



Nursing care IMPLEMENTATION SUPPORT TO WEST AFRICA OPERATIONS

Médecins Sans Frontières is an international independent medical-humanitarian organization which offers assistance to populations in distress, to victims of natural or man-made disasters and to victims of armed conflict, without discrimination and irrespective of race, religion, creed or political affiliation. The MSF movement is built around six operational centers (OCs) and 36 offices worldwide. We conduct medical humanitarian operations in over 70 countries. Medical operations are implemented by field teams and the project coordination teams. The field operations are guided and supported by operational cells from the Directorates and their support departments.

Three operational directorates, OCBA, OCG and OCP, have agreed to strategically organize their medical support to MSF field projects in West Africa. Their effort has led to the creation of a medical platform in Dakar, which aims to ensure and coordinate needed medical implementation support to MSF field operations in the region and to grow MSF medical knowledge and expertise in medical issues of high relevance for West.

The Dakar platform is led by a Head of Platform (HoP) who manages a pool of Specialty Implementation Supports to West Africa Operations (SIs), and is connected to a vast operational and medical network both within and outside of MSF. The aim of the platform is to enable a proper identification of key medical implementation support needs as well as the best coordinated response for MSF field programs in the region. By ensuring that it is closely linked to the OCs, the platform intends to foster knowledge and expertise that benefit all MSF programs.

The current portfolio covered by the Dakar platform currently includes MSF field operations in Burkina, Cameroon, Mali, Niger and Nigeria but is expected to evolve each year according to the medical needs

Mission

GENERAL OBJECTIVE AND JOB ENVIRONMENT

The main objectives of this position are to:

1. Contribute to the identification of Nursing and Nursing care needs and accompany the practical operationalization of the Nursing care component in OCBA, OCG and OCP field projects managed by Dakar based cells in West Africa.
2. In collaboration with the relevant nursing advisors, provide direct *ad hoc* support to the design, implementation and follow-up of Nursing activities in the projects managed by the Dakar based cells in West Africa. More specifically:
3. Contribute to the cross-fertilization within and among OCs, and to ensure the provision of acceptable quality nursing care to our beneficiaries through the introduction of 'best practice' strategies in treatment, diagnostics and programmatic management in the region.
4. Actively develop and participate in the West African network of expertise with a view to increase MSF's know-how.

The Nursing care Implementation Support is managed by the Head of the Dakar Platform (HoP), and technically guided/advised by the OCs Nursing care referents/ advisors of the given projects.

Her/his priorities are based on the yearly roadmap of the Dakar medical Platform and assigned by the HoP in consultation and coordination with the respective OCs operational cells and referents/advisors and Priorities should first be discussed with nursing advisors/Mission/projet to avoid any duplication in efforts and aligned with MSF nursing strategies

He/she will have a direct and sustained collaboration with the Nursing care referents/Advisors of the OCs, the Operational cell(s), the country medical coordinators, and projects involved.

This position should be preferable based in Dakar, although a remote location can be negotiated, will depend administratively by the Dakar office through an MSF Senegalese contract.

She/he must be able to spend 80% of the working time in the field, while the remaining 20% will be dedicated to project follow-up, knowledge sharing and strengthening MSF nursing West African network in Dakar.

When possible, She/he should dedicate one month of field deployment / year to non-West African programs to stay exposed to the diversity of MSF's challenges and responses in Nursing

MAIN RESPONSIBILITIES AND TASKS (in collaboration with nursing advisors)

1. Contribute to the identification of needs and accompany the practical operationalization of the technical Nursing:
 - o Provide support in needs assessment and strategy development when developing a new project and during PoA periods.
 - o Propose the necessary means for a proper implementation of Nursing care activities in the field such as HR, medical tools and equipment and capacity development needs among others.
 - o Under the coordination of the HoP, participate in the annual planning of the medical platform activities and priorities in collaboration with field teams, operational cells, and medical referent/advisors.
 - o Participate in and execute the planning of field deployments and implementation support in close coordination with the cells, the relevant medical referent/advisor and the field missions.
 - o Suggest and participate in operational research projects, concept papers and study protocols in coordination with OCs referents/Advisors.

