

## WE TRACK WEAPONS



## FIELD INVESTIGATOR – MIDDLE EAST (CAR\_UK\_74)

## **CONFLICT ARMAMENT RESEARCH (CAR)**

CAR is the world's only organisation to specialise in tracing supplies of weapons, ammunition, and related materiel into conflict-affected countries.

CAR generates a global evidence base on the diversion of conventional weapons and related material through its on-the-ground operations in areas affected by armed conflict and terrorism. CAR works to inform effective through-life weapon management and control, to enhance traceability, accountability, and the security of weapon supply chains.

CAR is a dynamic organisation. Since its creation in 2011, it has expanded operations to cover more than 30 conflict-affected states worldwide and employs nearly 40 full-time staff and contractors.

Although a private company, CAR falls into both the for- and not-for-profit sectors, providing services to long-term grant funders, such as the European Union, in addition to supplying critical data to governments and other entities on a commercial basis. This mixture of funding sources makes CAR resilient to fluctuations in donor demand; notably by providing it with core budgets and research and development funds that are not traditionally enjoyed by non-profit, grant-funded organisations. CAR has continuously diversified its funding sources, year-on-year, since 2011.

### **THE OPPORTUNITY**

CAR seeks a Field Investigator to support and lead its field operations in the Middle East to document recovered materiel in the fulfilment of CAR's counter-diversion investigation, and to represent CAR at outreach opportunities. In this role, you will work with colleagues from all parts of the organisation. As a Field Investigator you will be reporting to the Middle East Head of Region and contribute to our unique and ground-breaking work.

## TERMS AND CONDITIONS

**LOCATION:** CAR will consider applications from the following countries for permanent employment: UK, USA, Lithuania, Finland, Netherlands, Germany, Switzerland, Italy, and Kenya. CAR will consider applications for consultancies for candidates in other locations.

Applicants must have an existing legal right to live and work in the country they are applying from, as CAR is unable to provide visa sponsorship for this role.

**HOURS:** 40 hours per week though flexible working will be considered.

**SALARY/FEE:** The benefits package will vary depending on the contractual status of the successful applicant and their location. The salary or fee will be circa £52000pa, local currency equivalent

**CONTRACT TYPE:** Permanent employment or consultant based on location.

**ANTICIPATED START DATE:** July 2026 onwards.

## ROLE DESCRIPTION

- Deploy to field locations in the Middle East, including potentially challenging or hostile environments, in support of CAR's field operations.
- Establish and maintain communication and coordination with national authorities and partners.
- Conduct on-the-ground logistics of field investigations, including access, transport, accommodation, and support.
- Physically document weapons, ammunition, and related military materiel according to CAR's strict technical methodology.
- Continually develop technical knowledge of weapons, ammunition, and diversion networks.
- Conduct background and open-source research to support field investigations.
- Work with the Technical Support Unit on capacity building, mentoring, and development activities.
- Present findings to various stakeholders, including national partners and donors.
- Record and organise technical data, including photographic documentation and identifying markings.
- Work with CAR's Tracing and Research Units in determining materiel chains of custody.
- Work with CAR's Research unit to participate in the writing of confidential and public reports.
- Work with CAR's International Policy Unit to represent CAR at relevant regional and international fora on weapon control, disarmament, and other related subjects.

# PERSON SPECIFICATION

## Essential

### Experience

- Significant experience conducting and leading investigations relating to weapons, sanctions, armed conflict, or terrorism.
- Experience leading and participating in field missions to complex, hostile, and austere environments especially conflict or post-conflict regions.
- Professional experience in international relations, disarmament or peace operations, development NGOs, security services, investigative journalism, multilateral or government policy, or similar relevant discipline.
- Experience working with policy, academic, industry, government, military, or other relevant stakeholders.
- Experience establishing and maintaining working relationships with armed groups, militias, or non-state actors.

### Knowledge & Qualifications

- Detailed current understanding of regional geopolitical dynamics in the Middle East.
- Degree in international relations, conflict/peace studies, investigative journalism, or a similar discipline or equivalent professional experience.
- Fluent written and spoken English.
- Conversational in Arabic language.

### Skills

- Experience leading and contributing to exhaustive research, analysis, and investigations.
- Experience communicating complex investigative findings through written reports, data visualisations, and oral presentations.
- Experience negotiating access to information with national authorities.

### Other

- Willingness and ability to travel frequently, including to remote or potentially unstable environments.

## Desirable

### Experience

- Experience working in electro-mechanical engineering, forensic, or explosive investigations.
- Experience handling confidential and sensitive information.

- Experience conducting security assessments and risk management plans for hostile environments.
- Experience leading training and building capacity with local or international partners.

### **Knowledge & Qualifications**

- Understanding of regional and international non-proliferation regimes for small arms and light weapons, chemical precursors, dual-use goods, and improvised explosive device components, as well as familiarity with international sanction mechanisms, arms embargoes, regional organizations, and civil society organizations.
- Ability to read, write, speak, and work in one additional regional language (i.e. Farsi, Kurdish).

### **Skills**

- Experience designing and planning field deployments and research outputs.
- Technical capacity to safely handle and identify various types of weapons and ammunition.
- Knowledge of Advance Conventional Weapon systems, including missiles and Uncrewed Aerial Vehicles (UAVs).

## **HOW TO APPLY**

Applications **must** include:

- a full CV.
- a covering letter explaining why you are applying for the position and how your skills, knowledge and experience relate to the criteria listed on the person specification.

Applications must be submitted to [recruitment@conflictarm.com](mailto:recruitment@conflictarm.com) with the subject line, Field Investigator\_CAR\_UK\_74 application. Please indicate in your covering letter where you saw this position advertised. We will not consider applications submitted through the LinkedIn 'Quick apply' function.

The closing date for applications is **30 May 2026 (23:59 GMT)**.

Due to the high number of applications we receive, we will only contact short-listed candidates. If you do not hear from CAR within four weeks of the closing date, please assume that you have not been successful on this occasion.

You are encouraged to submit your application as soon as possible as CAR reserves the right to close this vacancy early in the event of a high volume of applications.

## **APPLICANTS WITH DISABILITIES**

If you are considering applying and need support or assistance to do so, please contact Jacqueline Cox, Head of Human Resources at [cox@conflictarm.com](mailto:cox@conflictarm.com).

## **EQUALITY, DIVERSITY, AND INCLUSIVITY**

At CAR we believe that diversity and inclusion is critical to our success as a global organisation. As such, we aim to recruit, develop, and retain the most talented people from a diverse candidate pool.

Our goal is to be a diverse workforce that is representative at all job levels. We are committed to creating an environment of mutual respect; one where equal employment opportunities are available to applicants and teammates of all backgrounds and protected characteristics.

## **COMMITMENT TO SAFEGUARDING AND THE MISCONDUCT DISCLOSURE SCHEME**

CAR is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct and expects all staff and personnel to share this commitment through our Personal Conduct, Safeguarding children and Vulnerable Adult's and associated policies.

The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work within the safeguarding policies of the organisation.

All offers of employment will be subject to satisfactory references and appropriate screening checks, where required.

CAR also participates in the Inter Agency Misconduct Disclosure Scheme. In line with this Scheme, we will request information from job applicants' previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment.

By submitting an application, you confirm your understanding of and agreement to these recruitment procedures.