



Programme Policy Officer (NOA) Qamishli VA006-2026

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📍 Al Qamishli, Syria, The Arab Republic O

🕒 Posted Today

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DEADLINE FOR APPLICATIONS

8 February 2026-23:59-GMT+03:00 Eastern European Time (Damascus)

WFP celebrates and embraces diversity. It is committed to the principle of equal employment opportunity for all its employees and encourages qualified candidates to apply irrespective of race, colour, national origin, ethnic or social background, genetic information, gender, gender identity and/or expression, sexual orientation, religion or belief, HIV status or disability.

ABOUT WFP

The World Food Programme is the world's largest humanitarian organization saving lives in emergencies and using food assistance to build a pathway to peace, stability and prosperity, for people recovering from conflict, disasters and the impact of climate change.

At WFP, people are at the heart of everything we do and the vision of the future WFP workforce is one of diverse, committed, skilled, and high performing teams, selected on merit, operating in a healthy and inclusive work environment, living WFP's values (Integrity, Collaboration, Commitment, Humanity, and Inclusion) and working with partners to save and change the lives of those WFP serves.

To learn more about WFP, visit our website: <https://www.wfp.org> and follow us on social media to keep up with our latest news: [YouTube](#), [LinkedIn](#), [Instagram](#), [Facebook](#), [Twitter](#), [TikTok](#).

WHY JOIN WFP?

- WFP is a 2020 Nobel Peace Prize Laureate.
- WFP offers a highly inclusive, diverse, and multicultural working environment.
- WFP invests in the personal & professional development of its employees through a range of training, accreditation, coaching, mentorship, and other programs as well as through internal mobility

opportunities.

- A career path in WFP provides an exciting opportunity to work across the various country, regional and global offices around the world, and with passionate colleagues who work tirelessly to ensure that effective humanitarian assistance reaches millions of people across the globe.
- We offer an attractive compensation package (please refer to the **Terms and Conditions** section of this vacancy announcement).

BACKGROUND AND PURPOSE OF THE ASSIGNMENT:

As Syria navigates a new chapter marked by historic opportunities and enduring challenges, the scale of humanitarian needs remains overwhelming. Today, more than 70 percent of Syria's population continues to depend on some form of humanitarian assistance. Over half of the population is grappling with food insecurity, with nearly 3 million people facing severe food insecurity. Around 7 million people remain displaced internally, while more than 4 million are refugees in neighbouring countries. Since December 2024, hundreds of thousands of refugees and internally displaced Syrians have begun returning to their areas of origin. Many more plan to return and will require vital support as they re-integrate.

The United Nations World Food Programme (WFP) is the largest humanitarian agency operating in Syria since 1964 and is uniquely positioned to support Syrian communities in their recovery through its expansive reach and scale. WFP's interventions prioritize emergency relief and resilience-building efforts focused on the most severely food-insecure populations. Additionally, WFP is a key actor in the country's social protection sector and also plays a vital role in strengthening Syria's social safety-net systems.

Operating under its 2022-2026 Interim Country Strategic Plan (iCSP), WFP addresses the growing food and nutrition needs, livelihood, resilience and early recovery, and reviving food systems, in close collaboration with the Syrian government, humanitarian and development stakeholders.

JOB PURPOSE: The selected candidate will support the rollout of a wide range of interventions aimed at strengthening food security in Al-Hasakeh, Raqqa, and Deir-Ez-Zor governorates. The candidate will support the design and implementation of relevant projects and activities, ensuring that interventions are context-specific, evidence-based, and aligned with WFP strategic priorities.

CONTRACT DETAILS:

Contract Type: Fixed Term Contract

Duration: 12 months

Duty Station: Qamishli

Number of required employees: 1

ACCOUNTABILITIES/RESPONSIBILITIES:

1. Contribute towards the development of a limited number of projects, plans and processes/ ensuring alignment with wider programme policies and guidance.
2. Support the development of tools, activity plans, and operational processes by drafting inputs, updating templates, and ensuring they follow existing programme guidelines and SOPs.
3. Provide hands-on project management support for assigned programmes and delivery modalities in both in-kind, vouchers, and cash, including preparing workplans, tracking implementation progress, coordinating with field teams, and ensuring compliance with WFP operational procedures.
4. Follow data gathering and monitoring systems ensuring that rigorous quality standards are maintained.
5. Conduct basic research and operational analysis such as reviewing field reports, summarizing operational challenges, and compiling background information.
6. Contribute to the preparation of accurate and timely reporting on programmes and activities that enable informed decision making and consistency of information presented to stakeholders.
7. Liaise with internal and external counterparts to ensure effective collaboration, monitor ongoing projects.
8. Support the identification, development and management of potential partnerships to collaborative working leading to improved food assistance packages.

