



Technical Field Manager – Humanitarian Mine Action

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).

9 With an established rapid response mechanism, DRC can **rapidly respond to emerging crises and** **works** 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:
3/26/2026

Workplace:
Syria, country wide as required

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:

Within the HMA team, the Technical Field Manager (TFM) will train, deploy and supervise new multi-task clearance and EOD teams in Syria thereafter assisting the HMA Operations Manager(OM) expand clearance footprint to other heavily EO contaminated areas in Syria. The role will involve teams' management and responsibility for safety and security of DRC staff, and oversight of admin and logistics support functions in the HMA location. The incumbent's desire to be a member of a team with ability to lead others and produce results independently in a conservative and challenging environment, will be essential requirements for successful fulfillment of this role.

Responsibilities:

- Manage assigned area for HMA project(s) implementation.
- Oversee recruitment and conduct IMAS-compliant training for new HMA teams in EORE, NTS, EOD, MMC and BAC.
- Deploy HMA teams effectively and efficiently.
- Manage and quality assure (QA) HMA activities.
- Ensure projects are implemented on donor targets, and up to expected quality.
- Continuously assess prevailing security situation and plan accordingly.
- Act as safety focal point being responsible for DRC staff adherence to safety SOPs and guidance in assigned area.
- Implement all activities in accordance with DRC HMA SOPs and DRC non-HMA standards of conduct.
- Produce accurate, timely and high-quality reporting to OM and to HMA partners and authorities, as required.
- Engage with and coach HMA and support staff to enact teamwork, enhance cooperation and collective performance.
- Brief local authorities and organisations operating in assigned location on HMA and enquire their feedback to DRC
- Plan with OM on procurements and deployments to ensure operations are implemented on time and within budget.
- Act in the role of HMA Operations Manager if required in their absence.
- Act in the role of NTS/EORE TFM if required in their absence.
- Perform any other duties or tasks assigned to them by the HMA Operations Manager.

Localization and partnership engagement

- Support localization commitments by engaging constructively with national authorities, local actors and partners.
- Contribute technical input to partner coordination, joint planning and capacity strengthening of National Authorities.
- Promote respectful, inclusive collaboration with national staff and community stakeholders.

Collaboration and coordination

- Coordinate proactively with HR, Finance, Supply Chain, Administration, Safety, MEAL and Partnerships teams to enable timely implementation.
- Participate in cross-department planning, reporting and review processes.
- Support integrated planning to align operational needs with procurement, staffing and logistics.

Learning and capacity strengthening

- Coach and mentor team members to improve performance, teamwork and technical quality.
- Identify skills gaps and support staff and partner capacity development and lessons-learned processes.

Representation and coordination

- Liaise with local authorities, Mine Action Area of Responsibility, UNMAS and other HMA actors to coordinate activities and share information.

Experience and technical competencies:

- EOD 3 qualified with operational experience. Min 3 years.
- MMC/BAC with operational / management experience. Min 3 years.
- NTS/EORE with operational / management experience. Min 3 years.
- Experience in project start-up.
- Past management of HMA support/HR/finance/logistics/admin function. Min 3 years.

- Past work in challenging environments. Min 3 years.
- Past cooperation with local partner/authority towards shared outcome.
- Proficient in use of MS office and comms applications.

Education:

- IMAS EOD 3 or equivalent (requirement)
- IMAS EOD Level 3+ (desirable)
- NTS/EORE certificates (desirable)
- MMC/BAC certificates (desirable)
- IM experience (desirable)
- Degree level education (an advantage)
- Driving license

Languages:

- English (fluent – requirement)
- Arabic (fluent - desired)

In this position, you are expected to demonstrate DRC's 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: 12 months (Extension based on performance and funds)

Level: F (Management)

Location: Syria, country wide as required **This is an on-site position, so remote work is not possible.

Expected Start date: TBC – subject to funding

Application process

Interested? Then apply for this position here: [Talentech - Technical Field Manager – Humanitarian Mine Action - 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 **26 March 2026**

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