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**MSF SPAIN IS OPENING THE RECRUITMENT OF: BEHAVIOUR SUPERVISOR  
(BASED IN JUBA/ PERMANENT CONTRACT/STARTING WITH 6 MONTHS/LEVEL (7))**

**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.**

To engage with senior management on the strategy to implement the safeguarding minimum standards including the MSF behavioral Commitments; supervise and monitor all the prevention activities, support the establishment of safe reporting channels, and promote a safe environment for staff, patients and communities. Through this work, she/he will manage all safeguarding/behavior officers or focal points and coordinate all prevention activity at projects level to influence a change of MSF's working culture to be more aligned with MSF's values and principles. COLLABORATION AT MISSION LEVEL Internally: Engage with the HoM, Dep HoM and Project Coordinators to determine the prevention and safeguarding needs in the mission and its projects. Collaborate with the HR department and Field Coordination team (Project Coordinator and/or Project Medical Referent and others), during his/her visits to the projects regarding the planning of all activities, their monitoring and follow up.

**Main Duties & Responsibilities.**

- Ensure, with the HOM and Dep HoM with consultation of the Behavior Unit, the design implementation and follow-up of the behavior management and safeguarding prevention strategy
- Conduct Context analysis related to barriers and fears to feedback and complaint in the mission
- Supervise the safeguarding risk analysis (for individuals) and conduct necessary discussions with all stakeholders in the mission to identify risks and develop mitigating action plan
- Design awareness raising activities at field level for all field staff, including international, national and MoH staff, about the minimum Ethical conduct, risk of safeguarding breaches and the existing feed-back and complaint procedures
- Raise awareness at field level with all field staff (MSF and MoH staff) about how to prevent any unethical conduct, explaining to all staff individual and institutional responsibility, and what to do if they are victims, or if they witness a potential harmful conduct towards staff, patients or community members



- Coordinate and conduct sensitization safeguarding activities for patients and caretakers, ensuring they understand their rights, and to evaluate how they relate to MSF and MoH staffs (when in collaboration with the MoH)
- Liaise with the MST Prevention, the Behavior Manager and the Ethics Lead to update on findings and progress in missions
- Engage with the Coordination teams on embedding the safeguarding minimum standards and related policies into the contractual framework at capital and project level for all staff and partners.
- Support the mission and project to define and establish more secure and accessible feedback and complaint procedures, for staff, community, and patients.
- Raise awareness about how to welcome a complainant in a sensitive and adapted manner to provide or raise a safeguarding concern, including where to refer complainant,
- Conduct regular visits to projects and ensure close supervision of prevention activities and safe-guarding focal points at project level.
- 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 train-ings done, reporting and communication systems that are in place or in need to be established/ to change.
- Supervise and conduct safeguarding training for all projects and coordination.
- Support the Ethics and Behavior Unit, in disseminating prevention tools already developed and still to develop (videos, leaflets, posters).
- Supervise closely the work of Behavior Officers at project level and on the strategy of Community based complaint mechanisms together with Fieldcos and MT.
- Support all teams in the adaptation of the tools to the context/populations.

## **REQUIREMENTS.**

**Education:** Bachelor's degree in social science, Law, Education or Social Communication is re-quired.

**Experience:** 2 years of experience in the field of safeguarding in an international organization (is a must); Field humanitarian experience (is an asset); Experience and/or interest in social work /rights-based organizations, women organizations. Social process facilitation is an asset.

**Languages:** English language essential. Juba Arabic desirable

**Knowledge:** Computer literacy. Ability to organize and facilitate workshop.

## **COMPETENCIES.**

- People management and development
- Commitment to MSF Principles
- Behavioural Flexibility
- Results and quality orientation
- Teamwork and Cooperation



## HOW TO APPLY.

Interested applicants can submit their motivation letters, updated CV, *relevant academic certificates & transcript, previous work certificates and nationality ID card.*

Application should be addressed to:

RECRUITER, MSF SPAIN, JUBA.

Submission can be done by E-mail: [msfe-juba-jobs@barcelona.msf.org](mailto:msfe-juba-jobs@barcelona.msf.org) or  
DROP TO MSF SPAIN, ADMINISTRATION OFFICE, JUBA.

With clearly written job title and updated contact numbers.

Closing date for submissions: 6/04/2026 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.*

***WARNING! MSF strongly warns its esteem applicants that any proven fake documentation (i.e., fake academics certificates/diplomas/Universities tittles 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.

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, 24/03/2026.*

