MEDECINS SANS FRONTIERES

JOB VACANCY
EXTERNAL

17 November 2026

Médecins Sans Frontières – BELGIUM (MSFB) in **RENK PROJECT** is recruiting a

NURSING TEAM SUPERVISOR (01)

Médecins Sans Frontières (MSF) is an international, non-governmental, medical relief organization which provides assistance to populations in distress, to victims of natural disasters and armed conflict irrespective of race, gender, religion, creed or political convictions.

MAIN PURPOSE OF THE FUNCTION

Plan, organize, and evaluate the activities concerning nursing and the team associated, according to MSF values, policies and protocols and universal health standards, in order to warrant the quality and continuity of the health care and the development of the plan of action.

ACCOUNTABILITIES

- Carry out the functions and tasks associated to nursing i.e. perform as a nurse or anesthetist, whenever required or needed, in order to optimize the resources, contributing with his/her knowledge and experience.
- Implement all the protocols and hygiene procedures and supervise his/her team follow the same standards, in order to warrant the quality of the care and service in his/her speciality.
- Organize and coordinate the activities of his/her team (week's schedule, annual leave, absences, etc.), evaluate their performance and define and ensure the needs for training of staff, in order to ensure the coverage of the human resources needs and maintain high standards of quality.
- Carry out and/or supervise the (decentralized) pharmacy and medical equipment management (drugs orders, follow-up of the stock, storage conditions, inventories, follow-up of expired drugs and their destruction, drugs consumption, etc.) in his or her department, in order to satisfy the needs of material with efficiency and effectiveness.
- Ensuring that all staff using medical devices are qualified and trained. Ensuring that cleaning and minor maintenance tasks are performed according to the protocols. Reporting any malfunction to the project biomedical service.
- Carry-out and/or coordinate administrative (exit-paper, transfer-paper, etc.), information and data collection (patient files, forms, statistics, etc.) tasks, and elaborate regular reporting, in order to have updated and reliable information about the day-to-day activity in the project, output/ outcome and support decision-taking.
- Give feedback/ reports to medical focal point.

MSF CONTEXT SPECIFIC ACCOUNTABILITIES

- The Nursing Team Supervisor may be required to work across different hospital units according to operational needs, including Pediatric Ward, PICU, NICU, Maternity, ITFC, Isolation, OT.
- Ensure nursing care is delivered according to the MSF Nursing Care Framework.

Clinical Supervision and Management

- Actively participate in multidisciplinary ward rounds.
- Ensure safe, effective and patient-centred nursing care in accordance with MSF Standards, SOPs, IPC measures and patient safety standards
- Ensure appropriate clinical nursing care including: managing the patients journey from assessment to referral/discharge, supporting the patient with human functioning, through the diagnostic process and through treatment
- Supervise care organization, continuity of care, clinical handovers and nursing documentation.
- Monitor quality of care through assessment of nursing quality indicators and clinical observation
- Participate in regular assessments (e.g. nursing care assessment, infection prevention control assessments) including follow-up of action plans.
- Medical incident reporting through incident reporting procedures
- Ensure required data-collection
- Promote patient and family education and support patient participation in care
- Ensure the required data collection
- Advocate for patient needs and dignity while ensuring person-centred care principles are applied by all nursing staff.

HR and Competencies Management

- Organize duty rosters, leave planning and staff allocation to ensure adequate nursing coverage.
- Supervise staff attendance, performance and professional conduct in accordance with MSF procedures.
- Conduct onboarding, coaching, mentoring, bedside teaching, trainings, performance appraisals, feedback and other competency development activities.
- Identify training needs and support continuous learning and professional development.
- Ensure a strong succession plan through development of Shift Leaders and Acting Supervisors
- Serve as a clinical role model and professional leader, promoting accountability, patient advocacy, ethical practice and staff development.
- Ensure effective two-way communication between the Management Team and nursing staff by disseminating information, collecting feedback and escalating concerns through appropriate channels.
- Ensure adherence to applicable Ministry of Health (MoH) staff regulations

Resource Management

- Ensure appropriate management of biomedical equipment, hospital equipment, medical supplies, medical forms, facility and stationary supplies on ward level through up-to-date inventories and promptly reporting of malfunctional items or stock outs through the appropriate communication channels
- Supervise decentralized pharmacy activities, including rational use, stock monitoring, storage conditions and expiry-date control.
- Collaborate with Pharmacy, Logistics, Biomedical and ancillary service to maintain uninterrupted service delivery.

