

Engineering Manager, Damascus (2026 – Syria)

Blumont is a global organization working with communities around the world to help people overcome challenges and create a foundation for progress. Our vision is a world where a community's future is not determined by its circumstances, but by the aspirations of its people. Whether delivering lifesaving humanitarian assistance, building the infrastructure that stabilizes communities, or creating economic opportunities for individuals and businesses, Blumont teams are committed to making a positive difference in peoples' lives.

POSITION SUMMARY: The Engineering Manager will work on a program focusing on reducing tensions and improving well-being through community engagement in and outside of Internally Displaced Peoples (IDPs) camps in northeast, northwest and central Syria. The Engineering Manager will oversee all engineering aspects of project implementation, managing implementing partners and contractors to ensure adherence to contract agreements, quality standards, and project timelines. Designs and works will intentionally support community cohesion and psychosocial well-being (e.g., inclusive public spaces, dignity-centered WASH, accessibility), co-designed with Social Cohesion/PSS teams and community groups. This position will lead the preparation of technical documentation, provide strategic technical inputs and guidance to site engineers, and ensure compliance with national codes and environmental standards. This role involves significant coordination with stakeholders, management of site engineers, active participation in business development, and a focus on developing sustainable and efficient engineering solutions.

This is a local role; no expat benefits will be provided.

Supervisory level: 2-5 Site Engineers

KEY AREAS OF ACCOUNTABILITY

Project Oversight and Management:

- Document and manage all technical aspects of project implementation.
- Monitor and ensure implementing partners and contractors comply with contract agreements, quality standards, and project timelines.
- Conduct regular site visits to assess progress and address challenges.
- Manage project budgets including pre-award estimating and post-award cost control (BoQ development, market surveys, cost norms, value engineering, and earned-value tracking aligned to donor reporting) and ensuring efficient use of resources.
- Responsible for ensuring that all staff members and partners engaged in infrastructure projects are trained on and comply with the organization's safeguarding policies and procedures.

Technical Leadership and Documentation:

- Provide expert infrastructural technical input for project planning, implementation, and evaluation in camps in Northeast Syria and outside of camps in areas of return in Syria through a conflict sensitivity, do-no-harm, and trauma-informed design principles lens, integrating protection mainstreaming, accessibility and climate resilience.



- Coordinate with the social cohesion team on community infrastructure rehabilitation activities.
- Lead the preparation of Bills of Quantities (BoQs) and detailed technical drawings.
- Develop and maintain comprehensive records of all engineering activities.
- Support and guide site engineers in critical decision making and technical aspects of construction activities.
- Ensure all project activities comply with relevant national codes and standards including AANES/municipal technical directorates approvals, camp regulations, donor environmental and social safeguards, and cluster technical standards.

Stakeholder Coordination and Communication:

- Coordinate with camp authorities, relevant clusters, and working groups including WASH, Shelter/NFI, Early Recovery/Livelihoods, Protection (for mainstreaming), and Camp Coordination/Management where applicable.
- Engage and coordinate with local authorities - including relevant technical directorates, municipal engineering departments, water and sanitation authorities, and camp administration offices - to ensure project approvals, alignment with local standards, and sustainability of constructed assets through government ownership and joint monitoring.
- **Build constructive working relationships with local authorities and community representatives** to promote transparency, shared decision-making, and community trust in public infrastructure investments, ensuring that engineering works contribute to broader social cohesion and governance strengthening objectives.
- Maintain strong relationships with site engineers, implementing partners, communities, and contractors.
- Provide regular progress reports to the Program Director and relevant departments.

Strategic Development and Compliance:

- Contribute to the development of SOPs and engineering manuals.
- Identify and implement opportunities for business development and technical solutions.
- Promote the use of local and environmentally friendly materials.
- Ensure all projects incorporate climate change considerations.

Team Management:

- Train and mentor site engineers, team members and implementing partners.
- Foster a collaborative environment, ensuring effective communication and problem-solving.
- Manage and resolve conflicts among site engineers, team members and stakeholders.

Travel Requirements:

- Damascus-based position, with travel to Field Programming Areas including IDP camps (Al Hol and Roj Camps) and Areas of Return (Hasakeh, Raqqa, Deir ez-Zor, Homs, Hama and Aleppo).

QUALIFICATIONS and SKILLS:

- A BSc Civil/Mechanical/Electrical degree (MSc preferred) or construction management or degree related to the role.
- Team management and leadership skills.



- AutoCAD (Civil 3D preferred), MS Project (or Primavera), QGIS/ArcGIS; EPANET (desirable).
- Capability to establish good and respectful relationships with other actors, stakeholders
- Able to train and manage a team (to listen, advise, support, solve conflicts, motivate, etc.);
- Experience with participatory fieldwork, methodologies, monitoring and reporting.
- Knowledge of humanitarian principles and code of conduct.
- Patience, good personal organization, good communication and ability to work in teams, seriously, rigorously and personal accountability.
- Ability to work under pressure, independently and with limited supervision.
- Computer literate (IT) and good level of numeracy.
- Minimum 7+ years' experience (preferably more) in the field and in a related position including 3+ years leading multi-site construction in humanitarian/conflict-affected settings (camps and host communities).
- Fluency in Arabic and English required (proficiency in Kurdish desirable).
- Experience in developing and managing project budgets.
- Knowledge of local environmental regulations and sustainable practices. Demonstrated knowledge of donor compliance and environmental and social safeguards; cluster standards.
- Experience navigating access permissions with local authorities/technical directorates and camp administrations.
- Experience in business development and proposal writing.

Please note: This role is contingent upon the execution of award. Hiring decisions and employment start dates are subject to funding availability.

SUCCESS FACTORS:

Project Management Skills: The ability to plan, monitor, and report on project progress, as well as manage budgets and timelines.

Communication and Coordination: Effective communication and coordination with various stakeholders, including team members, implementing partners, contractors, and community members.

Teamwork and Leadership: The ability to work collaboratively within a team, as well as leading and managing others, is necessary for achieving project goals.

Ethical Conduct: Adherence to humanitarian principles, codes of conduct, and ethical standards are essential for maintaining trust and integrity.

Commitment:

All role holders are expected to carry out their duties in accordance with our code of business ethics, core values, anti-harassment policy, and PSEA policies.

Other Considerations:

- Candidates will be required to provide educational certification to Blumont's satisfaction as a



requirement for this role.

- Candidates from the local area are encouraged to apply.

How to Apply

Interested candidates are requested to fill out and attach the most updated Resume to the link below before 12 March 2026:

LINK: <https://ee-cu.kobotoolbox.org/single/owVQY4Fg>

Blumont is an equal-opportunity employer, values diversity in its workforce and continually strives to improve our gender balance through initiatives and policies that encourage recruitment of qualified female candidates. Due to the large volume of applications, we receive, we are unable to respond to all applicants, therefore, only shortlisted candidates will be contacted.

Blumont will review the applications on rolling basis and may close the advertisement before the deadline if the ideal candidate was found. One or more similar/different positions maybe filled in this recruitment activity depending on the applicants' qualifications.

Blumont's selection process will include rigorous background checks and all team members will be expected to carry out their duties in accordance with our core values, anti-harassment policy and PSEA policies