



Expert Pediatric Nurse (W/M) - Learning & Development (L&D)

16 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 openend as part of a temporary replacement.

Context:

MSF is committed to providing high-quality, person/patient-centered care. Much of MSF's work focuses on child 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 consistently, especially after the publication of new 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. Several learning opportunities are also being developed by OCP and in collaboration with other MSF sections.

Mission:

The L&D Pediatric Nurse Expert, in collaboration with an L&D Expert Pediatrician, supports the professional development of pediatricians in the field by coordinating the implementation, continuous evolution, and sometimes development of learning solutions in the areas of pediatric and newborn care.

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.

Description of specific expected activities:

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

Main tasks 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 the monitoring of the evolution of each training project** 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.
- **Coordinate the preparation and overall organization of each 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** from the headquarters to the field **allowing the smooth running of the trainings.**
- **Facilitate sessions** in accordance with the facilitation guide for the chosen solution.
- **Create a positive learning experience** in which participants are actors in their training

by implementing the principles of education, adult learning and co-facilitation.

2. Clinical mentoring, coaching, project support:

- **Accompany trainees for a period of bedside teaching and clinical support** after the theoretical and practical sessions. The period 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, analysis of serious adverse events in an educational way, case studies, telemedicine posting (and support on how to post), participation in medical tours, etc.
- In conjunction 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 development of roadmaps, or identify gaps and provide resources to help justify pharma needs based on current protocols.
- **Mentoring and support supervisors/managers/focal points** in terms of teaching techniques, the creation of roadmaps, the development of spaces and patients flows on the issue of 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 national coordination and HQ focal points.
- Based on these evaluations and recommendations, **adapt the material and the facilitation guide** in agreement with the L&D department and headquarters 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).
- Debriefing with the L&D department, pediatric nurses and medical referents after each training.

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 referents. 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 in collaboration with HQ referents.
- Webinars, ad hoc online sessions with field teams, virtual or face-to-face simulations, etc. in collaboration with technical advisors.

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 pediatrician-to-pediatrician OCP meetings as available 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, connect with the entire medical and operations department.
- Briefings and debriefing of projects related to cross-functional projects (PCC, hospital management, etc.).
- Participate in intersectional training activities, links with other groups of trainers.

Profile

Education:

- Registered Nurse

Experience:

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

- Experience in pediatric and neonatal emergency care
- Minimum 2 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 teaching techniques and previous experience in developing training materials is desirable.

Languages:

- English.
- French is an asset.

?

Contract: Full-time fixed-term contract of 12 months. Salary based on level 10 of MSF field grid + seniority and experience. Based in the country of origin (30%) with frequent visits to MSF fields (70%).

Expected start date: ASAP

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

1 juin 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.](#)