

# Head of HMA, Ukraine

*DanChurchAid-NorwegianChurchAid Joint Country Programme for Ukraine (JCPUA) is looking for an experienced Head of Humanitarian Mine Action to lead the mine action component of the JCPUA.*

## **Job and Program overview:**

The JCPUA supports community based and integrated programming through a combination of HMA - survey, clearance, and risk education - and protection, WASH, group cash transfers and livelihood activities. The JCPUA has a turnover of 18 million Euro of which 40 % are related to HMA activities. Of the 190 staff, 85 works on the mine action programme.

As Head of HMA you will be overall in-charge of strategically leading, developing, planning, managing, quality assuring and reporting on the JCPUA mine action activities as well as maintaining and strengthening the close coordination and integration with other JCPUA activities and colleagues.

The Head of HMA oversees operations of an innovative and diverse programme that coordinate directly with national mine action authorities, local authorities, and communities as well as with other mine action actors.

The Head of HMA refers to the JCPUA Country Director and works closely with the relevant mine action colleagues in DanChurchAid (DCA) HQ for support on operational and technical issues as well as fundraising and advocacy,

## **Your contribution is appreciated, and your key responsibilities will be:**

- Strategically lead, develop and innovate JCPUA HMA activities in line with the country programme's integrated approach, goals and priorities.
- Ensure that mine action operations are effectively planned, delivered and monitored in accordance with relevant HMA standards<sup>1</sup> and executed in collaboration with other JCPUA units, local communities national authorities, donors and other stakeholders.
- Lead and manage the HMA team with clear direction, ensuring high performance and staff welfare of national and international staff.
- Support the technical oversight and guidance of field operations provided by the HMA Snr. Technical Advisor in relation to accreditations, trainings, compliance with quality assurance standards, safety and security.
- Stay informed on new, innovative and cost efficient techniques, manuals and devices relating to HMA.
- Together with the CD and the other Senior Management members engage in fundraising, donor liaisons, concept development, proposal writing and reporting.
- Represent JCPUA at relevant JCPUA and mine action sector and donor meetings together with the CD, the Snr. Technical Advisor and the Head of Programme.
- Work closely with the Safety and Access Manager for implementing mine action related security plans.

## **Your profile**

- A minimum of 5 years' experience as a leader and manager, working on a strategic level, demonstrating strong leadership, team building and communication abilities.
- Experience in working with an integrated programme approach, e.g. linking HMA with protection or livelihood activities with a thorough understanding of basic humanitarian principles.
- Experience in fundraising, donor liaisons, concept development, proposal writing and reporting.
- Specifically in relation to HMA:
  - A minimum of 5 years' experience working at an operational level in the delivery of operational mine action activities, including 3 years managing HMA implementation.
  - Explosive Ordnance Disposal (EOD) (IMAS 3 or IEDD 3+) and / or High Threat Search qualifications, with certificates.
  - Knowledge and experience of EOD, IED, ERW clearance methodologies as well as high

threat search methodologies, both urban and rural settings.

- Instructor or mentor qualifications is an advantage in e.g. EOD, IEDD and Search techniques (IMAS)

**As a person we expect that you resonate with our purpose and**

- Have experience working in conflict settings, including remote and insecure field locations.
- Act with cultural awareness and sensitivity with a calm disposition with well-developed diplomacy, liaison, and public relations skills.
- Are fluent in written and spoken English
- If you have knowledge of Ukraine it will be an advantage.

**What we offer**

At DCA, we are committed to providing a supportive and rewarding work environment that enables you to thrive while making a meaningful difference.

- A one-year renewable contract
- Non-family posting based in Kyiv, Ukraine with frequent in-country travel as of now, mainly to Mykolaiv.
- A competitive salary package, including hardship allowance, to be negotiated based on experience level
- 6 weeks of paid vacation
- Insurance
- A generous R&R package

**How to apply**

Only applications in English and consisting as a minimum of a CV and a cover letter will be considered, and only short-listed candidates will be contacted. Please note that only applications submitted through our recruitment system will be considered.

Closing date of application is **Sunday 13 July 2025**. Only shortlisted candidates will be notified. The interviews with the shortlisted candidates are scheduled to take place in the week following the closing date.

Contract starting 1 September 2025, but flexible for the right candidate.

For further information please contact via email Peter Bo Larsen, pbl@dca.dk , CD for the JCPUA, or Lene Rasmussen (lera@JCPUA.dk), Teamleader and Senior Mine Action Program Advisor, DVA HQ.

**We encourage you to apply**

All interested candidates irrespective of age, gender, race, religion, sexual orientation, abilities or ethnic affiliation are encouraged to apply for the vacancy.