



Non-Technical Survey / Explosive Ordnance Risk Education Manager



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

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 **APPLY FOR POSITION**

Application due:
5/4/2026

Workplace:
Kiswah (Rural Damascus), Syria (country-wide role), with frequent traveling to all areas of Syria

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.

Overall purpose of the role:

The NTS/EORE Manager leads and oversees DRC's Non-Technical Survey (NTS), Community Liaison (CL), and Explosive Ordnance Risk Education (EORE) activities in Syria, ensuring full compliance with International Mine Action Standards (IMAS), national standards, and DRC Standard Operating Procedures (SOPs).

The role is responsible for the planning, implementation, quality management, and continuous improvement of NTS/EORE operations, while contributing to the strategic development of DRC's Humanitarian Mine Action (HMA) programme. This includes developing and adapting SOPs, tools, and methodologies in line with the evolving operational context.

A key function of the role is to ensure strong integration of NTS/EORE with DRC's broader recovery portfolio, including HLP, livelihoods, shelter, WASH, and protection, so that mine action activities directly enable safe, sustainable, and area-based recovery outcomes.

The NTS/EORE Manager ensures that DRC effectively maps EO contamination through systematic identification, recording, and analysis of hazardous areas, while delivering targeted EORE to reduce risk-taking behaviour among affected populations.

This is a **six-month**, country-wide role designed to support the scale-up, consolidation, and standardisation of NTS/EORE operations across Syria. The position offers a unique opportunity to shape operational approaches, systems, and tools during a critical phase of programme expansion.

Responsibilities

Technical Management and Implementation

- Lead the planning, implementation, and oversight of NTS, CL, and EORE activities in assigned areas
- Ensure activities are conducted safely, efficiently, and in line with IMAS, national standards, and DRC SOPs
- Oversee tasking, deployment, and daily management of NTS/EORE teams
- Ensure systematic integration of NTS/EORE outputs into clearance prioritisation and broader HMA programming
- Ensure that NTS/EORE activities are aligned with and support DRC's recovery interventions, including livelihoods, shelter, infrastructure, WASH, and protection
- Lead the development, revision, and contextualisation of SOPs, guidelines, and tools for NTS, CL, and EORE
- Develop and refine data collection tools, prioritisation tools, and methodologies
- Ensure alignment of operational tools with IMAS and evolving national standards
- Promote continuous improvement and adaptation of approaches based on operational learning

Strategy and Programme Development

- Contribute to the strategic development and expansion of DRC's HMA programme in Syria
- Provide technical inputs to proposal development, concept notes, and donor engagement
- Actively promote area-based and nexus approaches, ensuring mine action enables and is integrated with recovery and development outcomes
- Identify operational gaps and opportunities for scale-up and cross-sector collaboration

Staff Management & Capacity Development

- Line manage and supervise NTS/EORE team leaders and field teams
- Design and deliver initial and refresher training in NTS, CL, and EORE
- Lead capacity development of national staff, including mentoring and on-the-job training
- Lead EORE/NTS capacity development of national authorities (e.g. NMAC) and relevant stakeholders

Quality Management, Monitoring & IM

- Ensure strong quality assurance (QA) and quality control (QC) of all NTS/EORE activities
- Oversee data collection, verification, and analysis related to EO contamination
- Track progress against targets and indicators
- Ensure data is accurately captured, stored, and shared with relevant stakeholders (e.g. SNMAC, MA AoR)
- Strengthen linkages between operations and Information Management (IM)

Coordination & External Liaison

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.

- Liaise with SNMAC, UNMAS, Mine Action AoR, and other operators to ensure alignment and avoid duplication
- Engage with local authorities, community leaders, and civil society actors
- Represent DRC in relevant coordination forums as required
- Support coordination on tasking, prioritisation, and information sharing

Reporting & Compliance

- Prepare and oversee high-quality internal and donor reporting (weekly, monthly, and ad hoc)
- Ensure timely submission of field reports and data
- Contribute to donor reports with technical inputs and analysis

Undertake any other tasks as required by HMA Operations Manager and Head of HDP.

Experience and technical competencies:

- Minimum 5 years of experience in EORE and NTS within humanitarian mine action (HMA) programmes
- EORE and NTS certification, qualification
- Quality managements system (QMS) qualification is an asset
- Demonstrated experience in managing and training NTS, Community Liaison (CL), and EORE teams, including capacity development of national staff and authorities
- Strong knowledge of IMAS and SOPs applicable to NTS, CL, and EORE, including quality management (QA/QC)
- Proven experience in developing, adapting, and implementing SOPs, tools, and methodologies
- Solid understanding of EO contamination patterns and operational context in Syria or similar environments, including familiarity with military tactics and their impact on contamination
- Knowledge of land release processes, including NTS–TS–clearance linkages, and familiarity with clearance methodologies and equipment
- Experience with information management and data analysis, including IMSMA and GIS tools (e.g. QGIS, ArcGIS, Garmin/BaseCamp or similar)
- Experience contributing to programme development, reporting, and donor engagement
- Strong coordination and representation skills, including engagement with national authorities, UN agencies, and other operators

Languages:

- Fluent in English both spoken and written.
- Knowledge of Arabic is an asset

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:** 6 months with possibility of extension
- **Level:** F (Management)
- **Location:** Kiswah (Rural Damascus), Syria (country-wide role), with frequent traveling to all areas of Syria
- **Expected Start date:** 1 June 2026

Application process

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

Direct application link: [Talentech - Non-Technical Survey / Explosive Ordnance Risk Education Manager](#)

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 **4 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/jobssupport.

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