



Technical Program Manager

Job Posting:	Technical Program Manager
Location:	EU-based with regular visits to NL headquarters
Reports To:	Chief Operations Officer
Commitment:	Six-month consultancy with possibility to extend to twelve months
Compensation:	Base €85.000 annualized with additional compensation for technical expertise
Start date:	As soon as possible

Tech 4 Tracing strongly encourages women to apply for this position.

Oversee and coordinate the expansion and smooth management of Tech 4 Tracing's growing portfolio of digital and physical asset projects related to the automated detection and identification of illicit weapons and improve and streamline work processes for delivering on donor and organizational commitments.

About Us

Stichting Tech 4 Tracing Europe (Tech 4 Tracing or T4T) builds technology for global humanitarian and emergency partners on behalf of the European Union and other donors. We leverage emerging technologies in computer vision, 3D rendering, and digital fabrication to provide partners with custom tools and assets for applications ranging from helping emergency services in conflict zones to analyzing OSINT media for investigative journalism. As our projects continue to scale up, we seek additional experts to join our team.

We're looking for a Technical Program Manager who can streamline and maximize the efficiency of our production workflows related mine action and arms control digital and physical assets.

About the Role

- Coordinate and track production of digital and physical assets across multiple projects
- Liaise between production team, design, software developers, technical experts and operations team to oversee production pipeline and quality assurance
- Ensure asset development processes are smooth, well organized, and functional, trouble-shooting as necessary to delivery projects on time or ahead of schedule
- Drive team communication, status updates, and transparent reporting to leadership
- Contribute to project roadmaps, timelines, and dependencies across multiple workstreams
- Contribute to and track client orders, help address logistics and delivery challenges

About You

- Bachelor's degree in a relevant technical discipline such as engineering, computer science, information technology, industrial/product design, or digital production, or equivalent demonstrated technical expertise acquired through professional experience. 5+ years in technical program/project management, ideally across multidisciplinary teams
- Experience managing complex projects that involve development, delivery, and maintenance of both digital and physical assets
- Strong ability to create and manage structured, clean data in spreadsheets (Google, Proton, other), databases, and custom content management systems
- Proficiency in design, project management, and visual communication software with

- some fluency in 3D development software
- Clear communicator with a track record of leading cross-functional teams and influencing without authority
- Organized, adaptable, and comfortable managing dynamic project portfolio with changing priorities in fast-moving environments
- A motivated problem-solver that anticipates downstream issues
- Strong English technical communication skills
- An operational understanding of digital security

Nice to Have

- Technical experience with software development, UI/UX design, digital production workflows, digital fabrication and 3D printing workflows
- Knowledge of asset lifecycle management, content pipelines, or digital rights workflows
- Website management using Markdown or CMS
- Ability to work across multiple computer operating systems, fluency with the command line, bash scripts and Python automations, and write documentation in Markdown
- Knowledge of humanitarian mine action and arms control domains, weapons identification, and familiarity with ordnance used in current conflict zones
- Willingness to travel for projects
- Additional language proficiency in Ukrainian or Dutch

What You'll Get

- A high-impact role in a growing, ambitious organization
- Collaborative, no-BS team that values clarity, autonomy, and shipping quality work
- Competitive compensation for a European non-profit sector-based position, with base remuneration of €85.000 (annualized) with additional compensation depending on experience
- Flexible work environment

About the Interview Process

- First stage: Video interview call with Managing Director and Technical Officer about the position, your experience and work goals
- Second stage: Interview/meeting with Executive Director and Chief Technologist
- Third stage: Follow up to discuss technical and administration details further
- Offer extended with three-month trial period

How To Apply

Please read the following information carefully and respond to all points in your application.

What to submit

To apply for this consultancy, please submit the following documents electronically:

- Copy of your university diploma
- Up-to-date CV that includes proof that the applicant possesses the necessary professional, technical and organizational capacity required to perform the contract and a list of similar contracts in the past of relevance to the call
- Documentation regarding the consultant's self-employed status in line with relevant Dutch (or other EU member state) legislation
- Certificate (or declaration on oath when such certificate is not available) establishing absence of open criminal proceedings and absence of a final judgment for criminal offences

- Motivation letter (max one page)
- No fewer than 3 (three) references from previous related employers that may be contacted by Tech 4 Tracing. Please ensure that full name, title, email address and telephone number are provided for each.

Timeline

Applications will be accepted through **9 October at 12:00 CET**. No applications will be considered after this time unless the call is expressly extended by notification on both T4T's website and on LinkedIn.

All applications will receive a message acknowledging receipt.

Applications will be informed if they have been selected for the short-list of candidates by **31 October 2026 at 12:00 CET**. If applicants do not receive such a message, it means they have not been selected for the short-list.

All materials should be mailed to jobs@tech4tracing.org with the subject line **"TPM consultancy application"**