



Project Manager - Syria, Damascus or Homs

About Search

In a world often divided, Search for Common Ground stands for the power of bringing diverse people together to find solutions. By meeting this moment with Search, you join a powerful global peace movement that believes in the profound impact of courageous multipartiality - that all voices should be heard and respected in shaping a better, more connected world and collaborative vision is essential for lasting peace.

Search for Common Ground takes a dynamic approach by building solutions that are based on the needs of communities. We engage with leaders and elected officials to advance dialogue and collaboration. We are community leaders. We are youth activists. We are women. We are Peacebuilders. We have been doing this work for many years, we have developed our understanding of what peace looks like, being able to quantify our impact and design more effective programming. Peace moves at the speed of trust, so we invest for the long haul. When we're no longer needed, we leave behind people and institutions with the ability to sustain peace, resolve conflicts constructively, and continue building stronger, more resilient communities from within.

Position Summary

In Syria, Search for Common Ground leverages conflict-sensitive entry points to address community grievances, promote social cohesion, advance intercommunal dialogue, and strengthen community resilience. The Project Manager will lead the operational, technical, and strategic execution of Search's community resilience and social cohesion programming in Syria across several target governorates with particular focus on bringing diverse religious communities together. Operating in a sensitive environment, the Project Manager will guide local civil society organizations (CSOs), community leaders, and key stakeholders to address community division, counter harmful rhetoric, and support safe, inclusive civic spaces for all community members. The role includes overseeing local partner initiatives, collaborating with stakeholders on key thematic integrations, and facilitating multi-stakeholder coordination mechanisms.

Key Responsibilities

- Oversee overall project implementation and execution in complex operating environments.
- Develop comprehensive work planning frameworks for project execution and local partnership management.
- Build relationships with key stakeholders: civil society actors, local authorities, religious and community leaders to conduct activities to promote peaceful coexistence and dialog.

- Provide technical guidance and capacity strengthening to project team and partners in the area of social cohesion, inter religious and intercommunity dialog, protection and MHPSS. Develop training methodology with support of technical experts from the region.
- Manage activity scheduling and timeline tracking across project components.
- Apply adaptive management practices to adjust strategies based on evolving field realities.
- Manage close collaboration and coordination with lead organizations, co-implementing partners, and local civil society networks.
- Actively monitor the operating environment, conduct risk assessments, and ensure adherence to security protocols and risk mitigation plans.
- Ensure full compliance with organizational safeguarding policies, conflict sensitivity, and Do No Harm principles across all programmatic and partner activities.
- Facilitate capacity-strengthening initiatives and technical support for project partners.
- Work closely with internal finance, operations, logistics, and MEAL teams to ensure administrative compliance, accurate tracking, and adaptive management.
- Collaborate on data collection, context monitoring, and translating field insights into reporting and adaptive learning.
- Represent the project in external coordination forums and support strategic stakeholder engagement.

Required Qualifications:

Education: Bachelor's degree in Peace and Conflict Studies, International Relations, Development Studies, Social Sciences, or a related field. A Master's degree is a plus.

Experience:

- Minimum 9 years of professional experience in project support within peacebuilding, social cohesion, community dialogue, or inclusive civil society engagement in Syria or complex conflict environments.
- At least 5 years in a leadership role overseeing multi-partner projects and/or civil society capacity development programs and community initiatives.
- Deep understanding of the Syrian socio-political landscape.
- Demonstrated experience managing local partner initiatives and joint agreements.
- Proven capability in conflict sensitivity and engaging local communities.
- Experience with community dialog, engaging with religious groups to promote tolerance and social cohesion through sport, art and community initiatives.
- Experience with Protection, MHPSS and civil society support programs and capacity building strengthening.
- Familiarity with international grant management rules and reporting standards is strongly preferred.
- Native fluency in Arabic; high professional proficiency in English (written and spoken) is required.

Other Details:

- Consultancy contract (until organization registration is finalized).
- Position Location: Damascus/ or Homs, Syria (with regular field visits to other areas within Syria: mostly to Homs, Hama, Tartous and Lattakia).
- Additional Benefits: Laptop, phone allowance, covered travel expenses outside duty station, and professional training opportunities.
- Contract Period: 12 months (renewable based on performance and budget availability within the project timeframe).
- P.S: the position is contingent on funding being secured.

General SFCG Manager Competencies:

- Manages to meet overall strategy and vision. Provides functional and program/project management. Anticipates and plans for needs and takes action accordingly. Provides guidance to direct reports or matrixed team members.
- Develops and maintains collaborative relationships with vendors, organizations, professional associations, partners, funders, and Search's network of experts critical to the area of purview.
- Modifies a planned course of action in response to new information or new circumstances.
- Responds to changing circumstances and expectations readily.
- Articulates Search/function program/project goals and objectives within and external to Search. Develops program objectives that reflect broader Search strategies and approaches.
- Provides input for standards across functions globally within Shared Services teams and with a view from a multicultural perspective that reflects consideration of other cultures, other viewpoints, and other ways of doing things.
- Overcomes obstacles using ethical practices; formulates and evaluates morally and ethically justified solutions.
- Assesses risks and opportunities to lead decision makers to a favorable outcome.
- Checks the accuracy of one's own and others' work and sets up systematic checks and balances to support content and data integrity
- Has knowledge of project management tools including technology as resources for efficiency and reduction of stress.
- Works with employees to set and communicate performance standards that are specific and measurable.
- Anticipates the consequences of situations and plans accordingly.
- Analyzes the costs, benefits, risks, and chances for success in making a decision.
- Provides coaching and mentoring to staff.

Safeguarding: Remain alert and responsive to any safeguarding risks, acquire relevant knowledge and skills that will enable you to promote strong safeguarding practices, understand the safeguarding policy and procedures, and conduct yourself in a manner consistent with the Safeguarding Policy.

How to apply:

Interested candidates are requested to submit their CV and Cover Letter through the organization job portal link:

<https://sfrgorg.rec.pro.ukg.net/SEA1506SFCG/JobBoard/4cbb4f6e-0c88-42f6-86d6-6570baa7090b/Opportunity/OpportunityDetail?opportunityId=de18d392-644f-4b78-94bd-6332133b7a47>