



Engineering Manager- Syria

Blumont is a global organization working with communities in transition as they recover from conflict, return from displacement, and move from a reliance on aid to a more resilient future. 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 is Blumont's senior engineering lead for infrastructure programming in Syria and is responsible for providing technical leadership, engineering governance, quality assurance, and implementation oversight across the organization's infrastructure portfolio.

The position serves as Blumont's primary engineering focal point for technical coordination with ministries, technical directorates, public authorities, donors, contractors, consultants, and other infrastructure stakeholders. The Engineering Manager is responsible for ensuring that engineering activities comply with donor requirements, government approvals, national standards, and Blumont policies while supporting the successful delivery of stabilization, social cohesion, and recovery objectives.

The Engineering Manager oversees the full infrastructure project lifecycle, including technical assessments, feasibility reviews, engineering design oversight, procurement support, contractor management, implementation monitoring, commissioning, asset handover, and post-construction quality assurance. The role ensures that engineering investments are technically sound, operationally sustainable, financially appropriate, and aligned with community priorities and program objectives.

Working closely with internal technical and program teams (Protection, MHPSS, Community Mobilization, MEL, Procurement) and through the Engineering Coordinator, Engineers, Site Engineers, and technical consultants, the Engineering Manager provides technical review and approval of engineering deliverables, manages technical risks, supports program and donor reporting, and contributes to future business development opportunities. The position focuses on engineering leadership, technical decision-making, and organizational oversight rather than routine production of designs, BOQs, or day-to-day site supervision.

Supervisory level: Program Director

KEY AREAS OF ACCOUNTABILITY

Engineering Leadership

- Provide strategic leadership and direction for all engineering activities implemented under Blumont programs in Syria.
- Serve as the accountable technical authority for engineering quality, technical approvals, technical risk management, and engineering compliance.
- Review and approve engineering methodologies, designs, drawings, BOQs, technical specifications, and implementation approaches prepared by engineering staff, consultants, or contractors.



- Ensure engineering activities are aligned with donor requirements, government approvals, technical standards, and program objectives.
- Lead engineering planning and decision-making for complex or high-risk technical issues.
- Establish and maintain engineering standards, SOPs, quality assurance systems, technical templates, and organizational engineering guidance.
- Lead regular engineering review meetings to monitor project progress, technical risks, approvals status, quality issues, contractor performance, and corrective actions.
- Promote continuous improvement, knowledge sharing, and technical learning within the engineering function.
- Support workforce planning, professional development, and succession planning for engineering staff.

Infrastructure Planning and Design

- Lead or oversee technical assessments, feasibility studies, site investigations, and engineering surveys.
- Ensure assessments consider technical feasibility, constructability, approval requirements, environmental considerations, operations and maintenance requirements, cost effectiveness, security constraints, and implementation timelines.
- Review and approve conceptual designs, detailed designs, technical specifications, and engineering methodologies prepared by engineering staff, consultants, or contractors.
- Ensure engineering solutions are technically sound, operationally sustainable, maintainable by local stakeholders, and aligned with project objectives, donor requirements, and government approvals.
- Review and approve Bills of Materials (BOMs), cost estimates, Statements of Work (SOWs), and tender packages prior to procurement.
- Ensure engineering designs, BOMs, and scopes of work are internally consistent, technically complete, and suitable for transparent procurement and contractor competition.
- Review proposed design changes, scope modifications, value engineering proposals, and technical exceptions during planning and implementation.
- Ensure infrastructure interventions incorporate appropriate considerations related to climate resilience, accessibility, environmental sustainability, energy efficiency, and lifecycle costs where feasible and appropriate.
- Support program teams with technical prioritization and decision-making related to infrastructure investments and portfolio planning.
- Provide technical review and approval of infrastructure concepts developed through Community Rehabilitation Plans (CRPs), Youth Initiatives, and other community-based programming mechanisms prior to submission for stakeholder review, approval, or procurement.

Construction & Project Delivery

- Provide technical and managerial oversight for all infrastructure implementation activities across the project portfolio.
- Ensure contractors, consultants, suppliers, and engineering teams deliver works in accordance with approved designs, specifications, budgets, schedules, donor requirements, and government approvals.
- Maintain accountability for infrastructure delivery performance across all projects and proactively identify, escalate, and resolve risks that may affect implementation timelines, technical quality, budget performance, or donor commitments.
- Monitor implementation progress, key milestones, technical risks, quality issues, and contractor performance across all active projects.

