



MSF Academy Paediatric Referent (m/f/x) - Brussels – MSF Academy for Healthcare

Médecins Sans Frontières (MSF) is an international humanitarian aid organization that provides assistance in more than 70 countries to populations in distress, to victims of natural or manmade disasters and to victims of armed conflicts, without discrimination and irrespective of origin, religion, creed or political affiliation.

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CONTEXT

The MSF Academy for Healthcare is an initiative that has been created to strengthen the competencies of medical and paramedical staff, with the aim to increase the quality of healthcare to the patients we assist in the MSF projects. The Academy teams are present in Central African Republic, South Sudan, Mali, Sierra Leone, Nigeria and Yemen, and soon in Burkina Faso. Emphasis is placed on MSF's locally hired staff, especially in the countries with the largest gaps in human resources for health (HRH) capacity (e.g. nursing staff in MSF-supported hospitals). Beyond MSF projects, the Academy also liaises with health authorities for joint recognition of its learning programmes and support to governmental programmes. Currently we are running multiple programs such as the "Outpatient care initiative", a "Postgraduate Diploma in Infectious Diseases" (PGDip ID), a "Postgraduate Diploma in Medical Humanitarian Leadership", or "Antimicrobial Resistance" (AMR). We have a growing portfolio of projects addressing specific learning objectives for different categories of healthcare staff in MSF. All these projects, chosen in line with overall MSF operational and medical priorities, are increasing in scope and complexity.

Our objective is to maintain the same overall educational approach in all MSF Academy projects: competency-based learning; on-the-job training with the presence of strong tutors or clinical mentors; and seeking to achieve appropriate accreditations for all trainings, often in collaboration with partner teaching institutes.

The Academy teams are growing with a "global team" of 26 staffs composed of the director, deputy director, resource manager and 3 project managers, as well as a strong technical team of both medical and/or learning science experts to support the projects, and a group of distance-learning clinical mentors; and several teams in the countries where we have our activities comprised up to 70 staffs.

As the Paediatric Referent, your objective is to be in charge of the strategic design and the quality of the Paediatric Diploma course and to ensure the good collaboration and coordination with all key stakeholders inside and outside MSF in the field of paediatrics. You will contribute to the general approach and quality of clinical learning in the MSF Academy and MSF in general. You report to the MSF Academy director, who will be the project manager of this course.

MAIN RESPONSIBILITIES

Learning needs assessment

- Evaluate and organise the assessment work that has been carried out up to now, identify the remaining gaps and complete the needs assessment
- Complete the mapping of partner universities

Course development

- Learning design
 - o Lead the process to develop the course learning design, with the support of the MSF Academy pedagogical referent and the MSF Academy director, and based on the experiences of the MSF Academy
 - o Design the clinical learning strategy
 - o Design and plan the organisation of the face-to-face sessions and/or internships
 - o In collaboration with the pedagogical team, organise the online material of high quality
 - o Ensure appropriate quality assurance, monitoring and evaluation embedded in the course
- Content development
 - o Based on the learning needs, develop a detailed plan of the course

- o Map existing material and plan the content that needs to be redeveloped
- o Lead the development of the course and manage the coordination or recruitment and supervision of additional subject matter experts
- o Coordinate the validation process inter-sectionally in MSF of all the theoretical content of the course

Partnerships and networking

- Select the appropriate academic partner and develop the partnership in detail, in collaboration with the MSF Academy director
- Liaise further with the office of MSF in Dakar and the operations desks working in the region of West and Central Africa to ensure the relevance and acceptance of the course
- Interact closely with the paediatric working group to ensure a co-ownership of the project and allow the access to the course material to other training purposes in MSF

Implementation of the course, together with the Academy Director

- Plan and design the implementation strategy of the course in detail
- Run the first round of the course with all relevant actors in MSF to select and follow up the suitable candidates
- Adjust the strategy after the pilot phase and implement the roll-out of the programme

REQUIREMENTS

Education and Experience

- Medical doctor with specialty in paediatrics
- Minimum 3 years' international experience with Médecins Sans Frontières, including experience in our projects
- Experience in learning projects or activities
- Experience in coordinating projects

Competencies

- Excellent interpersonal and communication skills
- Strong organisational skills and solution-oriented
- Highly pragmatic
- Strong team player with interpersonal skills able to interact at all levels

Languages: Proficient level in French and fluency in English mandatory (oral and written)

CONDITIONS

- **Start of contract:** June 3, 2024
- **Location*:** Brussels (Belgium); Paris or Amsterdam could be discussed

*The final outcome depends on the residency of the candidate, the local legal limitations and on agreement with the contractual MSF entity of these locations. The contractual terms, conditions and salary will be established based on the station, on administrative / legal constraints and in respect of MSF function grids and salary policies. The local contract and standard salary grid will then apply.

- **Mobility:** 2 - 3 visits of 3 weeks in the countries of operations per year
- **Contract type:** Open-ended contract (CDI) – Full-time
- **Salary** according to MSF-OCB HQ grid
- **Meal vouchers - Hospital Insurance (DKV) - Pension plan - 100% reimbursement for public transportation costs**
- **Adherence to MSF principles and to our managerial values:** Respect, Transparency, Integrity, Accountability, Trust,

Empowerment.

- Adherence to the MSF Behavioural Commitments

Deadline for applications: 12th of May 2024

How to apply?

Please, send your CV and cover letter to msfacademy@msf.org and mention "MSF Academy Paediatric Referent" in the subject of your email.

Only shortlisted candidates will be contacted

Position only open to candidates with previous MSF experiences ("Médecins Sans Frontières")!

No MSF experiences? Check out other job offers on our website.

MSF values diversity and is committed to create an inclusive working environment. We welcome applications from all qualified candidates regardless of disability, gender identity, marital or civil partnership status, race, color or ethnic and national origins, religion or belief, or sexual orientation.

The protection of your personal data is important to MSF. By submitting your application, you consent to MSF using your personal data. For more information, consult our privacy notice to job applicants.

Deadline for submitting applications : 12/05/2024

Médecins Sans Frontières - France