

Regional Technical Referent ENERGY - Middle East

25 novembre 2025

Médecins Sans Frontières, association médicale humanitaire internationale créée en 1971, apporte une assistance médicale à des populations dont la vie est menacée : principalement en cas de conflits armés, mais aussi d'épidémies, de pandémies, de catastrophes naturelles ou encore d'exclusion des soins.

As the primary mission focal point in his/her area of specialization, applying his expertise into field projects and providing strategical technical support to coordination and field teams in the countries in his/her region according to MSF policies, guidelines and procedures to support the broader operational objectives of the mission.

Accountabilities

First-line technical support for countries within its perimeter:

- Act as the primary mission focal point for technical questions from field teams within the region. This role allows the second support line to concentrate on:
- developing tools and guidance (back office),
- providing second line (expert-level) support,

Give support to the field for the application of MSF technical policies and best practices:

- Support to ensure that MSF's technical policies, procedures, and best practices (especially the "Basics") are understood and assist in the implementation in the field, with adjustments made as necessary to fit the local context. The role includes providing support for implementation, while **the ultimate responsibility lies with the mission's Logistics Coordinator.**

Ensures Effective Knowledge Sharing and Experience Capitalization

- **Capture and share learnings from new product deployments (Retex) to inform decision-making and support replication in other countries.**
- **Capitalize and keep technical memory of the missions under his/her portfolio and transfer this knowledge to field teams and log cells.**
- **Support to ensure that key strategic documents (e.g., master plans, country policies) and those related to technical projects in which s/he is involved are stored in the country SharePoint for easy access and reference**

Support for technical human resources management:

- **Assist missions in managing technical human resources, participating including:**
- **Identifying needs**
- **Recruitment**
- **Individual bilan**
- **Development plans**
- **Continuous training and coaching of field staff (technical and not technical)**
- **Briefing and debriefing of field teams (LogCo/LTL/log hospital, country specialist etc.)**

Participation in emergency response:

- **Be available to support missions during emergency responses, as needed.**
- **Contribute to the analysis of assessment done for emergency response and develop mission and development of intentions proposal.**
- **Advice on Eprep strategy (eprep stock, HR, training, mapping of actors).**

Regional cross-cutting support:

- **Maintain an overall vision of the countries under his/her portfolio to contribute to the regional optimization and sharing of resources:**
- **Human Resources: Propose the deployment of technical staff from one country to another when needed.**
- **Supply: Identify suppliers or products available in the region and contribute to the supply strategy with the relevant teams.**
- **Training: Participate in the design and facilitates of regional trainings, as well as validating regional training centers.**

Specific Accountabilities

Technical support and field accompaniment

- **Participates in the launch of new missions/projects by providing technical support as needed, without being responsible for leading or implementing the opening.**

- Carry out the planned visits according to the terms of reference established by the Logistics Coordinator of the requested country in the countries of his/her geographical area,
- Participate in the development of visit schedules and Terms of Reference (ToR) with LogCo, project log and PC and proposes any modifications to the initial schedule according to operational needs. The final validation of the schedules and/or their modifications will be ensured by the Cell Logistics Manager,
- Provide a visit report after each visit including an action plan with the recommendations that have been validated by LogCo. Does the follow up with the field staff and alerts logco/logcell when the action plan is not respected, or issues are raised
- Actively contributes to the definition of mission's operational strategies by integrating technical insights into mission design and planning processes.
- Promotes the use of technical guides and tools related to their area of expertise.
- Supports the log teams in the field to achieve proper management of the equipment fleet in their specialty: functionality, appropriate use, maintenance, and dissemination of best practices. Is also called upon for troubleshooting when needed.
- Plays the role defined in the RACI for specific projects (construction, solar energy, wastewater, etc.) and promotes that the RACI is written and up to date.

Technical human resources and Training

- Participate in the recruitment process of national technicians.
- Contributes in the individual bilan and assessment of technical skills of both national and international staff in his/her domain.

- During the individual bilan, proposes career paths (expatriation, detachment, etc.) and appropriate training.
- May be called upon to facilitate international or regional training sessions, after validation from his/her hierarchical manager.

Planning and management

- Co-develop the annual action plan for their technical domain with the LogCo and jointly monitor its progress. The action plan is shared with Log Cell and POS Referent(s)
- Supports LogCo in preparing the annual budget for their area of expertise.
- Provide an annual report and ad hoc reports on specific topics as agreed with Log Cell.

Supply

- In collaboration with the supply team, provides technical validation of local and regional service providers and suppliers (equipment, training centers, products, etc.).
- Supports teams in drafting international orders, considering stock levels, protocols for new equipment (spare parts, consumables), and procurement strategy linked with lead-time constraints and proximity with regional/local suppliers and service providers.

Emergency response and innovation

- Participates in emergency responses, without replacing positions that should be created for the medium term.

- **Contributes to research and development (R&D) of equipment or practices in their specialty, through test campaigns and feedback from projects in their geographical area.**

Requirements

Education

- **Essential degree and Specialization on area of expertise**

Experience

- **Experience at international NGO field projects is desirable**
- **MSF experience is a plus**
- **Significant professional experience (at least 5 years) in her/his specialty area is required**
- **Good command of project management is required**
- **Experience in team management is desirable**
- **Training-related knowledge is a plus**

Languages

- **English B2**

- **French B2 in function of portfolio**
- **Other operational languages are plus**

Knowledge

- **Specialized technical knowledge in their domain of expertise is required**
- **Mastery of Microsoft 365 suite (Excel, Word, etc.)**

Competencies

- **Strategic Vision**
- **Leadership**
- **People Management and Development**
- **Service Orientation**
- **Teamwork and Cooperation**

A MSF, nous valorisons la diversité et cherchons à avoir un environnement de travail inclusif et accessible. Nous encourageons toutes les personnes qui possèdent les qualifications requises à postuler, indépendamment de leur origine ethnique, nationale ou culturelle, de leur âge, de leur sexe, de leur orientation sexuelle, de leurs convictions, de leur handicap ou d'autres aspects de leur identité.

Date limite de dépôt de candidatures

7 décembre 2025

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