Strategic and Operational Management

- Participate actively in emergency preparedness activities and responses according to the projects EPREP Plan and Mass Casualty Plan.
- Ensure accurate, transparent and up-to-date archiving of all management-related documents in both paper and digital formats.
- Support implementation of project objectives, departmental action plans and quality improvement initiatives.
- Monitor, analyze and report nursing activities, indicators and operational challenges.
- Participate actively in meetings and operational decision-making processes.
- Organize regular team meetings and follow-up on agreed action points.
- Escalate operational and clinical issues appropriately while promoting problem-solving at supervisor level.
- Maintain flexibility and adaptability according to project priorities and operational needs.
- Maintain close collaboration and ensure effective communication and coordination with all MSF medical and non-medical departments and non-MSF stakeholders

Others

- Take ownership of personal continuous professional development through active participation in MSF Learning & Development opportunities, including mentoring, coaching, Tembo courses, online learning and face-to-face trainings.
- Maintain flexibility and adaptability according to project priorities and operational needs or other flexibilities that are requested from line manager

MINIMUM REQUIREMENTS AND COMPETENCIES

Requirements	
Education	Speciality (nurse or anesthetist) diploma essential. Management-/Training facilitator-/ newborn care-/ OT care-related qualification desirable.
Experience	Essential minimum 2 years clinical nursing experience. Previous supervisory or team leadership experience is strongly desirable. Having worked in MSF or other NGO's and in developing countries is desirable.
Language	English and local language required.
Knowledge	Computer literacy (Microsoft Word, Excel, Outlook and internet applications) is essential. Knowledge of MSF clinical guidelines and protocols is an asset.

Médecins Sans Frontières (MSF) is an international, independent, medical humanitarian organization
that delivers emergency aid to people affected by armed conflict, epidemics, healthcare exclusion and natural or man-made disasters.

Competencies	Patient-Centred Care, Clinical Supervision, Clinical Decision-Making, Coaching and Mentoring, Quality Improvement, Resource Management, Interdisciplinary Collaboration, Change Management, Conflict Resolution, Emergency Preparedness and Response

WORKING HOURS AND SALARY

- FULL TIME: 176 HOURS PER MONTH
- SALARY WILL BE PAID ACCORDING TO THE MSF SALARY GRID LEVEL 08

HOW TO APPLY

1. Follow the below link OR scan the QR code to access the online job application survey. Candidates must fill in the survey in order to be considered for shortlisting: https://forms.cloud.microsoft/e/uBcuBfyM9g?origin=lprLink





2. After completing the survey, send the following documents to email: MSFOCB-Renk-recruitment@brussels.msf.org
    1. CV and motivation letter
    2. Copy of relevant diplomas
    3. Copy of work certificates
    4. Copy of South Sudanese National ID
    5. **Labour card**

Incomplete applications will not be considered.

Arop Leek

3. You can also send the **hard copies** of all required documents to Médecins Sans Frontières – BELGIUM project locations in Juba, Yei, Renk, Boma and Maruwa.

The interested candidates must answer the online survey and submit their documents before **3rd December 2026 at 4 PM.**

The reference **[NURSING TEAM SUPERVISOR]** must be stated in the email to be valid or written on the envelope submitted in hard copies. All applications will remain the property of MSF-B.

Only short-listed candidates will be announced and invited for the next step of the recruitment process.

MSF is an equal opportunity employer that values diversity. Men, women and people with disabilities are encouraged to apply. MSF is committed to hiring candidates who will contribute positively to creating safe and respectful work environments.

MSF does not charge a fee at any stage of the recruitment process. All applications are free for all candidates and no one should require any payment or compensation during the recruitment process. May the candidate be asked for any fee, he/she must report to MSF Administration through the recruitment contact.