HMA Project Lead (HMA Quality Management (QM) Advisor) - Re-advertisement

Who are we?

The Danish Refugee Council assists refugees and internally displaced persons across the globe: we provide emergency aid, fight for their rights, and strengthen their opportunities for a brighter future. We work in conflict-affected areas, along the displacement routes, and in the countries where refugees settle. In cooperation with local communities, we strive for responsible and sustainable solutions. We work toward successful integration and – whenever possible – for the fulfillment of the wish to return home.

The Danish Refugee Council was founded in Denmark in 1956 and has since grown to become an international humanitarian organization with more than 7,000 staff and 8,000 volunteers. Our vision is a dignified life for all displaced. All of our efforts are based on our value compass: humanity, respect, independence and neutrality, participation, and honesty and transparency.

DRC Syria

DRC has been operating in Syria since 2008, initially responding to the Iraqi refugee crisis before pivoting to a full-scale response to the Syria crisis from 2011 onwards. Our work encompasses the full cycle of displacement—responding to life-saving humanitarian needs and supporting community recovery until durable solutions can be achieved. DRC Syria takes an area-based approach to supporting internally displaced persons (IDPs), returnees, and host communities across our key sectors: Economic Recovery and Resilience, Protection, WASH, Shelter and Infrastructure, and Humanitarian Disarmament and Peacebuilding (including Humanitarian Mine Action).

With an established rapid response mechanism, DRC can rapidly respond to emerging crises and shocks to meet acute emergency needs. Recognizing the significant need for early recovery and resilience programming to ensure dignified, sustainable, and cost-effective solutions for fragile

DANISH REFUGEE COUNCIL

Tip a friend
Print

APPLY FOR POSITION

Application due:
5/31/2026

Workplace:
Damascus with frequent travel

Department/Country:
Syria

Contract type:
Expatriate or national contract

Homepage:
drc.ngo

ABOUT DRC

communities, DRC's programmes foster resilience for individuals and communities in situations of protracted displacement and during the initial stages of post-conflict recovery, towards a durable solution of their choice. With active portfolios in the neighboring countries of Jordan, Lebanon, Türkiye and Iraq, DRC offers a cross-border, regional response to the Syria crisis, through cross-border protection monitoring, advocacy, and trends analysis.

Founded in 1956, DRC Danish Refugee Council is Denmark's largest, and a leading international NGO. We have continuously been ranked as one of the best NGOs in the world - and are one of the few with a specific expertise in forced displacement. In around 30 countries, we protect, advocate and build sustainable futures for refugees and other displacement-affected people and communities.

Overall purpose of the role:

The Quality Management Expert will be seconded to NMAC to support the development and operationalization of a nationally owned, IMAS-aligned Quality Management System for humanitarian mine action in Syria. The role focuses on institutional capacity building, including establishing structured systems, procedures, and oversight mechanisms, while strengthening accreditation, monitoring, and non-conformity management processes. Through mentoring and on-the-job coaching, the expert will enhance the technical capacities of NMAC QM staff and support the effective implementation of quality assurance and control functions.

Responsibilities:

QMS Development and Institutional Framework - Establish a structured, documented and functional national QMS.

- Conduct a comprehensive quality management and HMA systems gap analysis (inception report including gap analysis and workplan to be developed).
- Strengthen SNMAC's technical oversight and non-conformity management mechanisms.
- Draft and revise: National QM policy framework, QA and QC SOPs, accreditation and re-accreditation frameworks, post-clearance inspection procedures, internal audit mechanisms, corrective and preventive action (CAPA) procedures, non-conformity classification and escalation processes, develop standardized QA/QC documentation templates and digital tracking tools.
- Support development of Key Performance Indicators (KPIs) for national mine action quality oversight.
- Align national QM systems with IMAS and relevant national technical standards.
- Support development of QM NMAS.
- Liaise with GICHD, Mine Action Area of Responsibility, UNMAS and other HMA actors to coordinate activities and share information.