2. Provide direct *ad hoc* support to the design, implementation and follow-up of Nursing care activities managed by Dakar office cells.:
 - o Provide direct implementation support through field visits to managers/supervisors as well as PMR and MedCo to improve quality and organization of Nursing care.
 - o Make sure that there is a good coordination and continuation of care in the projects.
 - o Support field teams in developing and implementing best practices in Nursing care in line with the respective OCs strategies.
 - o Identify learning and development needs related to Nursing care and to contribute to elaborate training tools and provide tailored or *ad hoc* on-site training in coordination with the Nursing care Referent/Advisor.
 - o Support recruitment and onboarding of Nursing staff in/for the region when relevant
 - o Help define, adapt to context (Caution, evidence-based protocols are not always adapted to context) and implement systems, tools, protocols, guidelines and SOPs in coordination with OCs Nursing care referent/Advisor. To support in implementation rather than adapting to context (right resources, equipment, knowledge, HR etc..)
 - o Support improvement of the M&E quality of the Nursing care activities, including set-up, analysis and interpretation of Nursing care data from field teams using existing and OC validated tools.
 - o Produce a field visit report within one week after each field deployment, documenting the activities conducted, the main achievements and providing recommendations to ensure durability of the implemented activities. The report should be shared with relevant field teams, the HoP and OCs cells and referent/advisors.
 - o Keep regular contact with field Nursing teams and mentor them. Provide feedback to field teams, referents/advisors, HoP and operational cells, maintaining an open communication.
 - o Exceptionnally fill gaps in the Nursing field work if urgent needs are identified by the HoP and operational cells.

3. Contribute to the collaboration within and among OCs and to the coherent implementation of best practices in Nursing care in the region:
 - o As much as possible, participate in NCWG to ensure up-to-date with ongoing MSF nursing priorities and strategies
 - o Provide support and guidance to evidence-based nursing practice and MSF procedures in the projects in the region
 - o Foster collaboration between the different technical profiles involved in Nursing care at project, program, mission and country level for an effective knowledge sharing dynamics.
 - o Work closely with related specialties to ensure coherent medical transversality within and among projects.
 - o Help organize M&E Nursing care activities promoting the use of validated tools in the region.

4. Actively develop and participate in the West African network of expertise with a view to increase MSF's know-how.
 - o Support field teams in meetings related to nursing care with others actors (MoH, WHO, etc...).
 - o Liaise and coordinate with other regional actors and platforms (academia, INGOs) to increase MSF Nursing care network for exchange of experiences and potential partnerships.
 - o Participate in the nursing-related external and internal committee(s) and forums when relevant.

Professional skills

Qualification:

- Nurse Diploma/degree from qualified University program.
- Minimum 2 years' experience with MSF project is considered a major criterion , or another humanitarian in different nursing positions.
- Knowledge of MSF protocols and nursing resources and their use in the field is an asset.
- Proven and recent clinical experience as a nurse with or without MSF (will be highly appreciated)
- Fluent French and English.
- Knowledge of and previous exposure to the West Africa context strongly preferred.
- Experience in international emergency interventions as a nurse
- Essential computer literacy (Word, Excel and Internet

Required qualities

- Analytical thinking
- Results, service and quality oriented
- Ability to take initiatives
- Interest and aptitude in training
- Planning and organizing skills
- Communication and networking skills
- Capacity to work in stressful environments
- Ability to navigate in multi-cultural environments
- Readiness to travel extensively and to be flexible with working hours
- Team spirit, Flexibility
- Understanding of and commitment to MSF principles and to respect MSF policies and rules.

Specifics of the position

CONDITIONS:

- one-year contract with possibility of renewal depending on operational needs
 - Based at home with travel to the fields 80% of the time.
 - A minimum of one month/year in similar functions in non-West African project
 - Since this is a home-based position, the clauses of the employment contract will be made according to the country of residence.
 - Perdiem will be granted only during field work and during the stay in Dakar

Starting date: September-October 2024

Type of Contract : Fixed-term contract

Contract length : 12 months

Salary (€) : Niveau 10 de la grille de rémunération de MSF Sénégal

Deadline for submitting applications : 17/07/2024

Médecins Sans Frontières - France