills & MS Office software.
- Fluency in English, both written and verbal

Context related skills, knowledge and experience:

- The above-mentioned Bachelor/Diploma Degree should be in Engineering (Civil, Architect, Mechanical, Electrical or equivalent).
- Previous working experience must be in the field of construction/rehabilitation of housing, or school projects and rehabilitation of water and sanitation projects. (NFIs distributions is a plus).
- Skills in using CAD and other essential engineering software, dealing with Project participants, etc.
- Knowledge of the context in Syria.

2. Behavioral competencies

- Handling insecure environments
- Planning and delivering results
- Working with people
- Analysing
- Communicating with impact and respect
- Coping with change

We can offer

Duty station: North-West Syria Area Office (NWS) - Aleppo

Required Number of employees: 1

Contract: Till the end of 2026. Renewable, based on funding and performance.

Salary/benefits: Grade 4 of NRC's salary scale ([NRC Grade profile](#))

NRC is an equal opportunity employer. We are committed to diversity without distinction to age, gender, religion, ethnicity, nationality, or physical ability.

Candidates who do not provide complete and detailed information in the online application form will not be considered.

The application deadline is 3 October 2026.

Learn more about NRC's operations in Syria [here](#).

Why NRC?

The Norwegian Refugee Council (NRC) is an independent humanitarian organization helping people forced to flee. Our 15,000 staff work in crises across 40 countries, providing life-saving and long-term assistance to millions of people every year.

[Watch this short video](#) to see NRC in action.

We are looking for people who are passionate about helping refugees and people forced to flee. Are you one of those people? If you are, NRC offers you the opportunity to:

- Do demanding and professional work, often in challenging contexts
- Join a work culture that empowers every employee to share ideas and take responsibility
- Be part of a welcoming and supportive community committed to human dignity

[Learn more about NRC](#)

To apply for this Vacancy, please copy the link below:

https://23109900.webcruiter.no/Main/Recruit/Public/5185568659?link_source_id=0