

Advocacy and Communications Coordinator Syria - Damascus

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 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.

About the job:

- The Advocacy and Communications Coordinator is part of DRC Syria Country Office. It seeks to promote DRC as a credible humanitarian and development actor with expertise in displacement and to influence key decision makers and other stakeholders within Syria. It will lead the identification of strategic advocacy and communications opportunities, develop clear and evidence-based messaging. The role will guide DRC's strategic positioning in Syria, contributing to policy analysis and to the design and coordination of advocacy and communications initiatives.

- The position will be supervised by the Country Director and will work closely with DRC's programme teams to link advocacy with field-level evidence and learning, ensuring coherence among programme work, advocacy priorities, and messaging, and strengthening DRC's evidence-based engagement with external stakeholders. The role will lead the development and implementation of DRC's advocacy and communications strategy and liaise with DRC's hub and global teams to ensure alignment and strategic coordination at the national, regional, and global levels, and will work closely with relevant fora, partners and working groups to support common advocacy priorities, collective positions, and joint messaging

Responsibilities:

Advocacy for DRC:

- Lead the development and implementation of DRC's country-level advocacy strategy by identifying key priorities where DRC can add value, based on programme evidence, strategic analysis of the context, risks, operational environment and engagement with key stakeholders.
- Ensure advocacy coherence and reinforce effective synergies between programmes and advocacy by working closely with programme teams to integrate advocacy into programme planning and implementation.
- Provide timely and high-quality analysis of key humanitarian, displacement, and durable solutions trends, and identify relevant policy developments to inform DRC's advocacy priorities and support evidence-based engagement with key stakeholders, including government, UN, and donor actors.
- Ensure that advocacy strategies and messaging are continuously informed by programme evidence, lessons learned, and evolving contextual analysis.
- Prepare evidence-based briefing papers, policy position statements, talking points, and other advocacy products to support DRC's strategic engagement with national authorities, UN agencies, donors, and other key stakeholders, including contributions to HQ and regional initiatives, Fora, clusters, and working groups.
- In agreement with the Country Director, represent DRC in relevant Working Groups or other coordination spaces in Syria. Maintain external relationships to support analysis of the context and operating environment.
- Work with the Protection team to develop protection analysis and monitor protection trends, translating findings into evidence-based advocacy priorities, messaging, and stakeholder engagement.
- Work closely with the MEAL team to identify and leverage monitoring and evaluation data to strengthen advocacy strategies and support evidence-based decision-making,
- Advise on and shape DRC's positions on policies, practices, and frameworks of the UN, donors, governments, and Syrian authorities, particularly regarding humanitarian space and access, and durable solutions.

- Support and inform DRC's global and regional advocacy strategies and initiatives, ensuring Regional and Representation offices receive timely updates on relevant developments in Syria to guide context-sensitive advocacy.
- Organize regular private and public advocacy and communication events to ensure DRC's advocacy messages are shared with relevant stakeholders and DRC's profile on key issue is raised.
- Monitor and evaluate the impact of advocacy initiatives, adjusting approaches to maximize outcomes and documenting lessons learned for internal and external reporting.
- Take a holistic approach to advocacy, lead on the development and roll out of communication strategy and activities, in coordination with the Regional Communication Specialist.
- Support and lead, as needed, the sign-off process of DRC's products and materials.
- Support capacity-building and enhance DRC staff's understanding of advocacy and communications, by creating tools and conducting trainings, fostering shared responsibility and promoting collaboration across teams to ensure unified, effective advocacy efforts.

