
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, Idleb, 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

The purpose of the WASH Officer position is to ensure effective and quality implementation of water borehole rehabilitation activities, contributing to safe and sustainable water access in target communities.

***Applications will be reviewed on a rolling basis as part of our fast-track recruitment process. To ensure full consideration, we strongly encourage you to submit your application as early as possible, ahead of the deadline. ***

Generic responsibilities:

1. Ensure adherence with NRC policies, tools, handbooks and guidelines
2. Implement delegated WaSH project portfolio according to plan of action
3. Prepare and develop status reports as required by management
4. Ensure proper filing of documents
5. Ensure that projects target project participants most in need, and explore and assess new and better ways to assist
6. Promote and share ideas for technical improvement
7. Maintain a strong gender, age and disability mainstreaming perspective in activity design, especially empowerment of women through capacity building and training
8. Ensure NRC's related activities are implemented in accordance with NRC Safe and Inclusive Programming (SIP) guidelines, policies and Syria-specific explanatory notes.
9. Report any breaches/concerns, in a confidential manner, through NRC reporting channels. Promote and secure a safe working environment for reporting concerns/breaches, and that all cases reported are processed in a confidential and sensitive manner.

Generic professional competencies:

- Minimum 3 years of experience in WASH programming, with specific experience in water supply systems or borehole rehabilitation.
- Bachelor's degree in civil engineering, water engineering, mechanical engineering, or related field.
- Experience in design, supervision, and quality control of water infrastructure projects.
- Experience working in complex and emergency contexts.
- Documented results related to infrastructure delivery and project implementation.
- Knowledge of WASH standards (Sphere, WHO guidelines).

Context related skills, knowledge and experience:

- Strong technical knowledge of groundwater systems, borehole rehabilitation, and pumping technologies (diesel/solar).
- Experience in contract management and site supervision.
- Familiarity with water quality standards and testing protocols.
- Experience engaging with local authorities, communities, and water committees.
- Ability to manage multiple sites and prioritise under pressure.
- Strong problem-solving skills in resource-constrained environments.
- Knowledge of the Syria context is an advantage.
- Fluency in Arabic and English, written and spoken.

Behavioural competencies:

- Planning and delivering results
- Working with people
- Communicating with impact and respect
- Handling insecure environment

What we offer:

- Duty station: Damascus or/Daraa, Syria.
- Contract: Project-based until the **end of October 2026 (Non-renewable)**.
- Salary/benefits: Grade 5 on NRC's national salary scale
- NRC is an equal opportunities employer. We are committed to diversity without distinction to age, gender, religion, ethnicity, nationality, and physical ability.
- We think outside the box, encourage ideas, and give responsibility to all employees at all levels. You will have many opportunities to be heard and take the initiative.

IMPORTANT Considerations:

- This position is open to **Internal and External candidates**.
- Application deadline is **3 August 2026**.
- Candidates who do not provide complete, detailed information in the online application form may not be considered.

Note:

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To apply for this Vacancy, please copy the link below:

https://23109900.webcruiter.no/Main/Recruit/Public/5159512390?link_source_id=0