



Job Specification: WAM Technical Field Manager

Department:	Programmes
Scale:	Technical 3
Line managed by:	WAM Technical Operations Manager
Responsible for line managing:	National Staff
Location:	Lebanon

MAG's Vision is a safe future for women, men, and children affected by violence, conflict, and insecurity.

People will live in communities where their rights are upheld, with dignity and choice, and free from fear of mines, explosive remnants of war (ERW), and the impact of small arms, light weapons, and ammunition.

MAG's Mission is to save lives and build safer futures. We will use our core skills and distinctive competence to save lives through the removal of mines and ERW, and reduce the impact of small arms, light weapons, and ammunition on people and communities. How we do this is as important as what we do – we work primarily with and for communities; for us, it's all about people.

Job Purpose:

To implement all aspects of Weapons and Ammunition Management (WAM) Operations and related tasks in the country of operation in accordance with Standard Operating Procedures and as required by the Country Director (CD), Senior Technical Advisor (STA), and the Regional WAM Operations Manager (WOM).

This will include coordinating and providing technical oversight on WAM-type projects from the initial project design, rehabilitation, and/or construction of new facilities through to the development of a sustainable National capacity.

To support the CD/WOM Senior Manager in Country (SMiC) in ensuring the overall safe execution of all MAG technical activities within the country of operation.

Job Description:

Technical

- Conduct SALW and PSSM technical assessments and supervise field operations of MAG WAM Operations.
- Act as the principal WAM Technical Manager regarding the safe and secure management of ammunition and weapons.
- Manage the operational tasking process for all WAM-type contracts, including technical assessments, physical rehabilitation, and/or construction of ammunition storage facilities.
- Drafting for approval National SALW and PSSM standards using best practices identified in the IATGs and MOSAIC's as a baseline.
- Implementing the IATG Risk Reduction Process Levels (basic, intermediate, or advanced levels), thereby making IATG's relevant through an understanding of diverse national capacities.
- Co-ordinate with Community Liaison officers in the day-to-day planning and implementation of WAM support operations.
- Support the maintenance and safe and appropriate storage of all necessary technical materials and equipment (including explosives and accessories).
- Advise and assist with the implementation of new systems and procedures in relation to maximising productivity and safety.
- To conduct assessments and other technical missions on behalf of MAG in the country and worldwide as required by the CD/WOM SMiC and WAM STA.
- Experienced in designing and licensing Ammunition Storage Areas (ASAs), and constructing large-scale ammunition storage facilities in accordance with IATGs.

Training and Capacity Development

- Assess and conduct Technical PSSM Ammunition Stockpile Management training to host Government officials in accordance with the UN SaferGuard Programme.

- Assess and conduct Technical SALW Management training to host government officials in accordance with MOSAIC.
- Assist the CD and WOM with the recruitment of national technical staff.
- Motivate and develop the technical team to perform to a high standard.
- Build and maintain good working relationships with all national staff to maximise Capacity Development objectives.

Communication and Reporting

- Ensure that the CD/WOM SMiC is fully briefed on all WAM Operational issues and any technical difficulties arising from project implementation.
- Provide relevant and useful information and case studies to the CD.
- Submit accurate WAM Operational reports as directed by the CD/WOM SMiC and produce other WAM technical reports and documents as and when required.
- Ensure good understanding of all WAM technical aspects of the project, ensuring staff are made aware of wider programme issues, developments, and achievements within MAG.
- Conduct an accurate and thorough investigation and reporting of any WAM-related incidents/accidents, with full details being provided to CD/WOM SMiC and STA, along with recommendations for appropriate follow-up action taken, in accordance with MAG policies and procedures.
- Contribute to internal discussion and planning, designed to improve MAG's performance, results, and impact with WAM.
- Liaise with and represent MAG to donors, implementing partners, local officials, and other agencies to further MAG's aims and ensure operational efficiency and effectiveness.
- Actively participate in the MAG WAM Community of Practice.

Health, Safety, and Security

- Monitor security situation in work location and areas of operations, ensuring that the CD/WOM SMiC is kept informed of security risks and developments.

All International staff are expected to undertake the following general duties:

- Work within the framework of MAG's core values, promoting its ethos and mission statement.
- Work towards achieving programme and/or department business plan objectives
- Ensure familiarity with and adhere to all MAG policies, procedures, and keep informed of MAG activities
- Undertake and apply learning from appropriate training and development programmes.
- Undertake roles in developing countries and areas in conflict where standards of living may be basic.
- Undertake the role in a manner appropriate to the cultural context and within the local legal framework.
- Understand and uphold the standards outlined in MAG's Safeguarding Framework, acting with due care and attention to safeguard the well-being of anyone that comes into contact with MAG's work and reporting concerns if they do arise.

This is a non-contractual document that can be varied from time to time as circumstances dictate. This job description is intended to summarize the main duties and responsibilities of the post; this is not intended to be a full and exhaustive list of tasks. All MAG staff are expected to demonstrate flexibility and willingness to perform appropriate tasks when the need arises.

Some Job Descriptions may be supplemented by specific Terms of Reference.

Person Specification

Essential Experience

- Experience working as AT/ATO or an equivalent level.
- Experience of working in SALW/PSSM-type Operations in developing countries.
- Experience in managing WAM Operations
- Experience in conducting Logistical Demolitions
- Experience in leading, motivating, and managing a diverse team of people
- Experience in mentoring and coaching others
- Experience in conducting formal or informal training and the transfer of appropriate skills to others.

- Experience of working independently for extended periods of time, in ‘stand-alone’ environments with minimal supervision.

Essential Skills and Knowledge

- Technical knowledge of WAM-type activities and operations.
- Ability to develop, review, and comply with security and technical Standard Operating Procedures
- The ability to contribute technical knowledge and clearance targets to proposals and reports
- Excellent organisational skills with the ability to plan and coordinate activities and projects
- Excellent communication and interpersonal skills
- Good literacy, numeracy, and IT skills, specifically Word and excel
- Fluency in English is essential

* Knowledge of one or more of these technical skill areas is essential

Essential Aptitude

- Interest in and commitment to MAG’s humanitarian mandate and principles
- Ability to develop and apply field operations and administrative work plans
- Innovative, creative, and proactive with an analytical and solution-oriented approach
- Determined and committed to high-quality standards and continually improving effectiveness and efficiency
- Ability to establish and develop effective working relationships in a cross-cultural environment at all levels internally and externally
- Ability to conform to and manage budgets and procurement requirements
- Self-motivated, flexible, and enthusiastic approach to work
- Ability to meet deadlines and work calmly under pressure
- Ability to represent and promote MAG

Qualifications

- Relevant and recognised AT/ATO qualification to fulfil organisational needs or suitable practical experience
- IMAS EOD 3+ qualification with prior experience in managing ammunition depot storage, designing and implementing the construction of ammunition storage solutions with large constraints on encroachment and space available.

Signed employee:	Date:
Signed manager:	Date:

October 2025