Supporting collective advocacy:

- Prepare and circulate the communication and advocacy annual plan, ensuring the inclusion of relevant national, regional, and global DRC staff and partners to facilitate their meaningful engagement and contributions to planned products and events.
- Maintain a regular dialogue with identified INGO leadership in Syria and other INGO advocacy staff, to discuss contextual developments and trends, and therefore to identify areas where collective positioning will lead to more effective advocacy outcomes.
- Support the production of talking points and briefing notes to be utilized by INGOs in joint meetings with the donor community, UN leadership, and other stakeholders as they occur.
- Organize opportunities for in-person and virtual dissemination of relevant common positions, including on contextual developments

Communication:

- The role will technically manage the Communications Officer, providing guidance on content development, media engagement, and communication and visibility materials, ensuring alignment with DRC and donor guidelines.
- Review and approve communications and visibility materials, including media content, publications, and external messaging, ensuring quality, consistency, and alignment with DRC and donor guidelines
- Ensure alignment of communications outputs with DRC's advocacy priorities, country strategy, and global messaging.
- Provide mentoring and capacity-building for the Communications Officer to strengthen skills in strategic communications, media engagement, and advocacy initiatives.

- Oversee digital and media engagement to ensure advocacy messages reach target audiences effectively and support DRC's strategic priorities.
- Collaborate closely with the sector coordinators and the Humanitarian Mine Action Team to enhance the visibility of their work internally as well as on media and communication channels.
- Perform media analysis and establish social media accounts informed by the findings, to highlight the activities of DRC and its partners.

Partnership:

- Support the learning process of DRC and its partners in advocacy and communications, and foster collaboration to align advocacy strategies and priorities.
- Work closely with key stakeholders, including partners, to co-develop and implement joint advocacy and communications initiatives, ensuring strategic alignment and collective impact.
- Coordinate the dissemination of shared advocacy messages and products through different channels targeting different stakeholders.

Other areas:

- Contribute to relevant DRC regional and global advocacy work, ensuring messaging from Syria is informing advocacy products and strategies.
- Support programme staff in incorporating and integrating advocacy into all aspects of DRC's programme activities, strategy and budgeting
- Proactively participate in Senior Management meetings when relevant.
- Represent DRC in advocacy, policy and coordination meetings or as otherwise delegated by the Country Director.

Experience and technical competencies:

- Minimum 5 years of experience crafting and delivering policy and advocacy work responding to complex humanitarian crises and/or post-conflict situations
- Strong understanding of the political and humanitarian context in Syria and the region.
- Professional knowledge about protection principles, durable solutions and advocacy
- Ability to analyse quantitative and qualitative data.
- Understanding of the UN and international stakeholders' landscape, including challenges and constraints in Syria. Similar knowledge on neighbouring refugee hosting countries is a plus
- Solid understanding of policy processes related to forced displacement/refugee rights, migration, humanitarian response framework and international humanitarian law
- Documented/proven results related to the position's responsibilities, particularly in analysis, drafting of messages,
- Strong negotiation/influencing skills in coordination and networking with UN, INGO, donors and humanitarian coordination forums

Behavioural competencies:

- A passion for advocacy and humanitarian outcomes.
 - Good attention to detail.
 - High level analytical and strategic thinking skills.
 - Cultural awareness and ability to build relationships quickly with a wide variety of people.
 - Patient, adaptable, flexible, able to improvise and remain responsive and communicate clearly and effectively under pressure.
 - Excellent planning, management and coordination skills, with the ability to organise a substantial workload comprised of complex, diverse tasks and responsibilities.
 - Strong communication (written and spoken), and interpersonal skills, with experience in coordinating multicultural teams.
- Commitment to Danish Refugee Council values.

Education

A bachelor's degree in human rights, development studies, social sciences, media, or a related discipline. An advanced degree, such as a master's, or a combination of disciplines, is advantageous.

Languages

- Proficiency in English and Arabic, speaking, and writing.

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: **Up to 31 December 2026 (Renewable, based on performance and fund availability).**

Level: Non Management – G 1

Location: Syria, Damascus.

Expected Start date: 1 April 2026.

Application process

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

Advertisement link: [Talentech - Advocacy and Communications Coordinator](#)

Direct application link: [Talentech - Advocacy and Communications Coordinator - 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 : **10th of March 2026.**

Applications will be reviewed on a rolling basis. 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.

Need further information?

For further information about the Danish Refugee Council, please consult our website www.drc.org

DRC as an employer

By working in DRC, you will be joining a global workforce of around 6500 employees in around 35 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.