NRC NORWEGIAN REFUGEE COUNCIL

NRC in Syria

In 2026, an estimated 15.6 million people in Syria, more than 61% of the population, continue to need humanitarian assistance, nearly 46% of whom are children. The fall of the former government in December 2024 raised hopes for the country's future and for people affected by the crisis. However, insecurity, economic hardship and extensive humanitarian needs persist, alongside emerging opportunities to support Syria's recovery. Since December 2024, approximately 1.7 million refugees and more than 2 million internally displaced people (IDPs) have returned to their areas of origin, while an estimated 5.5 million people remain internally displaced.

The Norwegian Refugee Council (NRC) has been a leading humanitarian actor in the Syria response, both inside the country and across the region, since 2012. Operating amid protracted conflict, socioeconomic deterioration, climate change and natural disasters, NRC delivers emergency assistance, transitional support, early recovery and resilience programmes to people affected by displacement and crisis. NRC also leads advocacy efforts to promote safe, sustained and unimpeded humanitarian access across Syria and calls for increased humanitarian funding and investment in resilience and early recovery to address urgent needs and support communities in rebuilding their lives.

Role Specific Information

The Shelter and WaSH Officer is responsible for implementing and monitoring Shelter and WASH activities in the assigned area, ensuring that interventions are delivered in accordance with technical standards, programme objectives, donor requirements, and NRC policies, while contributing to the timely, effective, and accountable delivery of assistance to affected communities.

What you will do

Generic Responsibilities:

1. Implement the delegated Shelter and WaSH project portfolio according to plan of action
2. Day to day follow of progress in project implementation
3. Prepare and develop status reports as required by management and ensure proper filing of documents
4. Ensure that projects target beneficiaries most in need, and explore and assess new and better ways to assist
5. Promote and share ideas for technical improvement
6. Ensure representation of NRC with external stakeholders as per the role requirements
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 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.
10. Compliance and adherence to NRC policies, guidance and procedures and a specific responsibility for the MEAL policies and procedures

What you will bring

Generic professional competencies

- 2-3 years' experience working in implementing and supervising Shelter and WASH projects (e.g., schools, Bakeries, Markets, Houses, Boreholes, Water Systems, Sewer networks and solar systems for infrastructure projects).
- University degree (Bachelor's) in Engineering such as civil engineering or water/environmental engineering, or equivalent.
- Documented technical competences related to the position's responsibilities
- Documented results related to the position's responsibilities
- Good English and fluency in Arabic both written and verbal;

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Context related skills, knowledge and experience

- Experience in working in complex and volatile contexts.
- Knowledge of basic computer skills & MS Office software in addition to CAD software (knowledge in other essential Engineering & Planning software is a plus).
- Knowledge of the context in the Central South Governorate of Syria.
- Experience with remotely managed programming is a plus.

Behavioural competencies

These are personal qualities that influence how successful people are in their job. NRC's Competency Framework states 12 behavioural competencies, and the following are essential for this position:

- Handling an insecure environment
- Planning and delivering results
- Working with people
- Analysing
- Communication with impact and respect
- Coping with change

What we offer:

- Duty station: **Damascus**, Syria.
- Contract: Fixed Term
- Salary/benefits: Grade 5 on NRC's national salary scale
- NRC is an equal opportunities employer. We are committed to diversity without distinction to age, gender, religion, ethnicity, nationality, and physical ability.
- We think outside the box, encourage ideas, and give responsibility to all employees at all levels. You will have many opportunities to be heard and take the initiative.

IMPORTANT Considerations:

- This position is open to Internal and External candidates.
- Application deadline is 17 December 2026.
- Candidates who do not provide complete, detailed information in the online application form may not be considered.

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

https://23109900.webcruiter.no/Main/Recruit/Public/5216231004?link_source_id=0