- Review and approve technical responses to implementation challenges, design modifications, scope adjustments, and value engineering proposals during construction.
- Lead resolution of high-risk technical, contractual, operational, and stakeholder issues affecting project delivery.
- Ensure construction activities are coordinated with relevant ministries, public authorities, utilities, facility operators, and other stakeholders as required.
- Review and approve contractor payment certifications, variation orders, and final completion documentation.
- Ensure quality assurance, inspection, testing, commissioning, and acceptance procedures are implemented and properly documented throughout the project lifecycle.
- Ensure all infrastructure assets are formally handed over to receiving entities together with as-built drawings, operations and maintenance documentation, warranties, training records, and handover certificates.
- Monitor contractor performance during the defects liability period and ensure identified deficiencies are corrected before final closeout.
- Ensure lessons learned, implementation challenges, technical innovations, and corrective actions are documented and integrated into future programming.

Community Rehabilitation Planning

- Support Community Rehabilitation Committees (CRCs) and field teams through participatory infrastructure planning and project identification processes.
- Translate community priorities into technically feasible, maintainable, conflict-sensitive, and budget-appropriate infrastructure solutions.
- Review and screen CRP-generated project concepts for technical feasibility, sustainability, maintainability, cost effectiveness, implementation timeline, safety considerations, and approval requirements prior to procurement.
- Ensure infrastructure investments are selected based on technical feasibility, community benefit, long-term sustainability, and alignment with stabilization, social cohesion, protection, and program objectives.
- Coordinate closely with Protection, Community Mobilization, MHPSS, MEL, Procurement, and Operations teams to support integrated programming approaches.
- Ensure infrastructure functions as a vehicle to strengthen social cohesion, reduce grievances, improve community resilience, and support sustainable reintegration rather than serving solely as a construction output.
- Provide technical guidance during prioritization of Youth Initiatives, Community Rehabilitation Plans, and other community-led investment activities.
- Support technical review and approval of community-generated project concepts before submission to government authorities, technical review committees, donors, or procurement processes.
- Ensure community infrastructure investments are coordinated with local authorities and relevant stakeholders to avoid duplication and maximize impact.

Quality Assurance & Compliance

- Establish, implement, and continuously improve engineering quality assurance and quality control (QA/QC) systems across all infrastructure activities.
- Ensure all engineering activities comply with donor requirements, approved project scope, government approvals and conditions, national regulations, applicable engineering standards, environmental requirements, and Blumont policies.



- Lead technical quality reviews at key project stages, including design completion, procurement readiness, construction, commissioning, handover, and closeout.
- Ensure appropriate inspection, testing, material approval, commissioning, and acceptance procedures are implemented and documented throughout the project lifecycle.
- Establish and maintain systems for tracking technical issues, non-conformances, corrective actions, design revisions, and quality improvement measures.
- Ensure all conditions attached to technical approvals, permits, and government authorizations are incorporated into project implementation and monitored throughout the project lifecycle.
- Ensure infrastructure projects remain compliant with approved scope, budget, technical standards, donor commitments, and government approval requirements during implementation.
- Ensure engineering documents, drawings, BOQs, specifications, approvals, contracts, inspection records, commissioning reports, as-built drawings, and handover documentation are complete, current, and audit-ready.
- Support donor reporting, audits, evaluations, technical reviews, and site visits by ensuring engineering documentation and compliance records are accurate and accessible.
- Monitor technical risks and ensure lessons learned, implementation challenges, quality findings, and corrective actions are documented and integrated into future programming.
- Promote a culture of accountability, quality, safety, compliance, and continuous improvement across the engineering function.

