



PROFESSIONAL VACANCY ANNOUNCEMENT

N. 1 PROJECT MANAGER

PROJECT: “Olive and Wheat Value Chains Recovery in Syria - GranOlio SYRIA”

Reference Code: Ref. n. 10/V/2026

Date of publication: 17/07/2026

Deadline for application: 03/08/2026

Position: Project Manager

Job Type: Consultant (non-permanent contract)

Position Type: Full-time, 12-month contract (initial three-month probationary period, with the possibility of renewal until the end of the project, subject to the availability of funding and a satisfactory performance evaluation of the consultant).

Duty station: Damascus (Syria), Beirut (Lebanon) and Gaziantep (Turkey); short missions may be scheduled in Italy at the CIHEAM Bari headquarters.

Starting period: CIHEAM Bari reserves the right to finalise the candidate's engagement to the position only upon completion of the administrative and financial procedure for project funding allocation, following clearances, and ensuring no objections from the competent authorities/institutions.

Project title: “Olive and Wheat Value Chains Recovery in Syria - GranOlio Syria”

Donor: Italian Ministry of Foreign Affairs and International Cooperation (MAECI) through the Italian Agency for Development Cooperation (AICS).

BACKGROUND

The Mediterranean Agronomic Institute of Bari (CIHEAM Bari, Italy) is an intergovernmental organisation engaged in higher education, vocational training, research and cooperation. CIHEAM Bari's mission is to implement cooperation and development projects with Countries and actors of several regions (Mediterranean area; West and East Africa, Middle East; Southeast Asia).

CIHEAM Bari intends to select a Project Manager in the framework of the project "Olive and Wheat Value Chains Recovery in Syria - GranOlio Syria" funded by the Italian Ministry of Foreign Affairs and International Cooperation.

The GranOlio Syria project proposal has been perceived for the aim of recovering the Syrian olive value chain and revitalizing the national wheat genetic diversity. These particular VCs are fundamental drivers of the country's food security and key contributors to Syria's economy and rural livelihoods resilience. While wheat is the country's strategic staple crop, essential for national food stability, olives, deeply embedded in Syrian culture, serve as a major source of income and export. Both cultivations support millions of rural inhabitants, including women, through employment in farming, harvesting, processing and trade activities. In view of having faced complex challenges from conflict and security unrest, climate change and resource limitations, these value chains offer strong potential for revitalization, remaining central for achieving the country's agricultural resilience

TERMS OF REFERENCE

Duty station: Damascus (Syria), Beirut (Lebanon) and Gaziantep (Turkey); short missions may be scheduled in Italy at the CIHEAM Bari headquarters.

Contract and Remuneration: remuneration, allowances and other conditions are offered under the CIHEAM Bari rules and regulations and will be determined based on professional seniority, specific professional qualification and level of competence, considering the responsibilities and specific tasks that the successful candidate will be required to perform.

The indicative gross annual remuneration range for this position is between EUR 72,000 and EUR 82,000 gross, depending on experience, qualifications and overall professional profile.

Project duration: 36 months.

Duration of the assignment: initial contract of 12 months - including an initial three-month evaluation period - with the possibility of renewal for the entire project duration, based on funding availability and satisfactory performance.

Expected start of assignment: CIHEAM Bari reserves the right to finalise the candidate's engagement to the position only upon completion of the administrative and financial procedure for project funding allocation, following clearances, and ensuring no objections from the competent authorities/institutions.

Line Manager: CIHEAM Bari Head of the Cooperation Area.

1. KEY FUNCTIONS

During the performance of the assignment, the project manager will constantly interface with the management of CIHEAM Bari and/or with the authorized delegates, as well as with local institutional partners, and will be responsible for:

- Being the primary person accountable for achieving the expected results.
- Reporting to the Head of the Geographic Unit or Thematic Unit.
- Monitoring and overseeing the progress of activities and the gradual achievement of the initiative's results.
- Planning and scheduling activities with an annual forecast, including:
 - Human resource requirements (international and local).
 - Procurement and purchasing in accordance with the CIHEAM Bari PRAG Manual.
 - Resources required for the implementation of project activities.

