



**MSF SPAIN IS OPENING THE RECRUITMENT OF: RESPONSIBLE BEHAVIOUR OFFICER
(BASED IN JUBA/ PERMANENT CONTRACT/STARTING WITH 6 MONTHS/LEVEL 6)**

In line with our Strategic Orientations we are actively seeking to improve the gender balance in the organization, particularly in the logistics and supply department, and That's why, females are strongly encouraged to apply.

Medecins Sans Frontieres/Doctor without Borders (MSF), founded in 1971, is an international humanitarian organization that provides emergency medical assistance to population in danger in more than 60 countries. MSF has been present in South Sudan for 30 years. Médecins Sans Frontières is an international independent medical-humanitarian organization, which helps 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.

Main Purpose

In collaboration with line manager, contribute to the abuse prevention and ethics within the mission through awareness sessions and identification of the main obstacles in preventing abuses in the mission, according to MSF policies and value in order to promote responsible behavior within the mission.

Main Duties & Responsibilities

- Analyze existing sensitiveness, knowledge, barriers and awareness in relation to Responsible Behavior, the current weaknesses in the mission and to adapt the awareness sessions to the context.
- To sensitize patients and caretakers in relation to the matter, and to evaluate how they relate to MSF and MOH staffs (when in collaboration with the MoH) regarding behavior and abuse prevention, aiming to propose strategic changes when needed.
- Raise awareness at field level with all field staff (MSF and MoH staff) about Abuse Prevention, explaining to all staff individual and institutional responsibility, and what do to if they are victim, or if they witness of an abuse towards staff and beneficiaries.
- Liaise with the MIO Abuse Prevention and with the Abuse and Ethics manager and Lead to update on findings and progresses in missions.
- Produce monthly report including assessment of the context related to barriers, weaknesses and strengths of the mission, main topics of discussion and problems encountered, sessions and trainings done, reporting and communication systems that are in place or in need to be established/ to change.
- Support CMT's in establishing sustainable communication channels on the matter with each project, in collaboration with the HRCO, analyses the local resources as NGOs and associations if any implicated in prevention of sexual harassment and abuse.
- To develop sexual harassment prevention sessions with MSF staff.
- To support the Behavior Unit in disseminating prevention tools already developed and still to develop (videos, leaflets, posters).
- To propose the adaptation of the tools to the context/populations.
- To train some MSF staff, in collaboration and under the HRCO and the MIO Abuse Prevention supervisions, to act as behavioral advocates in the mission that can and should lead awareness sessions afterwards (through a Training of Trainers – TOT).
- To collaborate with other MSF sections and NGOs in facilitating awareness sessions.



MSF Section/Context Specific Accountabilities

- The person will be requested to visit and work in all the projects (Malakal, Ulang) including also the emergency one.
- The person needs present skills to properly communicate and be heard by staff and communities from the different projects of the mission.

REQUIREMENTS

- Bachelor's degree in social science, Law, Education or Social Communication is desirable.
- Experience and/or interest in social work /rights-based organizations, women organizations. Social process facilitation is an asset.
- MSF experience essential.
- Proficiency in the mission language ENG and the local languages in project location desirable (Nuer, Dinka, et).
- Able to organize and facilitate workshops

COMPETENCIES

- Cross cultural awareness
- Behavioural flexibility
- Excellent verbal and written communication skills
- Strong problem-solving and critical thinking abilities
- Ability to work independently and as part of a team
- Knowledge of relevant local laws and regulations related to behavior
- Strong organizational and time management skills
- Strong computer skills, including proficiency in Microsoft Office, teams and Outlook
- Strong data analysis and report writing skills.
- Willing to travel to inner parts of the country 50 – 60 % of the time

HOW TO APPLY

Interested applicants can submit their motivation letters, updated CV and *relevant academic certificates*;
Application should be addressed to:

DEVELOPMENT MANAGER, MSF SPAIN, JUBA.

Submission can be done by E-mail: msfe-juba-dev@barcelona.msf.org or

DROP TO MSF SPAIN, ADMINISTRATION OFFICE, JUBA

With clearly written job title and updated contact numbers.

Closing date for submissions: 13/02/2023 at 17:00 hrs.

We thank all applicants for their interest, but **only short-listed candidates will be contacted for the recruitment process.**
Applications once submitted, will not be returned to applicants.

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.

Done in Juba, 30th January 2023.

