The humanitarian job market · November 2026

Free monthly report by Humanitaires Jobs: vacancies posted by UN agencies, international NGOs and national NGOs, with a focus on Africa.

Edition in progress: figures as of 17 November 2026, updated daily until the end of the month.

First report: monthly tracking started on 16 November 2026. November vacancies that closed before that date are not all counted.

Key figures

2,396
new vacancies posted during the month

2,813
open vacancies on the reference date

146
countries with open vacancies

385
hiring organizations

27.2 %
of new vacancies are in Africa

13.8 %
of new vacancies are open to national staff

17.9 %
of new vacancies come from local or national NGOs

25
emergency missions posted

Key facts

- In November 2026, 2,396 new humanitarian job vacancies were posted in 145 countries (source: Humanitaires Jobs).
- The country with the most new vacancies is India (276), ahead of Ukraine (210) and Afghanistan (144).

- Africa accounts for 27.2% of new vacancies (651); Kenya leads the continent (84).
- The most in-demand field is "Programme management" (45.8% of new vacancies).
- 13.8% of new vacancies are open to national staff and 17.9% are posted by local or national NGOs.

Focus on Africa

651 new vacancies in Africa this month (27.2% of the total), posted by 88 organizations.

African countries posting the most

	Vacancies	Share
Kenya	84	12.9 %
Nigeria	63	9.7 %
Ethiopia	59	9.1 %
DR Congo	54	8.3 %
South Sudan	38	5.8 %
Somalia	36	5.5 %
Uganda	34	5.2 %
Sudan	33	5.1 %
Central African Republic	21	3.2 %
Ghana	20	3.1 %
Senegal	19	2.9 %

	Vacancies	Share
Egypt	19	2.9 %
Chad	18	2.8 %
Rwanda	17	2.6 %
Malawi	17	2.6 %

Most in-demand fields in Africa

	Vacancies	Share
Programme management	256	39.3 %
Finance, HR and admin	101	15.5 %
Logistics and procurement	49	7.5 %
Monitoring, evaluation and data	47	7.2 %
Protection	43	6.6 %
Health and nutrition	41	6.3 %

Top 25 countries by new vacancies

	Vacancies	Share
India	276	11.5 %
Ukraine	210	8.8 %

	Vacancies	Share
Afghanistan	144	6 %
United States	124	5.2 %
France	86	3.6 %
Switzerland	84	3.5 %
Kenya	84	3.5 %
Haiti	66	2.8 %
Nigeria	63	2.6 %
Ethiopia	59	2.5 %
DR Congo	54	2.3 %
Philippines	52	2.2 %
Syria	39	1.6 %
South Sudan	38	1.6 %
Netherlands	38	1.6 %
Venezuela	37	1.5 %
Lebanon	36	1.5 %
Somalia	36	1.5 %
Uganda	34	1.4 %
Sudan	33	1.4 %

	Vacancies	Share
United Kingdom	29	1.2 %
Bangladesh	27	1.1 %
Indonesia	25	1 %
Central African Republic	21	0.9 %
Jordan	21	0.9 %

New vacancies by region

	Vacancies	Share
Europe	572	23.9 %
Asia	482	20.1 %
Horn and East Africa	250	10.4 %
Latin America and Caribbean	224	9.3 %
Central Asia and Caucasus	170	7.1 %
Middle East	150	6.3 %
North America	137	5.7 %
West Africa	124	5.2 %
Great Lakes	118	4.9 %
Southern Africa	59	2.5 %

	Vacancies	Share
North Africa	45	1.9 %
Central Africa	41	1.7 %
Sahel	37	1.5 %
Pacific	25	1 %

New vacancies by field

	Vacancies	Share
Programme management	1,097	45.8 %
Finance, HR and admin	321	13.4 %
Monitoring, evaluation and data	159	6.6 %
Logistics and procurement	159	6.6 %
Health and nutrition	154	6.4 %
Protection	124	5.2 %
Communications and partnerships	121	5.1 %
Safety, security and access	57	2.4 %
Food security and livelihoods	55	2.3 %
Education	48	2 %
Water, sanitation, hygiene	38	1.6 %

	Vacancies	Share
Gender and GBV	33	1.4 %

New vacancies by type of organization

	Vacancies	Share
International NGO	977	40.8 %
United Nations	856	35.7 %
Local / national NGO	429	17.9 %
Foundation / donor	68	2.8 %
Red Cross / Red Crescent	65	2.7 %
Charity / association	1	0 %

Top 15 hiring organizations

	Vacancies	Share
OIM / IOM	172	7.2 %
World Vision	113	4.7 %
PNUD / UNDP	87	3.6 %
PAM / WFP	79	3.3 %
Danish Refugee Council (DRC)	76	3.2 %
Comité international de la Croix-Rouge (CICR)	65	2.7 %

	Vacancies	Share
UNESCO	57	2.4 %
Norwegian Refugee Council (NRC)	51	2.1 %
United Nations Environment Programme	48	2 %
ONU Femmes / UN Women	44	1.8 %
Humanité & Inclusion (HI)	36	1.5 %
Mercy Corps	32	1.3 %
FHI 360	31	1.3 %
ACTED	29	1.2 %
Plan International	26	1.1 %

Methodology

Vacancies are read twice a day from the official recruitment sites of UN agencies, international NGOs, national NGOs and humanitarian coordination forums, then deduplicated. “New vacancies”: vacancies whose posting date falls within the month, whether still open or already closed. “Open vacancies”: vacancies whose deadline has not passed on the reference date. A vacancy open in several countries counts in each of them. The field is inferred from the job title. Vacancies withdrawn by an organization before our next pass may be missing.

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