9. Support the capacity building of WFP staff, partners and national government to prepare for and respond to food assistance needs, e.g. through project management support of learning initiatives.
10. Provide guidance to the staff, acting as a point of referral and assisting them with analysis and queries, and assist and advise the Programme team on strategic and cross cutting issues in the programming area, develop complementarities between programmes, as well as with other WFP sections and initiatives.
11. Contribute to FO Emergency Preparedness i.e. early warning, risk analysis, and contingency planning, needs assessment to respond to humanitarian crises and needs.
12. Perform other duties as required.

Education:

Advanced University degree in International Affairs, Economics, Nutrition/Health, Agriculture, Environmental Science, Social Sciences or other field relevant to international development assistance, or First University Degree with additional years of related work experience and/or trainings/courses.

Experience:

With a master's degree: At least one (1) years of professional experience, or a bachelor's degree with at least three (3) years of experience in food security, emergency project planning and implementation, other related fields, with demonstrated experience in the following areas:

- Experience in in-kind, voucher, and cash programming, for addressing food insecurity.
- Programme and project management experience, mainly planning, implementation, and coordination of field activities.
- Experience operating within the humanitarian–development nexus, gained within government institutions, NGOs, INGOs, or UN agencies, with the ability to demonstrate the required competencies.
- Experience leading diverse teams and coordinating workstreams across different functional areas.
- Proven strategic thinking skills, with the ability to analyse complex issues and propose context-appropriate solutions.

Languages:

Fluency in both oral and written English and Arabic languages.

WFP LEADERSHIP FRAMEWORK

WFP Leadership Framework guides to the common standards of behavior that guide HOW we work together to accomplish our mission.

[Click here to access WFP Leadership Framework](#)

REASONABLE ACCOMMODATION

WFP is committed to supporting individuals with disabilities by providing reasonable accommodations throughout the recruitment process. If you require a reasonable accommodation, please contact:

global.inclusion@wfp.org

NO FEE DISCLAIMER

The United Nations does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. Should you receive a solicitation for the payment of a fee, please disregard it. Furthermore, please note that emblems, logos, names and addresses are easily copied and reproduced. Therefore, you are advised to apply particular care when submitting personal information on the web.

REMINDERS BEFORE YOU SUBMIT YOUR APPLICATION

- All applications must be submitted exclusively through our online recruitment system. We do not accept CVs or spontaneous applications by email.
- If you experience challenges while submitting your online application, please contact us at global.hrerecruitment@wfp.org for technical support only.
- Please note that applications sent to this email address cannot be considered.
- We strongly recommend that your profile is accurate, complete, and includes your employment records, academic qualifications, language skills and UN Grade (if applicable).
- Once your profile is completed, please apply, and submit your application.
- Kindly note the only documents you will need to submit at this time are your CV and Cover Letter
- Additional documents such as passport, recommendation letters, academic certificates, etc. may potentially be requested at a future time
- Only shortlisted candidates will be notified

All employment decisions are made on the basis of organizational needs, job requirements, merit, and individual qualifications. WFP is committed to providing an inclusive work environment free of sexual exploitation and abuse, all forms of discrimination, any kind of harassment, sexual harassment, and abuse of authority. Therefore, all selected candidates will undergo rigorous reference and background checks.

No appointment under any kind of contract will be offered to members of the UN Advisory Committee on Administrative and Budgetary Questions (ACABQ), International Civil Service Commission (ICSC), FAO Finance Committee, WFP External Auditor, WFP Audit Committee, Joint Inspection Unit (JIU) and other similar bodies within the United Nations system with oversight responsibilities over WFP, both during their service and within three years of ceasing that service.

Welcome to our new recruitment platform!

If you used to have an account on our previous platform, please note that you will need to create a new account for future applications. However, this change will not affect any ongoing recruitment processes.

Understanding contract types in WFP

To ensure that WFP is able to deliver on its mandate, a range of contract types exist depending on the duration and nature of work. [Find out more here](#).

Guidance on the Use of AI in WFP Recruitment Processes

These guidelines are here to help you use AI tools responsibly throughout WFP's recruitment process. We also want to be transparent about how we use AI on our side. Curious? [Find out more here](#).

Working with WFP