

Safeguarding Coordinator - e-cell (W/M)

15 octobre 2025

Médecins Sans Frontières, association médicale humanitaire internationale créée en 1971, apporte une assistance médicale à des populations dont la vie est menacée : principalement en cas de conflits armés, mais aussi d'épidémies, de pandémies, de catastrophes naturelles ou encore d'exclusion des soins.

MSF Safeguarding statement As an employer and a practitioner providing healthcare and relief, MSF-OCP frames the conditions to act against mistreatment and abuses and to install a protective and harmless environment for all persons in contact with MSF, namely patients, caretakers, staff, applicants, and partners.

MSF-OCP commits to:

- **inform, prevent, create spaces for reporting,**
- **respond to inappropriate behaviors,**
- **ensure patients' rights are promoted and respected,**
- **provide inclusive and nondiscriminatory work and healthcare environments in which employees, patients and caretakers are safe, respected, and listened to.**

Anyone collaborating with MSF commits to:

- **Respect the fundamental principles of the MSF charter, the behavioral commitments and the Safeguarding institutional policy.**
- **To subscribe and support the promotion of the Patients' Charter.**
- **Alert of any violation of the safeguarding policy through the reporting channels in place.**

The Flying Safeguarding Coordinator for the Emergency pool (E-pool) applies her/his expertise into field Projects and Coordinations for the countries of intervention of the Emergency Cell.

The Safeguarding Coordinator is responsible for leading the integration of safeguarding practices (prevention, detection and response to abuse). Working closely with all relevant departments and staff, the Safeguarding Coordinator ensures that safeguarding is understood at all levels,

integrated into project activities, embedded in recruitment practices, and reflected in our engagement approach with communities and patients.

Additionally, the Safeguarding Coordinator will support the mission's response to abuse, advising on a victim/survivor-centered approach. Depending on the context, this may include consultations with patients, caretakers, and community members, interactions with partners and collaborators, and networking with PSEA actors.

Aiming to respond to the needs of the Emergency Pool and the missions allocated within its portfolio, she/he is deployed for short missions to respond within short deadlines to identified safeguarding needs, mostly focusing on Support to Emergency response, Explos or other support to Emergency projects. She/he performs background tasks during standby periods.

Context

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Main responsibilities

Activities:

- Conduct/support the mission and the projects to carry out safeguarding risk assessments and monitor the implementation of measures aiming at preventing/reducing the occurrence of risk.
- Identify gaps in staff awareness and tailor MSF OCP training for various contexts as needed.
- Sensitize staff and external partners on abuse prevention and on available reporting mechanisms. Identify key staff and train them to become sensitizers.
- In collaboration with the HR department, ensure that safeguarding is integrated into recruitment and HR practices.
- In collaboration with the relevant departments, deploy a sensitization strategy for patients and community members on safe access to MSF services and access to feedback and complaint mechanisms.
- Strengthen staff capacity to safely report by identifying obstacles in the reporting system/channels and empower staff to safely handle/receive complaints of abuse
- Support the mission response to abuse cases, by providing advice on case management and survivor-centered approach.

Profil required

Experience:

- 2 years' experience in coordinating or implementing safeguarding activities in the field
- Experience in protection related fields such as gender-based violence or child protection is an asset
- At least one experience working in multicultural environments is required.

- Humanitarian or/and emergency context is a plus.
- Experience in designing and integrating accountability tools is a plus.
- Field experience as a project coordinator/project management is a plus.

Skills and aptitudes:

- Comprehensive knowledge of safeguarding in the international humanitarian and development sector, including relevant international standards and frameworks.
- Ability to liaise and provide support to various departments to integrate safeguarding into programs.
- Strong communication, interpersonal and report writing skills.
- Ability to identify knowledge gaps and adapt training content facilitate sessions.
- Demonstrate integrity, equity, and respect for diversity with a proactive, self-motivated, and collaborative work style.

Languages: Fluent (B2) in French and English. Arabic is an asset.

Status and availability: Field-based position. Full-time fixed-term contract for 12 months.

Salaries: Salary level 12 according to MSF field grid and relevant experience.

A MSF, nous valorisons la diversité et cherchons à avoir un environnement de travail inclusif et accessible. Nous encourageons toutes les personnes qui possèdent les qualifications requises à postuler, indépendamment de leur origine ethnique, nationale ou culturelle, de leur âge, de leur sexe, de leur orientation sexuelle, de leurs convictions, de leur handicap ou d'autres aspects de leur identité.

Date limite de dépôt de candidatures

31 octobre 2025

MSF tient à la protection des données personnelles de ses membres, de ses salariés et des personnes souhaitant rejoindre l'association. Les données collectées lors de cette candidature seront strictement transmises, pour un traitement équitable et de qualité, aux personnes intervenant dans le processus de recrutement, quel que soit l'endroit où se trouve la structure MSF à laquelle elles appartiennent. Pour plus d'informations sur la façon dont sont traités vos données et vos droits, [veuillez consulter notre politique de confidentialité](#).