Coordination

- Serve as Blumont's primary engineering focal point with ministries, technical directorates, municipalities, utilities, public authorities, and infrastructure stakeholders.
- Lead engineering coordination with government counterparts to obtain technical approvals, facilitate reviews, resolve implementation issues, and maintain positive working relationships throughout the project lifecycle.
- Represent Blumont in technical coordination meetings, site visits, inspections, stakeholder consultations, and infrastructure working groups.
- Coordinate closely with Program, Protection, MHPSS, Community Mobilization, MEL, Procurement, Logistics, Finance, and Operations teams to support integrated program delivery.
- Support the development and presentation of infrastructure proposals, technical justification packages, and engineering documentation required by donors, government counterparts, and other stakeholders.
- Work with relevant authorities to identify, prioritize, and validate infrastructure investments, ensuring alignment with government priorities and approved implementation frameworks.
- Coordinate with technical clusters, sector working groups, UN agencies, NGOs, and other actors to promote information sharing, avoid duplication, and align interventions with prevailing technical standards and sector priorities.
- Provide technical support to procurement processes, including contractor prequalification, technical evaluations, bid reviews, negotiations, and award recommendations.
- Support engagement with facility operators, municipalities, and receiving authorities to ensure readiness for asset handover, operation, and maintenance.
- Escalate stakeholder, coordination, approval, or access issues that may affect project delivery and work with senior management to develop practical solutions.

People Management

- Provide direct supervision and leadership to the Engineering Coordinator, Engineers, Site Engineers, Assistant Engineers, and technical consultants as assigned.
- Serve as the senior manager responsible for the overall performance, effectiveness, and technical quality of the engineering function in Syria.
- Establish clear roles, responsibilities, reporting lines, delegated authorities, and accountability mechanisms within the engineering team.
- Delegate routine design development, BOQ preparation, site supervision, inspections, reporting, and document management activities while maintaining technical oversight and final accountability.
- Develop annual and project-specific work plans for engineering staff and monitor performance against agreed objectives, deliverables, quality standards, and implementation timelines.
- Conduct regular technical reviews, mentoring sessions, and performance discussions to strengthen staff capability, technical quality, and professional growth.
- Lead workforce planning for the engineering function, including staffing needs, surge capacity requirements, succession planning, and organizational capability development.
- Support recruitment processes, participate in candidate evaluations, and provide final technical recommendations on engineering recruitment, promotion, and personnel decisions.
- Oversee onboarding and professional development of engineering staff and ensure familiarity with donor requirements, government approvals, technical standards, safety procedures, and Blumont systems.
- Monitor workload distribution and resource allocation across the engineering portfolio to ensure efficient use of personnel and prevent delivery bottlenecks.
- Promote collaboration between engineering, procurement, operations, protection, MEL, and program teams to support integrated project delivery.
- Foster a culture of accountability, technical excellence, ethical conduct, safety, learning, innovation, and continuous improvement across the engineering function.
- Support field engineers and coordinators in resolving technical, operational, contractual, and stakeholder challenges that exceed their delegated authority.

Strategic Planning & Business Development

- Serve as the senior engineering advisor for proposal development, opportunity assessments, capture planning, and technical positioning of infrastructure-related opportunities.
- Lead technical assessments, infrastructure analyses, feasibility reviews, and site evaluations used to inform program design and business development efforts.
- Develop infrastructure concepts, implementation approaches, technical narratives, indicative budgets, BOQs, and technical risk analyses for new opportunities.
- Ensure proposed infrastructure activities are technically feasible, operationally sustainable, cost-effective, aligned with local priorities, and appropriate for the operating environment.
- Provide technical leadership during donor discussions, partner consultations, project design workshops, and concept development processes.
- Support identification and development of strategic partnerships with government entities, private sector actors, technical institutions, contractors, consultants, and implementing partners where appropriate.
- Monitor infrastructure trends, sector priorities, government policies, donor strategies, and emerging needs to identify future programming opportunities.
- Contribute to lessons learned, technical innovation, and continuous improvement efforts that strengthen Blumont's infrastructure programming portfolio.



- Support adaptation and redesign of ongoing projects when operating conditions, government requirements, donor priorities, or community needs change during implementation.

