



Expert Pediatrician (W/M) – Learning and Development (L&D)

19 mai 2025

Médecins Sans Frontières (MSF) is an international, independent, medical humanitarian organization created in 1971 that delivers emergency aid to people affected by armed conflict, epidemics, healthcare exclusion and natural disasters.

This position is opened as part of a replacement.

Context:

MSF is committed to providing high-quality, person/patient-centered care. Much of MSF's work focuses on children and newborn care. In general, patients admitted to our neonatal and pediatric units are critically ill and often have complex medical and nursing needs. MSF has developed guidelines for pediatric and neonatal care and nursing procedures to standardize the approach to diagnosis, management and nursing care for the most common pathologies we encounter in our contexts.

Currently, the level of neonatal and pediatric expertise varies from one project to another, and the guidelines are not always applied in a consistent manner, especially after the publication of the guidelines or their update. To support field teams in their work, MSF offers specific learning solutions to improve the recognition, assessment and care of critically ill children and newborns. A number of learning opportunities are also being developed by OCP and in collaboration with other MSF sections.

Mission:

The L&D Expert Pediatrician, in collaboration with an L&D Expert Nurse, supports the professional development of pediatricians and others associated with pediatric care in the field by contributing to the development, implementation, and ongoing evolution of learning solutions in the fields of pediatrics and neonatology.

Learning solutions can be delivered in the field, at the regional or headquarters level, face-to-face or via virtual platforms, and can include:

- Neonatal Hospital Care Training
- Pediatric Emergency Hospital Care Training
- Virtual Classrooms for Newborn Care

- Clinical Mentoring and Coaching
- Training of trainers
- Specific training modules related to neonatal and/or pediatric subjects (e.g. pain assessment and management; management of malnourished children with complications)
- Any need for additional learning that may arise, in discussion with the Learning and Development (L&D) department and pediatric medical and nursing referents.
- Medical simulation exercises.

Description of specific expected activities and responsibilities:

Under the hierarchical responsibility of the Med/Ops L&D Coordinator and the functional responsibility of the pediatric referents (of the medical department):

Main activities and responsibilities:

1. Implementing Face-to-Face Learning Solutions:

- **Support the field teams in the analysis, evaluation and definition of the specific needs** of the project in terms of learning in pediatric care
- **Ensure the link between the various actors and monitoring of the evolution of each training implementation** through regular progress reports and schedules in order to guarantee optimal annual planning for the projects that have requested the training.
- **Define a ToR** in collaboration with the medical referents, the coordination and the project before each visit/support
- **Coordinate the preparation and overall organization of each training session** with the entire decision-making chain (cell/coordination/projects) and then specific with the help of focal points. This can include reflections on pedagogical, administrative and logistical points (participants lists, ordering of materials/meals in advance, development of specific modules, etc.).
- **Ensure the necessary logistics** is sent from the headquarters to the field **allowing the smooth running of the training sessions**.
- **Facilitate training sessions** in accordance with the facilitation guide for the chosen learning solution.

- **Create a positive learning experience** in which participants are active actors in their learning by **implementing the principles of education, adult learning and co-facilitation**.

2. Clinical mentoring, coaching, & support to the projects:

- **Accompany trainees for bedside teaching and clinical support** after the theoretical and practical sessions. The duration varies depending on the context and specific needs. Depending on the actual activity, this may also include individual or small group tutoring sessions, simulation scenarios, facilitation of Morbi-Mortality Review in a pedagogical way, analysis of serious adverse events in a pedagogical way, case studies, telemedicine posting (and support on how to post), participation in medical tours, etc.
- In collaboration with the coordination and pediatric referents, **develop with the project's medical teams the overall strategy to improve the management of pediatric emergency care and neonatal care** during dedicated discussion times, support on the realization of roadmaps, or identify gaps and provide resources to help justify pharma needs based on current protocols.
- **Mentoring and support to supervisors/ managers/ focal points** in terms of pedagogical techniques, the creation of roadmaps, the development of spaces and patients flow for emergency care, or the monitoring of the development of staff skills.

3. Continuous improvement of existing learning solutions:

- **After each deployment**, based on an assessment, **draft a concise report and recommendations**, including the identification of additional training needs specific to the project, in discussion with the field team and mission coordination and HQ referents.
- Based on these evaluations and recommendations, **adapt the material and the facilitation guide** in agreement with the L&D department and HQ referents in order to improve future deployments.
- **Update the material and content** in accordance with the latest guidelines and in agreement with the pediatric medical and nursing referents (OCP medical department).
- **Debrief with the L&D department, pediatric nurses and medical referents after each training session.**

4. Contribute to the development and implementation of new learning resources as part of the overall L&D strategy, and any other needs that may arise, in coordination with pediatric medical and nursing referrals. These can be:

- **Improve the overall strategy of PEHC/NHC trainings** within OCP to ensure the transfer and application of new knowledge and skills over time by trained staff, to improve the quality of care.
- **Host virtual classes** as part of the Newborn Care Learning Program
- **Prepare additional educational modules** on key topics of pediatric and neonatal care and new tools, in accordance with pediatric, neonatal and nursing care guidelines and in collaboration with HQ referents.
- Provide webinars, ad hoc online sessions with field teams, virtual or face-to-face simulations, etc. in collaboration with technical referents.

5. Participate, in a transversal manner, in developments and innovations in pediatrics, pediatric nursing and L&D as well as in institutional issues:

- Participate in pediatric working group discussions/meetings and OCP pediatricians' meetings, depending on availability and by invitation.
- Provide feedback and bring ideas relevant to the pediatric strategy and/or wider nursing strategy in OCP projects.
- Potentially participate in Medical Info Points and connect with the entire medical and operations department.
- Briefings and debriefing of transversal projects (PCC, hospital management, etc.).
- Participate in intersectional training activities and connect with other groups of trainers.

Profile

Education:

- Diploma in Pediatrics.

Experience:

- Minimum 5 years of experience in pediatric and neonatal care in a hospital setting
- Experience in pediatric and neonatal emergency care

- Minimum 3 MSF field missions in pediatrics and neonatal projects
- Significant experience in implementing learning solutions in the field of pediatrics
- Experience in mentoring techniques and simulation in health

Skills and abilities:

- Adherence to MSF's pediatric and neonatal guidelines and nursing procedures.
- Expertise in emergency pediatrics and neonatology in a hospital setting
- Clinical Trainer and Mentor Skills
- Computer skills: Word, Excel, PowerPoint, Internet.

Requirements:

- Familiarity with facilitating training via online platforms.
- Good interpersonal and organizational skills.
- Ability to work independently and as part of a team.
- Knowledge of the principles of adult learning and commitment to fostering a culture of continuous learning and development.
- An understanding of pedagogical techniques and previous experience in developing training materials is desirable.

Languages:

- English (B2), French is an asset

Specificities of the position

Status: Full-time fixed-term contract of 12 months. Based in home country (30%) with frequent visits to MSF fields (70%).

Conditions:

- Field contract, level 11 of the MSF field salary scale according to seniority, relevant experience and place of residence.
- During travel (on mission, at HQ, etc.), the per diem is paid directly according to the amount set by the mission following the IRP2 rules. Health insurance 100% covered by Médecins Sans Frontières.

Start date: as soon as possible

At MSF, we value diversity and strive for an inclusive and accessible working environment. We encourage all suitably qualified people to apply, regardless of their ethnic, national or cultural origin, age, gender, sexual orientation, beliefs, disability or any other aspect of their identity.

Date limite de dépôt de candidatures

31 mai 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.](#)