Information Management Interface

- Strengthening integration between QA/QC findings and IMSMA or national IM systems.
- Development of data-driven quality monitoring dashboards.

Capacity Development

- Provide structured mentoring and on-the-job coaching to SNMAC (QM) staff.
- Develop and help initiating a sustainability roadmap to ensure full internalization and operationalization of systems and tools beyond this assignment.
- Complement DRC's existing QM training and broader HMA capacity development plan.

Experience and technical competencies:

- Min. 5 years EOD 3+ qualification or higher with operational experience.
- MMC/BAC with operational / management experience. Min 5 years.
- NTS/EORE with operational / management experience. Min 5 years.
- Past work in challenging environments. Min 5 years.
- Proficient in use of MS office and comms applications.
- Extensive experience in Quality Management systems in mine action.
- Demonstrated experience in IMAS implementation and national standards development.
- Proven experience in accreditation, QA, QC, and audit systems.
- Prior experience supporting or advising National Mine Action Authorities.
- Experience in survey (NTS/TS), clearance, and land release methodologies.
- Experience in developing SOPs and institutional frameworks.
- Strong institutional capacity-building skills.
- Diplomatic engagement and stakeholder management.
- Ability to translate technical standards into practical systems.
- Excellent mentoring and coaching skills.

Education:

- IMAS EOD Level 3+ (all 6 modules)
- IMAS IEDD L3+ qualified
- NTS/EORE certificates
- MMC/BAC certificates
- QM in Mine Action certificate

- Training of Trainers Certificate
- IM experience (desirable)
- Degree level education (an advantage)
- Driving license

Languages:

- English (fluent)
- Arabic (fluent)

In this position, you are expected to demonstrate DRC' five core competencies:

- **Striving for excellence**: You focus on reaching results while ensuring an efficient process.
- **Collaborating**: You involve relevant parties and encourage feedback.
- **Taking the lead**: You take ownership and initiative while aiming for innovation.
- **Communicating**: You listen and speak effectively and honestly.
- **Demonstrating integrity**: You act in line with our vision and values.

We offer:

Contract length: 4-5 months with possibility of extension
Salary Band: E (Non-Management)
Location: Damascus with frequent travel
Expected Start Date: As soon ad possible

Note: Applications will be reviewed on a rolling basis

Application process

Interested? Then apply for this position by clicking on one of the links below:

Direct application link: Talentech - Humanitarian Mine Action (HMA) Project Lead (HMA Quality Management (QM) Advisor) - Application Form

All applicants must send a cover letter and an updated CV (no longer than four pages). Both must be in the same language as this vacancy note. CV only applications will not be considered.

Applications close on **31 May 2026**

DRC reserves the right to conduct tests and interviews before the closing date and can close the advertisement earlier in case of finding a suitable candidate.

DRC as an employer
By working in DRC, you will be joining a global workforce of around 6000 employees in approximately 30 countries. We pride ourselves on our:

- Professionalism, impact & expertise
- Humanitarian approach & the work we do
- Purpose, meaningfulness & own contribution
- Culture, values & strong leadership
- Fair compensation & continuous development

DRC's capacity to ensure the protection of and assistance to refugees, IDP's and other persons of concern depends on the ability of our staff to uphold and promote the highest standards of ethical and professional conduct in relation DRC's values and Code of Conduct, including safeguarding against sexual exploitation, abuse and harassment. DRC conducts thorough and comprehensive background checks as part of the recruitment process.

If you have questions or are facing problems with the online application process, please visit drc.ngo/jobsupport.

Danish Refugee Council is an equal opportunity employer and we consider all applicants based on individual merit and qualifications, regardless of personal characteristics or attributes. We are committed to increasing the diversity of our workforce, aiming for a 50% balance of men and women in management roles and ensuring that at least 50% of management roles are filled by national staff. We recognize that a diverse and inclusive team is crucial for achieving our organizational goals and making a positive impact on the communities we serve.

About DRC

DRC Dansk Flygtningehjælp

03:07

Apply for position