

Director of the Supply Chain Department (M/F)

2 juillet 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.

The Supply Chain Director is responsible for defining the procurement and supply strategies, as well as the policies to be implemented for OCP across the entire supply chain, in both intervention countries and headquarters. It sets goals, implementation methods, required resources, and ensures that the strategy guarantees the smooth functioning of procurement and the overall supply chain.

Main Responsibilities:

As a member of the MSF France Management Committee, you will take part in strategic decision-making, meetings, and discussions inherent to this role. As a department director, you will participate in various steering committees for cross-functional projects. You are also a member of the steering committee for OCP's environmental transition program.

You define and propose the Supply Chain strategy and policies:

- Define the objectives, organization, and resources for your department.
- Ensure the effectiveness and continuously improve the efficiency of procurement and supply, while anticipating structural changes in MSF's supply chain in collaboration with the international movement. You ensure alignment between OCP's strategies and the broader transformation of the MSF global supply chain (MSF Supply Chain Transformational topics roadmap).
- Ensure that these elements are integrated into the SPARC process, which defines our new multi-year strategic cycle: 2026–2031.

You ensure effective support to Operations and other HQ departments:

- Ensure the supply chain response aligns with operational needs, especially regarding emergency responses and large-scale nutrition operations.
- Monitor the progress and expected outcomes of supply chain projects and lead certain strategic initiatives. In close collaboration with the Medical Department, you lead the STREAM project aiming at improving OCP's international medical supply chain by piloting targeted missions. Share results with other departments and the international movement to maximize impact.
- Ensure practices remain aligned with OCP operational needs.

- Ensure that due diligence, regulatory checks, and the supplier code of conduct are operationally implemented for OCP.

You coordinate with other Supply Chain directions within the MSF movement:

- Participate in international MSF Supply Chain platforms, representing the OCP section's perspectives.
- Contribute to the international committee focused on five major areas: medical item sourcing, distribution footprint, mutualization, medical demand and stock management, and information systems/data management.
- Maintain strong coordination between Operations teams and MSF Logistique (MSF's supply center in Bordeaux and Dubai), ensuring mission needs are met. Contribute to MSF Logistique's strategic plan, actively support project management and improvement efforts, and facilitate smooth partnership operations. Participate in quarterly MSF Logistique board meetings.

You ensure the sound management of your department:

- Recruit, supervise, support, motivate, and evaluate your teams while fostering skills development.
- Ensure your department contributes to cross-cutting and inter-departmental projects.
- Prepare, propose, manage, and monitor your department's budget.

By joining MSF, you commit to its **Safeguarding policy, which formalizes the organization's commitment to preventing abuse and maltreatment and contributes to building a protective and safe environment for everyone in contact with MSF.**

You ensure skills transfer within teams:

- Approve the Supply Chain training policy (HQ and field).
- Ensure the development of a strong Supply Chain talent pool (recruitment, career paths, training).

Candidate Profile:

Experience and Education:

- You hold a higher education degree in a supply chain-related field or have substantial professional experience in this domain.
- At least 5 years of experience in managing international humanitarian operations in high-responsibility positions at HQ and field level is required.
- Familiarity with MSF's portfolio (emergency and regular programs) is an asset.

Skills:

- Strong technical knowledge in a Supply Chain field.
- Team management and project management experience.

- Proficiency in budget preparation and monitoring.

Languages:

- Fluent in **English** and **French**, both written and spoken C1.

Aptitudes:

- Strong leadership and communication skills.
- Team spirit and sense of responsibility.
- Strategic foresight, ability to identify priorities, find solutions, and make decisions.
- Strong persuasive capabilities.

Status:

- Permanent contract – Executive – Full-time. Based in Paris
- Start date: **September 2025**

Compensation and Benefits:

- Annual gross salary of €79.6K across 13 months.
- 22 RTT (reduction of working time) days per year.
- 100% coverage of complementary health insurance by MSF.
- Meal vouchers worth €11.00 each (60% paid by MSF).
- 50% reimbursement of public transport subscription.

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.

Type de contrat

CDI

Date limite de dépôt de candidatures

31 juillet 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.](#)