

**Médecins Sans Frontières Spain – OCBA (Operational Centre Barcelona-Athens) is looking for**  
**a**  
**DESIGN AND IMPLEMENTATION OF SIMULATION CAPACITY**  
**BUILDING PROGRAMMES (BASED IN ANY OCBA HUB)**

## **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.

MSF is a civil society initiative that brings together individuals committed to the assistance of other human beings in crisis. As such MSF is by choice an association. Each individual working with MSF does it out of conviction and is ready to uphold the values and principles of MSF.

The MSF movement is built around five operational directorates supported by MSF's 21 sections, 24 associations and other offices together worldwide. MSF OCBA is one of those directorates. The operations are implemented by field teams and the mission coordination teams; together with the organizational units based in Barcelona, Athens and decentralized in Nairobi, Dakar and Amman. The field operations are guided and supported by 5 Operational Cells, the Emergency Unit and other departments supporting operations.

## **GENERAL OBJECTIVE**

Simulation is the science and methodology of creating a realistic situation or environments similar to reality, to provoke experiences that allow persons, in a controlled and safe space, to practice, learn, reflect, design, test or to gain understanding of systems or/and human actions.

Therefore, at MSF we are very interested in using simulation to build competences, but also to reflect on and solve those questions, challenges and problems that we face in our day-to-day work, in order to define new ways of doing things and bring about positive changes at the level of individuals, teams and the organisation itself. In order to take advantage of the benefits of this methodology, we are working to integrate simulation into our daily work in the organization at all levels.

Taking in consideration the growing interest in the use of simulation in MSF and the recognized evidence-based benefits of simulation, MSF Field Simulation TIC is continuously working to support the gradual increase in the use of simulation in MSF aiming at to positively contribute to the quality of humanitarian medical assistance MSF provides to the population.

This will be done by working in three main areas and pillars:

- Continue **capacity building activities**, as well as the development of learning solutions to design, organize, facilitate and implement simulation programs following best practices.
- Continue to **progressively integrate simulation** into different identified MSF ecosystems (systems and processes), to contribute to the reflection, improvement and innovation of its medical-humanitarian activities.
- MSF will continue to **explore innovative uses** of simulation in the field and at headquarters for the benefit of **individuals, teams and the organization itself**.

## **PLACEMENT WITHIN THE ORGANISATION**

This position will be hierarchically and functionally accountable to Program manager of the TIC Simulation. On the other hand, it will be part of a team of 3 person working also in the design and implementation of simulation programs.

## **POSITION OBJECTIVE**

The main objective of this position is to design and implement capacity building activities and solutions on simulation methodology, as well as for simulation programmes deployments to support the integration of simulation into MSF's operational systems and processes.

## **MAIN RESPONSIBILITIES AND TASKS**

In close collaboration and supported by the TIC Simulation Program manager in all steps:

### **Responsibilities link to Capacity building**

- Participate in the development of capacity building curriculums in simulation and manage content organization.
- Participate in the definition of models, manuals, training packages, kits, etc.
- Participate in the development and implementation of capacity building activities (trainings, remote support, mentoring/coaching, virtual sessions & knowledge transfer activities).
- Participate in leading with Co-facilitators the MSF Field Simulation Community of Practice.
- Identifies and trains pool of facilitators (Field & HQ), Mobiles Implementers Officers and members of the support structure and support them when implementing simulation activities in the field.
- Implements/ supports monitoring and reporting the capacity building activities on simulation.
- Ensure quality and best practices of capacity building activities on simulation.
- Participates in updating the MSF Field Simulation sites and be part of the discussion platforms.

### **Responsibilities link to deployments**

- Ensures and monitor that deployment plans to missions to create capacity (training mission facilitators and establish simulation programs) follows the established goals, procedures and standards.
- Support the Mobiles Implementers Officers and the Operational Center's Support/project Manager on the preparation and implementation of simulation programs (chronogram, resources...) in coordination with the cell and the field teams.
- Focal point for the designs of new scenarios, Subject Matter Experts & manages the catalogue by ensuring it is updated with MSF protocols and with learnings, and state of the art methods.
- Establishes link with key members of depts. to design jointly efficient and practical system of content validation of the scenarios.
- Support MSF staff, Mobile Implementers Officers, flying facilitators & referents when implementing simulation activities in the field.
- Implements/ supports monitoring and reporting the implementation of simulation programs at field level.
- Participate in the identification of a relevant operational research.
- Up to 50 % of the time spent on direct implementation of Sim programs in the field.

## **SELECTION CRITERIA**

- Experience in designing, implementing and monitoring simulation-based learning programs in academic and/or professional settings; especially in the medical area. Minimum 1 year.
- Qualified training or Certification in simulation is an asset.
- Medical degree or nursing diploma.
- Field experience in MSF or in other medical humanitarian organisations desirable. At least 2 years.
- Flexibility and adaptability in dynamic work environment.
- Experience on developing learning programs/activities and / or carrying similar tasks described above.
- English and French. Spanish and/or Arabic are very much valued.

## **COMPETENCIES**

- Commitment to MSF's Principles
- Cross-cultural Awareness
- Behavioural Flexibility
- Analytical Thinking
- Strategic vision
- Results and Quality Orientation
- Service Orientation
- Initiative and Innovation
- Teamwork and Cooperation

## **CONDITIONS**

- Position based in any MSF-OCBA Hub (Barcelona, MSF-Spain delegations, Amman, Dakar or Nairobi). Final location will be subject to the employability of the preselected candidate (residency, work permit, etc.). Field visits up to 50%.
- Full time work.
- Duration estimated of 2 years.
- Contract modality according to local legal framework.

- Annual gross salary: HQ-3B (divided into 12 monthly payments) + secondary benefits based on MSF OCBA Reward Policy. Subjected to local conditions.
- Starting date: mid-May.

## HOW TO APPLY

To apply, please submit your **CV** and **cover letter**: <https://careers.msf-applications.org/job-invite/6283/>

Closing date: **8<sup>th</sup> May 2022, 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.**