



Hospital Directors (W/M)

27 novembre 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.

MSF recruits hospital managers for its field missions. The hospital director is responsible for ensuring the operation, sustainability, and development of the facility.

Mission

The main responsibilities are as follows:

- Lead the hospital project strategy in alignment with local health policies to provide optimal care for the population.
- Ensure the proper functioning and overall performance of the hospital.
- Represent the institution.
- Oversee institutional consistency, team cohesion, and understanding of the hospital's internal and external challenges, as well as the quality of social dialogue.

Main Activities

1. Strategic Management

- Co-develop the hospital project strategy with the medical, logistical, and administrative teams, supported by coordination, in alignment with territorial needs.
- Incorporate patient rights and safeguarding into the hospital project strategy.
- Implement and monitor the hospital project strategy.
- Anticipate future constraints and adapt the organization accordingly.
- Identify and propose new areas for activity development.

- Represent the institution and manage external communication, while establishing close relationships with external partners.
- Plan activities and resources, oversee control processes, and ensure reporting.

2. Human Resources Management and Leadership

- Manage, develop, and evaluate the competencies of senior staff.
- Coordinate the activities of multidisciplinary teams, promoting collaboration and consultation among them.
- Participate in assessing staffing needs and recruitment.
- Foster a work environment and climate conducive to constructive social dialogue.

3. Operational Management

- Define and monitor policies for continuous improvement of care quality and safety for patients, accompanying persons, and staff, as well as, when necessary, the conditions for welcoming users.
- Actively disseminate quality culture, risk management, and the promotion of patient rights within the facility.
- Implement preventive risk measures and processes, ideally with field professionals (administration, logistics, medical staff, and pharmacy), and track actions.
- Develop mechanisms to collect user feedback (including feedback and complaints systems) and use this information to guide continuous quality improvement.
- Oversee prevention, reporting, and handling of adverse events, particularly serious incidents, and follow up on improvement actions derived from root cause analyses.

4. Administrative Management

- Monitor the budget and contribute to the development of the facility's budget.
- Human Resources**

Required profile

Diploma:

- Master's degree in the management of medical-social structures or equivalent.
- Hospital director's diploma from the School of Advanced Studies in Public Health (EHESP)

Experience:

- At least two years in a senior position (health, HR, finance) in a private or public structure.
- Preferable experience with Médecins Sans Frontières (MSF) or other NGOs.

Competencies:

- Human resources management.
- Project management.
- Budget management.
- Experience in negotiation and problem-solving.
- Ability to translate strategies into directions, action plans, and means of implementation.
- Competence in decision-making or arbitrating between various proposals.
- Designing, using, and assessing monitoring tools.
- Enforcing user rights and promoting kindness and good treatment.
- Compliance with MSF charters and patient charters.
- Capacity for strategic foresight and anticipation.
- Strong interpersonal skills, social awareness, and diplomacy.
- Analytical and synthesizing capabilities

Availability: Minimum 3 months

Languages: English or French level C1.

Status and conditions

- **Fixed-Term Contract with a gross monthly salary ranging from €2408 to €2642, depending on your experience and place of residence.**
- **Coverage of mission-related expenses: transportation, visas, vaccinations, repatriation insurance, accommodation, and living costs. Includes medical insurance, unemployment insurance, and retirement benefits.**

To apply

Kindly apply online here (spontaneous Application): [Apply for field work](#)

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

27 février 2026

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](#).