Job Vacancy Announcement (Externally and Internally)

External and Internal_Watsan Manager

CONTEXT

Médecins Sans Frontières (MSF) is a private, non-profit international medical humanitarian organization dedicated to providing medical assistance to populations in crisis, without discrimination and regardless of race, religion, creed or political affiliation. **To support our operations across Syria, Arraqa, we are currently looking for the following position:**

Watsan Manager – **LEVEL 9**

Job Family: Medical
Work place: Raqqa
Contract of Employment: Service Agreement- with renewal possiblility.
Employer: MSF_OCA

Job Purpose:

Planning, coordinating, implementing and monitoring all logistics activities in the project related to Water, Health and Sanitation, according to **MSF** protocols and standards in order to ensure an optimal running of the project

Accountabilities:

The WatSan Manager is responsible for all Water and Sanitation activities in the Raqqa Project. The Watsan Manager reports to the Raqqa Project Medical Team Leader (MTL), and is functionally managed by the Watsan Coordinator (WatSanCo).

The primary responsibility of the WatSan Manager is to ensure the implementation of WatSan activities to MSF standards. The WatSan Manager leads the project WatSan team.

- In collaboration with the Medical Team Leader and the Watsan Team Leader, planning, elaborating and reviewing the annual budget for the Watsan activities in order to identify and give a response to the needs of the mission and the targeted population.
- Monitoring on a day-to-day basis the implementation of the Watsan activities in the project ensuring compliance of MSF standards, protocols and procedures, and reporting to the Project Coordinator on the development of the ongoing programmes including the following:
  - Designing, implementing and managing all Watsan interventions in the project. (including, but not limited to: water supply, excreta disposal, waste management, hygiene, and infection control
  - Conducting routine Watsan assessments in collaboration with project medical teams to identify Watsan needs at project level, and making recommendations for response activities to the line manager (e.g. Project/Field Coordinator, Watsan Coordinator/Referent/Focal Point). Ensuring the Watsan contribution to the development and planning of emergency response strategies and resources, in collaboration with the medical and logistical teams
  - Ensuring availability, proper purchasing, and appropriate technical specifications of required materials and equipment through planning, organizing and overseeing the inventory of the Watsan stock
- In collaboration with the Medical Team Leader, Watsan Team Leader and the HR Coordinator, participating in the planning and implementation of HR associated processes (recruitment, training, briefing/debriefing, evaluation, detection of potential, development and communication) of the staff under his/her responsibility in order to ensure both the sizing and the amount of knowledge required to correctly perform all logistics activities pertaining to his area
- Providing technical support to the medical team in identifying possible "risk factors" (e.g. behavioral practices, environmental sources of infection, and transmission routes) and offers solutions for infection control. Actively contributing to the integration of Watsan activities in the medical intervention offering project proposals and work plans.

We are an equal opportunity employer, we do not charge a fee for any applications received.
Only short-listed candidates will be contacted. ***Nov 2026***

- Ensuring proper collection and monitoring of Watsan data. Ensuring multidisciplinary data availability. Providing analysis of data and regular reporting of results (as requested by line management)

Activities:

- All WatSan activities in the supported health structures (water supply, excreta disposal, grey water management, rain water management, waste management, hygiene, vector control, expired drugs disposal and infection control)
- The operation of the Raqqa Waste Zone, including the safe disposal of expired medical stock
- Oversight of water and wastewater quality testing lab and water quality monitoring activities
- All community WatSan activities including water plant rehabilitation, wastewater plant and sewage network rehabilitation, operation and maintenance support to local water authorities
- Preparation and review of technical documents (Contracts, Technical Specifications, BOQs etc)
- Managing project WatSan stocks, carrying out inventories, placing orders, working with the supply team to ensure quality control standards are met.
- Maintaining relatinships with other WASH actors and local authorities

Coaching and supervision:

- Functional management of WatSan Supervisors.
- Provide hands on coaching, training and guidance to WatSan Supervisors to ensure they are working to MSF standards and best practices.
- Implement professional development processes for WatSan Supervisors.

Emergency Response:

- At the request of the MTL or WatSanCo, support with assessments, exploratory missions, and emergency responses.

Administration, logistics and supply:

- Ensure WatSan team follow all finance and HR processes, and complete all necessary paperwork.
- Work with project supply team to ensure WatSan equipment and materials are supplied when needed.
- Prepare international orders under the supervision of the WatsanCo

Reporting and Communications

- Implement MSF standard health facility monitoring systems (SSF etc.) and work with MTR to report data in DHIS
- Ensure all WatSan data is accurately shared for internal monitoring (MMR etc.), and for external advocacy (WatSan Bulletins) and communications

GIS

- Collect and organise activity data for GIS tools and provide data in agreed format to GIS referent

Advocacy

- At request of MTR, WSCo or humanitarian Affairs team, collect and organise relevant data for advocacy purposes and provide data in agreed format to Humanitarian Affairs team

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Requirements	
Education	• Bachelors degree in a STEM Subject (Science, Technology, Engineering, Maths) Additional WASH Technical training is preferred
Experience	• Minimum of 2 years experience in the position of Watsan (WASH) Manager or Watsan (WASH) Supervisor, Logistics/IPC/Manager with MSF or a similar organization • Experience in the following technical areas is preferred: • Design, construction, rehabilitation or operation of drinking water treatment systems • Design, construction, rehabilitation or operation of wastewater treatment systems • Design, construction or operation of Medical Waste Disposal facilities • Drinking water or wastewater quality testing • Experience with the following computer software is preferred: • Microsoft office and Microsoft SharePoint • Engineering design software, e.g.EPANET, WaterCard, AutoCAD
Language	• Arabic Essential, English Essential
COMPETENCIES:	• People Management and Development L2 • Commitment to MSF Participles L2 • Behavioural Flexibility L3 • Results and Quality Orientation L3 • Teamwork and Cooperation L3

How to apply:

Important to follow, otherwise the application will not be considered."

- Apply by filling in the required information and attaching your motivation letter, updated CV and the most relevant diploma for the position at the link below:
- External and Internal Job Vacancy_Watsan Manager – Fill out form

Or you can use this QR code:



Close date: 03/12/2026 - 6 :00 PM

- If any of the required documents are missing, the application will not be considered
- if any information provided in the Link Form questionnaire does not correspond with the details in your CV, your application will be rejected.

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