

Médecins Sans Frontières Spain – OCBA (Operational Centre Barcelona and Athens) is looking for a:

HEAD OF MISSION (1 YEAR CONTRACT/BASED IN CABO DELGADO)

Do your skills and experience not precisely match the requirements? MSF-OCBA is an organization committed to promoting diversity and equity by providing equal access to professional opportunities. We understand that women, people of color, indigenous individuals, members of the LGTB+ community, and other underrepresented groups often hesitate to apply for employment if they don't meet all the requirements. At MSF-OCBA, we strive to create a diverse, inclusive, and genuine workplace. Therefore, if you're interested in this position but your experience doesn't align perfectly with the selection criteria, we encourage you to apply anyway. You might be the ideal candidate for this or other positions.

GENERAL CONTEXT

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.

GENERAL OBJECTIVE

Being responsible for MSF's operational response in the Mission. In collaboration with the operational cell, defining the mission operational strategy. Coordinating MSF's program execution, identifying humanitarian challenges, representing MSF's interests before third parties. Ensuring compliance to MSF's charter, ethical standards and policies as well as international and national laws and regulations, in order to realize organizational objectives and reach quality targets for the Mission.

MAIN RESPONSABILITIES AND TASKS

- Initiating and leading the mission-wide operational strategy; including country policy, annual plan, budget and policy frameworks. Leading the management team translating the strategic objectives into operational activities. Monitoring developments in MSF's general policies and strategies and adapting the annual plan of the mission accordingly.
- Monitoring and analyzing the political, humanitarian and medical situation in the country and in the region. Identifying potential fields of intervention and determining response strategies.
- Representing MSF towards external actors (national authorities, NGO's, donors, military organizations, media, etc.) to create commitment and negotiate terms and conditions for field operations.
- Integrating an internal and external communication policy for the mission to advocate for change.

- Leading the implementation of medical-humanitarian activities in the mission.
- Coordinating with other MSF sections to initiate, coordinate and develop short- and long-term strategies in-country.
- Evaluating the progress and outcomes of activities to ensure that objectives are achieved and reporting to Headquarters.
- Being responsible for the planning and coordination of all human, material and financial resources to ensure the overall performance of the mission.
- Leading the mission and its staff, providing a clear vision for the direction of the mission and bringing staff together across functional and geographical lines to achieve the mission's objectives.
- Managing, coaching and developing direct reports in line with human resource policies.
- Implementing Human Resources-policy and ensuring that MSF acts as a responsible employer in terms of work-ing conditions and reduction of security and health risks.
- Ensuring staff and management team are aware of mission strategies, ambitions and implementation plans.
- Ensuring the associative character of MSF is reflected in the briefing of all MSF staff.
- Ensuring the internal and external flow of information.
 - keeping staff and HQ informed and updated of context and security related issues.
 - producing all required planning and program performance reports in line with the HQ reporting cycle.
- Being responsible for all security aspects of the mission.

SELECTION CRITERIA

- University degree. Particularly in medicine, public health or paramedical or the field of international relations is a plus.
- Desirable degree in project management or HR management.
- At least two years in management positions in humanitarian aid.
- Essential experience with MSF or other NGOs.
- Essential working experience in developing countries.
- Portuguese and/or Spanish and English are mandatory
- Essential computer literacy (word, excel and internet).

CONDITIONS

- Position based in Mozambique (Cabo Delgado).
- Full-time job.
- Length of contract: 1 year.
- Annual Gross salary: L15 IRP2 + secondary benefits based on MSF OCBA Reward Policy.
- Starting date: January 2025 (negotiable)

HOW TO APPLY

- To apply, please follow the link below and submit your CV and cover letter.
- <https://careers.msf-applications.org/job-invite/9085/>
- Closing date: November 3rd, 2024, 23:59 CET (Central European Time).

MSF is committed to achieving workforce diversity in terms of gender, race, nationality and culture. Individuals from minority groups, indigenous groups and persons with disabilities are encouraged to apply. We are committed to achieving a balanced gender distribution and therefore encourage women to apply.

All applications will be treated with the strictest confidence. MSF provides a work environment that reflects the values of gender equality, teamwork, integrity and a healthy balance of work and life. MSF does not tolerate sexual exploitation and abuse, any kind of harassment, including sexual harassment and discrimination. All selected candidates will, therefore, undergo reference checks.

Médecins Sans Frontières, as a responsible employer, under article 38 of “Ley de Integración Social del Minusválido de 1982 (LISMI)” invite those persons with a recognized disability and with an interest in the humanitarian area to apply for the above-mentioned position. All information collected has the sole purpose of recruiting for the position described and is treated with confidentiality and data protection, in accordance with European standards and Portuguese legislation.