
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. NRC started its activities in Syria in mid-2016.

In 2024 NRC has reached with humanitarian assistance more than **699,313** individuals across Syria in the Governorates of Damascus, Rural Damascus, Daraa, Homs, Aleppo, Hama, Idlib, Hassakeh, Qamishli and Raqqa

NRC will continue to apply an integrated programming approach, where Education, Information, counselling and legal assistance (ICLA), Shelter/WASH, Livelihoods and Food Security and (LFS) programmes, and Protection from Violence 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

- **Content localisation and development:** in coordination with the Core Competencies Specialists and the Global Community Engagement, Safe Programming, and Inclusion Global Specialists, the SIP Adviser will ensure SIP elements are incorporated in sector-specific Minimum Standards, sector-specific guidance (guidance materials, checklists, assessment and monitoring tools), training materials, and user-friendly online repositories of NRC technical documents.
 - **Maintaining SIP Standards:** In coordination with the Community Engagement and Inclusion (CEI) global team, ensure that the Minimum Standards for Safe Programming (SIP) are upheld through the development of an annual SIP action plan, regular monitoring of implementation with relevant teams, and trimester reporting. This includes working closely with teams to support quality programming through the development and adaptation of tailored tools, assessments, training materials, and capacity-building activities, as well as integrating SIP into existing routines and structures.
 - **Institutionalisation:** responsible to support the CC specialists, Support Staff and AO management, to integrate the Minimum Standards for Safe Programming into NRC's systems, documents, and routines as a way of working.
 - **Internal and external communication:** responsible for ensuring that NRC is able to articulate to internal and external audiences what it is trying to achieve on Safe Programming and how the Minimum Standards relate to this
 - **PCM:** support the integration of SIP in the different steps of the PCM (project development, implementation, monitoring, reporting)
 - **Conceptualising and testing:** responsible for ensuring that the Minimum Standards are adequate; and are useful for the people we work for and at the same time achievable for all our teams to implement consistently, take corrective actions when needed, identify new trends, best practices and lessons learned.
 - **Documenting what works and sharing learning:** in collaboration with the MEAL team, develop a sound MEAL system that measures the success and progress of the institutionalisation of SIP Minimum Standards.
 - **Technical support:** responsible for providing technical support and capacity building to NRC teams (AO and CO) and SIP focal points in the field as needed.
 - **SIP Analysis and integration:** Continued analysis of protection/SIP risks in programmes and exploration of potential integration of protection activities in CCs.
 - **Strategic Leadership:** Contributing to the Strategy through close working with NRC management on SIP integration and institutionalisation in NRC Strategic planning process(es)
- Please download the detailed [job description](#) to learn more about the position.

Our Ideal Candidate

- Minimum 3 years of experience working as a senior level in the field of **protection mainstreaming, safe programming and humanitarian programmes**, in a humanitarian or recovery context.
- **Bachelor's degree** in a related technical field required. Master's degree is an added value.
- Strong knowledge and experience of leading **protection mainstreaming/SIP activities and community engagement** approaches.
- Knowledge of global protection standards and approaches.
- Experience in developing and delivering high quality SIP/protection-related training and tools to support practical implementation of SIP standards.
- Experience working in **complex and volatile contexts**.



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- **Fluency in English**, both written and verbal.
 - Experience in working with field teams and partners and supporting development of their organisational and programmatic SIP/protection capacities.
 - Experience in **developing frameworks and guidelines to support institutionalisation of protection mainstreaming**.
 - Knowledge of the Syria conflict and the Middle East regional context required
Arabic desirable
 - Strong communication skills and ability to build trust and confidently navigate both internally and externally at different levels.
 - Ability to think **strategically and constructively**.

Additional Information

- Duty station: Country Office - Damascus
- Contract: Till the end of Dec 2026. Renewable, based on funding and performance.
- Salary/benefits: Grade 8 of NRC's salary scale ([NRC Grade profile](#))
- Candidates who do not provide complete and detailed information in the online application form **will not be considered**.
- The application deadline is **14 June 2026**.

To apply for this Vacancy, please copy below link:

https://23109900.webcruiter.no/Main/Recruit/Public/5139125833?link_source_id=0