
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 Specific Information

The primary purpose of this position is to support the Project Manager in leading the day-to-day implementation of ICLA activities in South and Central Syria. The role will oversee and manage delegated ICLA legal officers, ensuring the effective delivery of legal services, particularly in complex cases that require both legal and protection interventions.

Generic responsibilities

1. Ensure compliance with NRC policies, guidelines, and donor regulations.
2. In close coordination with the ICLA Project Manager, take technical responsibility for implementing ICLA legal activities in line with project targets, donor requirements, and ICLA technical quality standards.
3. Line-manage, mentor, and evaluate team members, ensuring effective performance management and professional development.
4. Ensure project activities prioritize the most vulnerable project participants as well as gender, age, and disability mainstreaming in all activities, with a focus on empowerment and social cohesion.
5. Coordinate with internal teams (PfV, other CCs) and external stakeholders (INGOs, local NGOs, authorities) for integrated programming and referrals.
6. Promote and share ideas for technical improvement
7. Prepare periodic progress reports and other documents
8. Ensure capacity building of project staff and transfer key skills
9. Promote the rights of IDPs/returnees in line with the advocacy strategy

Our Ideal Candidate:

Generic Professional Competencies:

- Bachelor's degree or Master's degree in law.
- Minimum 2 years' experience in humanitarian legal assistance activities, emergency response or protection programming in Humanitarian and recovery context. Preferably, with knowledge of the Syrian legal framework and Judicial system in regard to Legal Identity and Civil Documentation, Employment Law and Procedures, as well as HLP procedures, and practices.
- Fluency in Arabic and English (written/spoken).
- Strong organizational, reporting, and leadership skills.
- The ability to maintain confidentiality, respect, non-discrimination, and safety of project participants.

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- Strong ability to organize work, meet deadlines, maintain composure, work independently with limited direct supervision, excel at work under pressure, coordinate multiple tasks, and maintain attention to details.

Context-Specific skills, knowledge and experience:

- Proven technical expertise in ICLA/ protection and Emergency Response.
- Familiarity with Protection principles and standards, preferably with knowledge and experience in child protection, GBV and minority rights.
- Proven knowledge of coordination structures and relevant stakeholders in protection and legal humanitarian sectors.
- Strong communication, negotiation, and interpersonal skills, with the ability to engage effectively with internal and external stakeholders.

Behavioral Competencies:

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

- Planning and delivering results
- Empowering and building trust
- Solution oriented and team player
- Ability to work under pressure, excellent stress management skills
- Managing performance and development
- Handling insecure environments
- Strong communication and negotiation skills

NRC line managers must have the following Leadership profile:

- Build meaningful relations
- Act with integrity
- Empower people
- Deliver results

What do we offer:

- Duty station: Damascus, Syria.
- Contract: Till the end of June 2026. Renewal based on funding and performance.
- Salary/benefits: According to the NRC's salary scale and terms and conditions

IMPORTANT Considerations:

- This position is open to **Internal and External candidates**. Qualified internal candidates will be given priority **during the selection process**.
- Application deadline is **28 January 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/5065193129?link_source_id=0