- Submitting information to the relevant offices to obtain the necessary authorizations for planning, management, and control.
- Monitoring and controlling, in collaboration with the Financial Manager (FM), the use of financial resources.
- Monitoring and controlling expenditure progress.
- Ensuring compliance with donor and CIHEAM Bari procedures applicable to the project.
- Maintaining continuous interaction with the donor in compliance with its procedures.
- Proposing any project amendments, activity changes, or extensions, when justified and necessary.
- Maintaining contacts with local and international authorities.
- Coordinating local staff.
- Coordinating partnership agreements.
- Ensuring compliance with local regulations regarding human resource contracting, tax, social security, and customs obligations.
- Being responsible for planning and producing interim and final reports.
- Preparing reports in synergy with the procedures and tools provided by the relevant offices/units.
- Actively contributing to the drafting of new initiatives and projects in the countries and thematic areas of competence.
- Liaising with the Head of the Geographic Unit.
- Working closely with the Financial Manager (FM) on financial control and with the relevant offices/units on reporting and procedures.
- Supervising local staff and project partners.

2. QUALIFICATIONS AND SKILLS REQUIRED

2.1 Essential requirements

Candidates will be considered eligible for selection based on the following essential requirements, to be fulfilled by the deadline for applications:

- University degree in Agriculture, Agricultural Economics, Rural Development, International Development, Environmental Sciences, or related fields;
- Proven professional experience of at least 5 years working in project management within international cooperation, rural development, food security, or sustainable agriculture programmes in the middle east region.
- Demonstrated experience in managing multi-component projects, including capacity building, distribution of agricultural inputs and equipment, and implementation of communication and outreach activities;
- Experience in planning and managing projects financed by the Italian Agency for Development Cooperation and/or International Organizations;
- Proficiency in the use of Microsoft Office programme (Word, Excel, Power point);
- Italian nationality.

2.2 Languages

- English (C1 level required: mandatory);
- Italian
- Arabic (desirable, but not mandatory requirement);

2.3 Personal skills and capacities

- Leadership skills: ability to guide and motivate team members;

- Communication skills: effective communication with team members, stakeholders, and donors;
- Organizational skills: strong organizational abilities to plan and execute tasks efficiently;
- Time management: efficiently managing project timelines and deadlines;
- Problem-solving skills: addressing challenges and finding solutions effectively;
- Adaptability: being flexible and able to adjust to changing project requirements or circumstances;
- Risk management: identifying and mitigating potential risks to project success;
- Budget management: managing project finances and resources effectively;
- Technical expertise: understanding the project domain and relevant tools or technologies;
- Team building: fostering a positive team environment and promoting collaboration;

2.4 Preferred requirements

- Previous work experience as project manager in development cooperation initiatives in Syria or comparable fragile and post-crisis contexts in the Middle East or Mediterranean region;
- In-depth knowledge of the techniques and methodologies for formulating, managing, and monitoring international cooperation projects (Project Cycle Management and Logical Framework approach; Theory of Change);
- Knowledge of international regulatory instruments on development aid, general and sectorial guidelines of Italian cooperation management mechanism of programs funded by the Italian Agency for Development Cooperation;
- Knowledge of food security policies and national agricultural strategies, particularly in relation to productivity enhancement and value chain recovery.
- Knowledge of Arabic is considered an asset.

3. APPLICATION PROCEDURE

All interested applicants shall submit the application, duly dated, and signed, in pdf format, to the following email address: cv@iamb.it. The application deadline is **03/08/2026**.

Applicants are requested to specify the following reference code in the email subject: ***"Ref. n. 10/V/2026 Application for Project Manager in Syria"***. Applications without the above reference will be excluded from the selection.

The application shall include:

- Motivation letter in English (maximum 1 page, A4, Times New Roman, 12), duly signed.
- Curriculum vitae in English (Euro pass format) duly signed.
- Copy of valid passport.
- Statement "Information about collecting, storing and processing Personal Data", duly signed for approval.

Qualified female applicants are encouraged to apply for this position as CIHEAM Bari aims to ensure an inclusive working environment and is committed to achieving a gender-balanced staff.

Applicants shall also provide a working telephone number and a valid e-mail address for communication purposes and shall timely inform CIHEAM Bari on any relevant changes after submitting their application.

Please note that only complete applications received within the deadline will be accepted and considered. Before submitting their application, candidates shall assess whether they fulfil all the essential requirements specified in this vacancy notice. Start and end dates of all previous jobs and indication of whether they were full- or part-time shall be clearly stated in the curriculum vitae. Details of any professional experience, training, research or studies must be provided in the CV. With reference to the "Qualifications and Skills Required" section (2.2 Languages), it is highly recommended to specify the language proficiency level according to the Common European Framework of Reference for Languages (CEFR). Upon request, candidates must provide supporting documentation clearly reporting the duration and nature of those experiences.

4. EXCLUSION FROM SELECTION PROCEDURES

Applications will not be considered if:

- they do not meet any of the essential eligibility requirements;
- they are received after the deadline reported in this announcement;
- the submitted documents are not duly signed;
- they are missing the necessary documents as required by the application procedure.

