

Head of Humanitarian Response & Mine Action

Deadline:

01-10-2026

Are you driven by the humanitarian imperative and passionate about leading a team of dedicated humanitarian advisors and mine action specialists responding to humanitarian needs in some of the world's worst humanitarian crises?

DanChurchAid seeks a strong humanitarian leader who can lead and develop our humanitarian work based on international humanitarian law and principles and aligned with our global strategy and values.

Contact person:

Karin Elisabeth Lind

Place of Work:

Copenhagen

Who We Are

DanChurchAid (DCA) supports people in the world's poorest countries in their struggle for a dignified life and helps those whose lives are in danger. We intervene with humanitarian aid in disaster-stricken areas, promote sustainability through long-term development aid in poor and conflict-affected areas, and engage in advocacy to create a more equal and sustainable world.

We show leadership and continue a 100-year tradition of hope and action. DCA is a member of the ACT Alliance and active in Africa, Asia, the Middle East, and Ukraine with a presence in 20 countries. We work together with partners to achieve our four global goals: Saving lives, Building resilient communities, Fighting for human rights and equality, and Creating engagement.

Job Overview

As Head of Unit for Humanitarian Response and Mine Action (HRMA), based in DCA Head Office in Copenhagen, you will provide overall leadership and strategic direction for DCA's humanitarian response and humanitarian mine action.

In this role, you will lead a team of global humanitarian advisors and mine action specialists, providing inclusive leadership, fostering collaboration and trust, and enhancing performance management. You will ensure effective and efficient delivery of humanitarian preparedness, response, and mine action in support of DCA country programmes – working both with partners and implementing directly. You will contribute to our work across the humanitarian-development-peace nexus, strengthen preparedness and anticipatory action, and supporting community-led response.

As an active member of the International Management Team, you will contribute to strategic and operational decision-making across DCA's international work, in close collaboration with the Country Directors.

Furthermore, you will work closely with other Head Office units to ensure coordinated and effective technical and strategic support to Country Offices, enabling consistent implementation and impact across programmes. Externally, you will build and maintain strong partnerships with key stakeholders, including donors, UN agencies, the Danish Ministry of Foreign Affairs and the ACT Alliance.

Key Responsibilities

- Ensure that DCA delivers timely and high-quality humanitarian responses to sudden and slow onset disasters and emergencies.
- Ensure that DCA delivers humanitarian mine action across the five pillars according to standards.
- Strengthen preparedness and anticipatory action at country office level, in close collaboration with Country Offices and HO units, in particular Safety & Security and Procurement & Logistics
- Lead and motivate a dedicated humanitarian team and develop a dynamic working environment within the unit, while facilitating close collaboration across the organisation.
- Manage DCA's Humanitarian Crisis Fund and engagement with the ACT Alliance's localisation mechanism, the Rapid Response Fund.

- Lead the development of new strategies and guidelines and ensure regular review and maintenance of existing ones across all areas within the unit's mandate.”
- Contribute to learning, strategic fundraising, positioning and advocacy in close collaboration with other HO units.
- Lead the unit's annual planning and budget process and oversee implementation.
- Develop and maintain good relations with relevant external stakeholders, donors, and fora, including UN agencies, the Danish Ministry of Foreign Affairs and the ACT Alliance.
- As member of DCA's International Management Team, contribute to strategic discussions and decisions, and ensure clear communication and follow up with relevant colleagues.

Your Profile

We are looking for a leader who knows how to balance fast decision-making with involvement of others, and whose leadership approach is reflected in DCA's values – Respect, Compassion, Responsible, and Proactive. This includes that you can solve conflicts and know when to seek consensus. You are a clear communicator and know the value of being a good listener. As a person we expect that you have:

- Demonstrated responsibility for strategic leadership, team performance, and programme delivery at scale
- Strong initiation and decision-making skills and demonstrated ability to lead through complexity and competing priorities.
- Inclusive and respectful leadership skills and proven experience building teams.
- Extensive field experience living and working in international, complex emergency settings, including in managerial roles.
- Solid experience leading humanitarian interventions and mine action operations.
- Willingness and ability to travel to DCA Country Programmes, approximately 5-7 weeks/year.
- Fluency in English (written and spoken); and preferably in Danish, French and/or Arabic
- Good understanding of both direct implementation and partner/community-led response, as well as capacity building of national partners, local authorities, and other relevant stakeholders.
- Knowledge of and exposure to relevant global humanitarian networks and forums, including the UN cluster system, as well as an understanding of key institutional donors at EU, UN, US, and other levels.
- Excellent understanding and knowledge of humanitarian standards and principles.

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.

- Competitive salary package to be negotiated based on experience level and in line with DCA salary scale.
- Open-ended contract.
- Pension and insurance as per industry standards.
- Flexible working hours with the possibility to work from home one day a week.
- Central Head Office location in the heart of Copenhagen
- An opportunity to make a difference in a challenging environment and improve the lives of people living in conflict and poverty.

How to Apply

Applications must be submitted by clicking on the below "Apply" button. Only applications submitted here will be taken into consideration. Your application must be in English and include, at minimum, a CV (maximum four pages) and cover letter.

The closing date for applications is **1 October 2026**.

Only shortlisted candidates will be notified.

For further information, please contact Karin Elisabeth Lind, International Director at keli@dca.dk

Recruitment Process

- First Interview: 9 October 2026
- Personality test: mid-October 2026
- Second Interview and cases: 21 October 2026
- Contract starting 1st December 2026, or as soon as possible thereafter

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. DCA conducts an anti-terror check as part of the recruitment process. It is a prerequisite that you pass this check and maintain this status throughout your employment with us. Everyone applying for a job with DCA must be ready to comply with our Code of Conduct, Staff Policy on the Prevention of Sexual Exploitation, Abuse and Harassment, and our Child Safeguarding Policy. Work related travels are expected in this position.