

JOB DESCRIPTION

What we are looking for

We're looking for a **strategic, hands-on logistics leader** who thrives in **complex humanitarian environments** and knows how to turn supply-chain challenges into practical solutions. You'll bring **strong experience across procurement, supply chain, fleet, assets, warehousing and compliance**, combined with the **leadership skills** to build capable teams, strengthen systems and drive accountability across multiple locations.

If you're analytical, collaborative, adaptable and solutions-focused, with a track record of delivering under pressure and the confidence to influence both operational and programme decisions, we would love to hear from you.

Applicants must be legally eligible to work in either Libya or Tunisia, we are unable to provide work permits or visa sponsorships for this position.

What you will do

Oversee procurement and logistics management in line with NRC standards, policies and donor requirements, while supporting programme/project implementation and strengthening logistics capacity across NRC Libya.

Key responsibilities:

- Lead and manage the logistics team, setting clear goals aligned to country strategy and priorities, provide training and support to staff and line managers with logistics responsibilities, while strengthening capacity across country offices.
- Lead market analysis and contribute to programme/project design, budgets, procurement plans, transport costs and donor requirements.
- Manage procurement processes (including project and country procurement plans), direct deliveries and stock, fleet, assets and insurance, with regular review of supplies delivery.
- Strengthen compliance, anti-corruption controls and risk management through spot checks, asset and fuel verification, procurement reviews, audit follow-up and remote-management controls.
- Maintain effective logistics filing, reporting and data systems, including implementation of the Warehouse Management System (WMS), Tender Management System (TMS) and other supply-chain business systems.
- Support emergency preparedness and response, area-level partnerships and other logistics priorities as delegated by management.
- Ensure country logistics systems, procedures and operations comply with the NRC Logistics Handbook, NRC policies and donor requirements

What you will bring

- 3–5 years of senior logistics experience (Coordinator, Advisor or Manager) in a humanitarian/recovery context.
- Experience in data collection, analysis and report writing, including market analysis.
- Knowledge of leadership skills and ability to manage competing priorities and deadlines.
- Strong analytical, systematic, collaborative, innovative and adaptable approach.
- Fluency in written and spoken English.

Context-Specific Skills & Experience

- Arabic language skills are an advantage.
- Experience with start-up, exit or similar operations.
- Experience with donor rules and compliance, particularly KfW.
- Supply-chain business management systems.
- Remote management.

Please download [the detailed job description](#) to learn more about the position.

What we offer

- Duty station: Tunis, Tunisia or Tripoli Libya
- Contract & Duration: Permanent residential contract, subject to funding
- Travel: Up to 25%
- Salary/benefits: Grade 9 on NRC's grading structure.
- NRC is an equal opportunities employer. We are committed to diversity without distinction to age, gender, religion, ethnicity, nationality, and physical ability.
- We think outside the box, encourage ideas, and give responsibility to all employees at all levels. You will have many opportunities to be heard and take the initiative.

Find out more about the benefits of working for NRC

Important information about the application process

- We invite applications from qualified candidates matching the profile. **Applicants must be legally eligible to work in either Libya or Tunisia, we are unable to provide work permits or visa sponsorships for this position.**
- Please ensure you attach copies of your academic and professional certificates.
- To apply as an internal candidate, log in with your official email address or click on Opportunity Marketplace.
- When creating your profile, include your full name as given on your passport. Complete all the system-required fields for experience, employment history and education.
- Submit your application and CV in English, taking care to attach your latest CV and cover letter.
- Applications that do not meet the minimum standards in terms of experience or qualifications will generally not be considered. Unsolicited applications not related to this specific job advertisement will not be considered.
- Only shortlisted candidates will be contacted. We receive many applicants for each vacant position.

Why NRC?

The Norwegian Refugee Council (NRC) is an independent humanitarian organisation helping people forced to flee. Our 15,000 staff work in crises across 40 countries, providing life-saving and long-term assistance to millions of people every year.

[Watch this short video](#) to see NRC in action.

We are looking for people who are passionate about helping refugees and people forced to flee. Are you one of those people? If you are, NRC offers you the opportunity to:

- do demanding and professional work, often in challenging contexts
- join a work culture that empowers every employee to share ideas and take responsibility
- be part of a welcoming and supportive community committed to human dignity

[Learn more about NRC](#)

[Learn more about NRC Libya](#)

ABOUT US

The Norwegian Refugee Council (NRC) is a global humanitarian organisation helping people forced to flee.

Join us in assisting millions of people in areas where others cannot, tackling some of the world's most dangerous and difficult crises. Bring your skills and dedication to an organisation recognised for providing high quality aid and for defending the rights of refugees and internally displaced people.

At NRC, we give responsibility to employees at all levels and foster professional growth and innovative teams. You can expect a supportive culture and an open dialogue with management. We are committed to diversity, equity and inclusion.

Together, we save lives and rebuild futures.

Safeguarding is central to NRC's work. We expect all employees to:

- treat everyone with respect and dignity
- contribute to building a safe environment for all
- never engage in any form of exploitation, harassment and specifically sexual exploitation, abuse and sexual harassment (SEAH)
- always report. NRC has a zero-tolerance approach to inaction against exploitation, abuse and SEAH