
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 Research and Helpdesk Adviser will support the NRC's Information, Counselling and Legal Assistance (ICLA) programme and advocacy and policy initiatives through legal and human rights research, and helpdesk coordination.

This role focuses on issues such as legal identity, civil documentation, housing/land/property (HLP), and employment-related legal barriers in displacement contexts, particularly Syria and the MENA region. Further, the position holder will coordinate and maintain functional relationships with teams implementing cross-border programming. The role includes technical guidance, stakeholder liaison, legal analysis, and internal capacity building to support NRC teams and partners. The role holder should ensure strong linkages to NRC's policy and advocacy agenda.

What you will do:

1. Adherence to NRC policies, guidance and procedures.
2. Contribute to ICLA strategy research priorities and implementation.
3. Regular legal analysis and advice regarding key human rights trends and risks and how these may impact NRC current and planned activities in Syria.
4. Provide strategic advice and guidance to ICLA to ensure high-quality and effective research products.
5. Provide regular progress reports to the ICLA Specialist.
6. Explore and assess new and better ways to assist programme participants.
7. Promote and share ideas for improvement and necessary changes in the activities.
8. Ensure capacity building of project staff and transfer key skills, as requested by ICLA Specialist, and collaborate with relevant key stakeholders.
9. Promote the rights of IDPs/returnees in line with the advocacy strategy.

Please download the [detailed job description](#) to learn more about the position

Our Ideal Candidate

- Bachelor's degree in law. Master's degree focused on international human rights laws is added value.
- Minimum 3 years of experience from a senior level position in programming in human rights and humanitarian research in conflict/post-conflict environments.
- Strong technical knowledge of relevant bodies of international law, including international human right law, international humanitarian law and refugee law.
- Strong experience in drafting legal policy and strategy guidance.
- Experience practicing law, preferably at least 3 years.
- Experience working and coordinating with key stakeholders, including humanitarian coordination mechanisms, human rights actors, academic institutions and UN/NGOs
- Experience of working in stressful, politicized and restrictive environments.
- Strong communication skills and ability to build trust and confidently navigate both internally and externally at different levels.
- Ability to think strategically and constructively and to apply these skills to developing legal and policy guidance.
- Experience in developing and delivering high quality human rights and research methodology training.
- Solid understanding and experience of crisis contexts and working in complex emergencies.
- Fluency in English, both written and verbal

What we offer

- Duty station: Damascus, Syria.
- Contract: 12 months. Renewal based on funding and performance.
- Travel: 50% within areas of operation
- Salary/benefits: Grade 8
- 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 20 of November 2025.
- Candidates who do not provide complete detailed information in the online application form may not be considered.

To apply for this Vacancy, please copy below link:

https://23109900.webcruiter.no/Main/Recruit/Public/5039735928?link_source_id=2249338128