*Table S3: Overview of participants*

|  |  |  |  |
| --- | --- | --- | --- |
| **Type** | **Current / previous position** | **HCW** | **Worked within Syria pre-conflict** |
| **Local†: Syria-related experience gained mainly through work with local organisations** | Currently employed by local organisation | No | Yes |
| Currently employed by local organisation | Yes | Yes |
| Currently employed by local organisation | Yes | Yes |
| Currently employed by iNGO, previously employed by local organisation | Yes | Yes |
| Previously employed by local organisation and iNGO | Yes | Yes |
| **International: principal experience at iNGOs** | Currently employed by iNGO, worked remotely | Yes | No |
| Currently employed by iNGO, worked remotely | Yes | No |
| Currently employed by iNGO, worked remotely | Yes | No |
| Currently employed by iNGO, worked within Syria | Yes | No |
| Currently employed by iNGO, worked remotely | Yes | No |
| Currently employed by iNGO | Yes | Yes |
| **WHO: principal experience at WHO**  | WHO | Yes | No |
| WHO | Yes | No |
| WHO | Yes | No |

†Local or international does not reflect citizenship, but rather experience.