



**MSF SPAIN IS OPENING THE RECRUITMENT OF: LEARNING AND DEVELOPMENT
MANAGER
(BASED IN JUBA/ PERMANENT CONTRACT/STARTING WITH 6 MONTHS/LEVEL (10))**

In line with our Strategic Orientations we are actively seeking to improve the gender balance in the organization particularly, females are strongly encouraged to apply for this position.

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.

The L&D manager provides strategic and functional expertise and advice in learning & development, with the aim to plan and apply processes and activities that foster the development of a diverse and competent workforce to achieve the missions' operational goals effectively. In addition, L&D Manager will be in charge to implement MSF recruitment policy. Ensure quality of recruitment done at mission level and accompany hiring managers over selection process. Throughout recruitment process guarantee, missions will follow MSF principles and values for recruitment.

Main Duties & Responsibilities.

- With the support of the HR Coordinator and in collaboration with the coordination, responsible to define, develop, promote, apply, follow up and advise on the learning and development strategy of the mission
- Contribute to developing advanced, innovative and useful L&D solutions and initiatives for the global workforce that enable continuity and transfer within and across the missions and other MSF entities and local partners, i.e. talent development, securing a variety of L&D applications – including coaching & mentoring - adequate onboarding, etc
- Advise and support coordinators, managers and supervisors to create supportive learning environments and apply appropriate learning and development processes, tools and best practices, including how to identify and address learning needs, gaps and opportunities
- Influence stakeholders by building buy-in for the most appropriate learning and development approach for specific situations in accordance with mission and OC-level L&D and OPS strategies
- Proactively plan and lead the learning and development annual planning and budget process based on learning needs analyses and strategic operational and organizational objectives
- Proactively seek to increase access to learning and development opportunities for all employees of the missions – including identifying synergy/exchanges/collaboration with other MSF sections and other local institutions
- Plan, develop and follow up on mission-wide or project-specific staff learning and development activities by identifying and addressing learning needs and opportunities that maximize staff development to achieve operational objectives



- Advise employees and coordinators, managers and supervisors in the mission on application of individual development and potential growth paths for themselves and their direct reports with the aim to develop MSF staff (and external collaborators, where relevant) to achieve the mission's operational objectives effectively.
- In collaboration with HR Coordinator, implement MSF recruitment policy, ensure quality of recruitment done at mission level and accompany hiring managers over selection process. Throughout recruitment process guarantee, missions will follow MSF principles and values for recruitment.

REQUIREMENTS.

Education: Degree in the field HR, or Master degree in business and Administration, learning and development, organizational development are preferable or relevant experience

Experience: Working experience of at least two years in a learning and development position
Desirable previous experience in MSF or other NGO in developing countries

Languages: Essential mission working language(English). Desirable local language (Arabic)

Knowledge: Computer literacy. Ability to organize and facilitate workshop

COMPETENCIES.

- People Management & Development , Strategic Vision , Commitment , Flexibility ,Results
Teamwork, Stress Management.

HOW TO APPLY.

Please apply using the below link or

<https://forms.gle/WukM8gsjc4LGQ9kA6>

Scan QR Code



Opening date: 31st July 2026

Closing date: 14th August 2026

WARNING! MSF strongly warns its esteem applicants that any proven fake documentation (i.e., fake academics certificates/diplomas/Universities titles or fake work certificates submitted) in the application, will automatically lead to disqualification and total exclusion of the applicant from the current and future recruitment processes. Verification of applicants' documents by MSF is a must!

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.