5. EVALUATION OF APPLICATIONS

Once the terms of validity of the notice have elapsed, CIHEAM Bari assesses the applications' eligibility regarding the presence of the essential requirements and the absence of causes for exclusion. Subsequently, CIHEAM Bari appoints a Commission, which meets the requirements for autonomy and impartiality. The Commission assesses the merits of applications by assigning a maximum overall score of 100 points according to the following criteria:

5.1 Qualifications (Max 40 points)

Assessment of education, professional experience and skills, as well as compliance with essential and preferential requirements as indicated in the documentation submitted by the candidate will be conducted according to the following parameters:

- Education – up to 10 points.
- Language skills – up to 10 points.
- Assessment of professional experience – up to 20 points.

5.2 Interview (Max 60 points)

Only candidates scoring at least 30 points under essential and preferred requirements will be shortlisted and invited for an interview. The interview will be held remotely through video conferencing platforms, such as Skype or Zoom, and conducted in the languages indicated in the application call. It shall assess the applicant's knowledge and experience, ability to carry out the above tasks, the required language skills, and other necessary abilities to determine whether the candidate's profile aligns with the present position. The interview notice will be sent by email to the address indicated by the candidate at the time of application. Applicants shall not be entitled to reimbursement of any costs incurred within the interview process. CIHEAM Bari will assess the candidate according to its rules and Regulations. Such assessment will be based on *intuitus personae* since these assignments fall within intellectual work performance. The assignment will be formalised in accordance with CIHEAM Bari regulations after approval of the CV of the eligible candidate by the CIHEAM Bari Director. An initial three-month evaluation period will be granted, after which the appointment may be confirmed or withdrawn.

6. RESULTS OF THE SELECTION

The successful candidate is the applicant with the highest score in the total ranking and will be informed accordingly. In the event of withdrawal by the successful candidate or early termination of the contract, the office reserves the right to appoint another candidate from the ranking list – depending on financial resources availability. In the event of equal scores, the youngest candidate will be preferred.

Please note that, if selected, the successful candidate shall provide the following documents:

- Scanned copy of a valid passport (at least 6 months).
- CIHEAM Bari health questionnaire, completed in every required field.
- Registration in the CIHEAM Bari CV Roster of Experts (<https://cviamb.iamb.it>) Candidates should comply with the above points to avoid exclusion from the ranking list.

Due to essential service reasons, the successful candidate must commence the assignment within one month from selection. In case availability is not granted, CIHEAM Bari reserves the right to appoint another candidate from the ranking list.

7. REMUNERATION

Remuneration and allowances are subject to CIHEAM Bari rules and regulations; in particular, remuneration will be determined based on professional seniority, specific professional qualification and level of competence concerning the responsibilities and specific tasks the successful candidate will be required to perform.

The indicative gross annual remuneration for this position depends on the candidate's experience, qualifications and competencies.

Additional allowances are also subject to CIHEAM Bari rules and regulations and may be evaluated on a case-by-case basis. As international intergovernmental organization, CIHEAM Bari cannot act as withholding agent. Consequently, a gross remuneration will be paid to the selected consultant in Euros including charges, social security and any additional tax charges. CIHEAM Bari will evaluate and negotiate the costs associated with annual round-trip flights, accident/death insurance, and residence permit/long-term visa applications (where applicable, and subject to the host country's regulations and any relevant cooperation agreements).

All personnel, including staff and consultants are expected to adhere to the code of ethics and conduct of CIHEAM Bari that reflects the commitments to the Organization's core values.

8. PERSONAL DATA PROCESSING

Applicants are aware that submitting their application implies consensus to process and manage their personal data (including sensitive data). This data will be managed exclusively by CIHEAM Bari staff, who oversee storing and using the application file. CIHEAM Bari is committed to managing personal data in compliance with privacy obligations issued last 5 July 2019 ("Information Security and Personal Data Protection Policy"), based on EU Regulation 679/2016 – "General Data Protection Regulation" including subsequent amendments.

9. FINAL PROVISIONS

CIHEAM Bari reserves the right to proceed with the candidate engagement to the position only after the administrative and financial procedure for the allocation of the project funding has been completed and following clearances and no objections received from the competent authorities/institutions. CIHEAM Bari may not go through the assignment procedure also for discretionary reasons. This consultancy assignment does not constitute an employment relationship with CIHEAM Bari or the project and is not of a permanent nature. It is subject to periodical performance monitoring. If force majeure obliges the consultant to return to Italy, the remuneration will be re-determined accordingly.