QUALIFICATIONS and SKILLS:

Required Qualifications

- Bachelor's degree in Civil Engineering or a related engineering discipline.
- Minimum **8 years** of progressively responsible experience in infrastructure design, construction management, engineering quality assurance, and infrastructure project delivery.
- Minimum **3 years** of experience supervising engineering teams, contractors, consultants, or technical service providers.
- Demonstrated experience delivering complex infrastructure projects, including one or more of the following sectors:
 - Water and sanitation systems;
 - Health facilities;
 - Public infrastructure;
 - Community facilities;
 - Energy or solar infrastructure.
- Demonstrated experience managing infrastructure projects through the full project lifecycle, including planning, approvals, procurement, implementation, commissioning, handover, and closeout.
- Strong understanding of construction contracting, BOQs, technical specifications, cost estimation, and procurement processes.
- Experience coordinating with government authorities, technical directorates, municipalities, utilities, or regulatory bodies.
- Experience working on donor-funded stabilization, recovery, humanitarian, or development programs.
- Experience operating in similar operational (conflict-affected, fragile, or transitional, humanitarian, stabilization, recovery) environment.
- Proficiency in:
 - Microsoft Excel
 - Microsoft Project (or equivalent scheduling software)
 - AutoCAD
 - Microsoft Office Suite
- Professional working proficiency in Arabic and English.
- Ability and willingness to travel frequently throughout Syria.

Preferred Qualifications

- Master's degree in Engineering, Construction Management, Project Management, or a related field.
- Professional engineering registration or certification.
- Experience with Community Rehabilitation Plans (CRPs), community-driven infrastructure, or participatory planning approaches.
- Experience working with:



- GFFO
 - MEFA
 - FCDO
 - EU
 - UN agencies
 - US Government funded programs
- Experience with hospitals, laboratories, water treatment facilities, pumping stations, and public service infrastructure.
- Experience managing infrastructure portfolios across multiple governorates, regions, or field offices.
- Experience using:
 - Civil 3D
 - GIS applications
 - SharePoint
 - Microsoft Teams

Core Competencies

Leadership & Management

- Strong leadership, delegation, and team management skills.
- Ability to manage multiple engineers, contractors, consultants, and concurrent projects across different locations.
- Ability to coach, mentor, and develop engineering staff in a structured manner.
- Strong decision-making and accountability under challenging operating conditions.

Technical Competencies

- Strong understanding of infrastructure design, rehabilitation, construction management, and engineering quality assurance.
- Ability to review and approve engineering designs, BOQs, cost estimates, technical specifications, and implementation approaches.
- Strong understanding of technical risk management, construction quality control, commissioning, handover, and asset sustainability.
- Ability to identify practical engineering solutions that balance technical quality, cost, schedule, and operational sustainability.

Program & Project Management

- Strong project planning, scheduling, prioritization, and workload management skills.
- Ability to identify, manage, and resolve implementation risks that may affect project delivery, donor commitments, or infrastructure quality.
- Ability to manage competing priorities while maintaining compliance with budgets, schedules, approvals, and contractual obligations.
- Strong understanding of donor-funded project implementation and reporting requirements.

Coordination & Stakeholder Management

- Strong interpersonal and relationship management skills.
- Ability to effectively engage ministries, technical directorates, municipalities, utilities, contractors, donors, community representatives, and other stakeholders.



- Strong negotiation, facilitation, and conflict-resolution skills.
- Ability to work effectively in highly coordinated and approval-driven environments.

Communication

- Strong written and verbal communication skills in Arabic and English.
- Ability to communicate technical issues to both technical and non-technical audiences.
- Ability to prepare clear technical documentation, reports, presentations, and donor communications.

Personal Attributes

- Strategic thinker with strong problem-solving skills.
- High level of integrity, professionalism, and accountability.
- Adaptable and able to operate effectively in dynamic and changing environments.
- Commitment to safety, inclusion, humanitarian principles, and ethical conduct.

Success Factors

- Consistently delivers technically sound infrastructure.
- Successful management of approvals, technical documentation, and implementation readiness.
- Builds strong relationships with authorities and communities.
- Maintains high quality standards under challenging operational conditions.
- Promotes integrated programming across engineering and protection sectors.

Travel Requirements

Frequent travel throughout Syria including Al-Hasakeh, Ar-Raqqa, Deir-ez-Zor and other operational areas.

Commitment:

Every Blumont team member is expected to carry out their duties in accordance with Blumont's code of business ethics and conduct, core values, and all relevant policies, including anti-harassment, child protection, and Protection from Sexual Exploitation and Abuse policies.

How to Apply

Interested candidates are requested to fill out and attach the most updated Resume to the link below before **03 September 2026**:

LINK: <https://ee-eu.kobotoolbox.org/single/zEeWZV9z>

Blumont is an equal-opportunity employer. Due to the large volume of applications, we receive, we are unable to respond to all applicants, therefore, only qualified 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