



Vacancy Announcement

Job Description:

Company: International Medical Corps.

Job Title: Field Medical Officer.

Contract type: Full-time.

Duty Station: SYRIA (Idleb).

Number of Vacancies: 1.

Application Closing Date: April 10, 2026, 4:00PM.

❖ **JOB SUMMARY :**

The Medical Officer, Field Sites will be based in assigned health facilities to provide capacity building, mentoring, and supportive supervision to Ministry of Health (MOH) clinical and support staff. The role focuses on strengthening adherence to national and international clinical protocols, ensuring quality assurance at facility level, and supporting the delivery of high-quality primary health care services. The Medical Officer will work closely with facility teams to identify gaps, implement improvements, and promote best practices in patient care, disease surveillance, outbreak response, and health service integration.

To perform this job successfully, an individual must be able to perform each essential function with or without reasonable accommodation.

❖ **MAIN TASKS AND RESPONSIBILITIES**

- Provide ongoing capacity building, training, and mentoring to MOH clinical staff (doctors, nurses, midwives, and other health workers) at assigned health facilities on national and international clinical protocols, standard treatment guidelines, and best practices in primary health care, reproductive health, disease surveillance, outbreak response, and referral systems.
- Conduct regular supportive supervision and on-the-job training to ensure sustained adherence to protocols and improve quality of care at facility level.
- Support health facilities in implementing and maintaining quality assurance mechanisms, including clinical audits, patient safety standards, infection prevention and control (IPC), and continuous quality improvement processes.
- Monitor facility-level health service delivery, identify gaps in clinical practice and service quality, and work with MOH staff to develop and implement corrective action plans.
- Provide direct clinical support and patient care where needed to model best practices and address critical gaps in service delivery.
- Facilitate integration of cross-cutting issues (nutrition, protection, mental health, WASH) into facility-level health services through training and joint planning with MOH staff.
- Support accurate data collection, analysis, and reporting at facility level, including disease surveillance, health indicators, and program outputs, and mentor MOH staff on data quality and use for decision-making.
- Collaborate with health authorities, facility in-charges, and other stakeholders to ensure complementarity, avoid duplication, and enhance coverage and quality of services.
- Contribute to facility-level needs assessments, activity planning, and forecasting of medical supplies, equipment, and human resource requirements.
- Participate in health coordination meetings, technical working groups, and quality assurance forums as required, representing the organization at facility and sub-national levels.
- Provide input into program reports, proposals, and budgets related to supported facilities.
- Adhere to organizational Code of Conduct and internationally accepted humanitarian principles.
- Act in a respectful and culturally sensitive manner towards colleagues, MOH staff, and the community.
- Maintain flexibility to take on added responsibilities as and when needed.

Perform other duties as assigned. The duties and responsibilities listed in this document are representative of the nature and level of work assigned and not necessarily all inclusive.

❖ **MINIMUM QUALIFICATIONS :**

- Typically, bachelor's degree in medicine (Medical Doctor), or equivalent qualification from a recognized institution required.
- Valid registration/license to practice medicine with the relevant national medical authority.
- Minimum of three years of experience in health program management in humanitarian settings, preferably with an international NGO.
- Knowledge of the humanitarian principles, standards, and coordination mechanisms, as well as the health sector policies, guidelines, and protocols in the country of operation
- Excellent communication, interpersonal, and leadership skills, with the ability to work effectively with diverse teams and stakeholders.
- Strong organizational, problem-solving, and decision-making skills, with the ability to prioritize and multitask in a dynamic and complex environment.
- Good user of MS office mainly MS Word, MS Excel and MS PowerPoint.

○ **Salary and Benefits:**

- As Per IMC Salary Scale.
- Social Security.
- Medical Insurance.
- Life Insurance

International Medical Corps never asks job applicants for a fee, payment, or other monetary transaction. If you are asked for money in connection with this recruitment, please report to International Medical Corps at the website for reporting misconduct: www.InternationalMedicalCorps.ethicspoint.com.

Please do not submit your CV or application to this website; it will not be considered for review.

- WOMEN ARE STRONGLY ENCOURAGED TO APPLY.

- This position is urgently required, and recruitment will be conducted on a rolling basis. Interested candidates are encouraged to apply as soon as possible, as the vacancy may be filled before the closing date.

○ **Code of Conduct:**

As applicable to this position, an individual must promote and encourage a culture of compliance and ethics throughout the organization and maintain a clear understanding of International Medical Corps&amp;amp;amp;amp;amp;rsquo; and donor compliance and ethics standards and adheres to those standards. Staff are also responsible for preventing violations to our Code of Conduct and Ethics, which may involve Conflicts of Interest, Fraud, Corruption or Harassment. If you see, hear or are made aware of any violations to the Code of Conduct and Ethics or Safeguarding Policy, you have an obligation to report.

○ **Safeguarding:**

It is all staff shared responsibility and obligation to safeguard and protect populations with whom we work, including adults who may be particularly vulnerable and children. This includes safeguarding from the following conduct by our staff or partners: sexual exploitation and abuse; exploitation, neglect, or abuse of children, adults at risk, or LGBTI individuals; and any form of trafficking in persons.

○ **About us:**

Humanitarian, nonprofit organization dedicated to saving lives and relieving suffering through health care training and relief and development programs.

International Medical Corps is proud to provide equal employment opportunities to all employees and qualified applicants without regard to race, color, religion, sex, sexual orientation, national or ethnic origin, age, disability or status.

- **Note: If the required number of applicants is met, the link may be closed before the end of the time given for the advertisement.**

To apply for this vacancy please click on the following link and fill in the required information:

[Field Medical Officer-Idleb-FMO-10042026](#)

Alternatively, scan the following QR code by your mobile camera:

