



Job Description

WaSH Program Manager - National

Objective:

The WaSH Program Manager is responsible for achieving WaSH program objectives at NES level, ensuring quality, relevance and timely implementation. S/he supervises WaSH teams and provides technical support to bases/sub-bases.

Desired start date: 01 December 2026

Type of Contract: Fixed-term contract, subject to renewal depending on organisational needs, availability of funding and satisfactory performance.

Location: North-East Syria (NES) Base, Raqqa

Key Responsibilities

Project Design & Quality

- Contribute to assessments, evaluations, strategy and annual programming.
- Propose activities based on needs, context and priorities.
- Prepare/review technical designs, drawings, BoQs and tender documents.
- Prepare technical proposal sections, annexes and logical frameworks.
- Ensure compliance with SI standards, operational strategies and donor requirements.
- Monitor program quality, relevance, effectiveness and sustainability and propose adjustments.
- Support technical capacity building and new approaches.
- Monitor budgets and spending with Finance.

Implementation & Monitoring

- Plan WaSH activities and implementation cycles, including recruitment and procurement.
- Use appropriate planning, monitoring and evaluation tools and indicators.
- Supervise implementation against deadlines, technical specifications and quality standards.
- Support and supervise WaSH teams and monitor activity performance.
- Identify operational challenges and propose solutions or adjustments.
- Provide technical input to Logistics for WaSH procurement.
- Contribute to budgets, forecasts, requirements and cash-flow planning.

Capitalization

- Document lessons learned, good practices and technical approaches.
- Support the introduction and documentation of new WaSH methodologies and technologies.
- Contribute to sharing WaSH procedures, guidelines and tools.

- Prepare procurement and handover reports and ensure proper documentation.

Personnel Management

- Participate in recruitment and validation of WaSH staff and define position requirements.
- Brief and support expatriate WaSH staff.
- Identify training needs and organize technical training.
- Manage and supervise direct reports, lead technical meetings and assess performance.
- Ensure compliance with security procedures.

Reporting & Representation

- Report security and contextual developments affecting activities or staff.
- Prepare timely activity and donor reports and technical annexes.
- Maintain relations with authorities, communities, partners, donors, UN agencies and other stakeholders.
- Represent SI in WaSH clusters, sub-working groups and coordination forums.
- Respond to HQ requests and represent SI when delegated.
- With the WaSH Coordinator, prepare MoUs, handover documents and other agreements with authorities, communities and partners.

DIPLOMAS AND EXPERIENCE

Education & Certifications:

Bachelor's or Master's degree in Water and Sanitation, Civil/Environmental Engineering, Hydrology, Public Health, Water Resources Management or a related technical field, with relevant professional experience in humanitarian WaSH programming.

Experience:

- **Experience in the humanitarian sector:** at least 5 years
- **Experience in a similar position:** at least 2 years

Key Competencies & Personal Qualities:

TECHNICAL SKILLS

- Strong technical expertise in WaSH programming, including assessments, technical design, BoQs, procurement, quality standards, sustainability and appropriate monitoring indicators.
- Proven experience across the full project cycle, from assessment, proposal/design and start-up to implementation, monitoring, evaluation, reporting and budget follow-up, with the ability to adapt programmes to evolving needs and context while ensuring compliance with donor requirements.
- Ability to translate WaSH needs and technical analysis into programme design and implementation, engage partners in design and delivery, provide technical support to field teams, contribute to new approaches and learning, coordinate with authorities and WaSH coordination mechanisms, and ensure technical quality and coherence across the portfolio.

TRANSVERSAL SKILLS

- **Strategic and analytical:** Strategic thinker with strong analytical, critical-thinking and problem-solving skills, able to make sound decisions and adapt solutions in complex and changing environments.
- **Leadership and collaboration:** Strong leadership, interpersonal and communication skills, with the ability to motivate teams, build trust, manage competing priorities and foster constructive working relationships across diverse teams and departments.
- **Representation and adaptability:** Strong collaboration, coordination, negotiation and influencing skills, with the ability to build effective relationships with partners and external stakeholders, represent the organisation professionally, and work with initiative, resilience and adaptability under pressure.

LANGUAGES

- **English:** is the language used for communication, report writing, and key job deliverables.
- **Arabic:** An asset - utilized to communicate with colleagues and beneficiaries.

SI Will Offer you:

A salaried position:

SI will offer a monthly gross salary of **2,070 USD**, along with a comprehensive benefits package.

“Please note that the proposed salary is subject to taxation and social security deductions in compliance with Syrian local laws”

Application process

Interested candidates are invited to apply at the link below
Female candidates are strongly encouraged to apply.

[Submit your application](#)

Please note the vacancy may close before the deadline.
Thank you for your understanding.