



# MIO Nursing W/M

24 juin 2026

**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 MIO Nursing ensures the proper functioning of medical activities under their responsibility by defining and implementing **\*\*MSF\*\*** rules, protocols, and procedures, and by ensuring the quality of medical care in order to improve the health of the target population.**

## **CONTEXT**

**Nurses are the largest group of healthcare workers in MSF, with over 1500 in OCP. Nurses are core and essential to quality, person-centred care.**

**Specific Objectives of the MIO (in addition to any project specific ToR):**

- Implementing any new treatments/resources/tools
- Supporting opening of projects, emergency response, nurse onboarding

**As prioritised in collaboration with nursing advisors, projects, and med cells and according to any needs**

**Overall Objectives of the MIO: Supporting nursing in 3 Pillars**

**Pillar 1: Technical/Clinical Nursing:**

- Documentation – ensure comprehensive nursing documentation (minimum vital signs, medication chart, fluid balance and nursing notes)
- Build on communication techniques with the interdisciplinary team and patients, focusing on handovers and rounds

**Support the nurse supervisors in daily management and clinical supervision:**

- Ensure the use of up-to-date MSF nursing resources:
- support the implementation of nursing resources, procedures and SOPs
- in collaboration with the Head Nurse/NAM, implement a 'Nursing SOP Manual' using applicable procedures and SOPs for the project and each department
- Support the implementation of the required materials/equipment for nursing
- if not available, ensure all supplies and equipment required for nursing care are projected, budgeted and ordered / supplied
- Review IPC practices are according to nursing and IPC guidelines

## **Pillar 2: Management and Supervision**

- Work in collaboration with supervisors and managers to secure the resources needed for the project (equipment, human resources, etc.)
- Support and reinforce the implementation of nursing quality indicators, nursing assessment tool, nursing roadmap
- Support supervisors with regard to the organisation of care
- Assist the management team in HR process (recruitment, HR ratios) if required and in collaboration with the nursing advisor

## **Pillar 3: Learning and Development**

- Assist projects in developing their L&D roadmaps/logbooks, identifying objectives, priorities and gaps needed
- Setting up, running and monitoring remote learning courses
- Support nursing advisors on a range of substantive portfolios (between mission in the field)
- Drafting of protocols, procedures, SOP and any other nursing resources
- Help with the translation process
- Participation in nursing meetings (NCWG, cercle de travail...) and contributing to OCP nursing team

## **Collaboration, Communication and Reporting Line**

- The decision on the MIO's placements will be taken by the projects, the respective cells and the Nursing Care Advisors
- Reporting technically will be to the applicable Nursing Advisor
- Field assignments will be short term with specific terms of reference (ToR) for each project
- The MIO will work closely with the other advisors such as Health Promotion, IPC, Paediatric Advisors for practical implementation of activities agreed by the Operational Cell
- The MIO will liaise and stay in close contact with cell managers, nursing care advisors and other decision makers at HQ to ensure their work is relevant and transparent
- The MIO will provide a written report covering the situation, integration and future recommendations and debrief at the end of each visit with nursing care advisor and coordination team

## **Profile required**

### **?Essential Selection Criteria:**

- Previous field experience with MSF (minimum 2 assignments / minimum 12 months in projects)
- Recent clinical experience in paediatrics

- Good organizational and realistic planning skills
- Ability and willingness to take initiative and work autonomously
- Pragmatic, objective analysis skills and solution-oriented thinking
- Willingness and ability to travel regularly and work remotely

#### **Desirable Selection Criteria:**

- Experience as an MSF Head Nurse/NAM/Technical support
- Clinical experience in facilitating and/or mentoring
- Recent clinical experience in neonates
- Qualification and/or experience in planning and running simulations
- EMONO / HFNO / NPWT / CPAP

**Language: Strong written and oral skills in English and French**

#### **Terms of employment**

**Status: 24 month fixed-term contract, full time. Field position, compensation level 11 according to the MSF field salary scale and based on seniority and experience relevant to this position.**

**Conditions: 70% of time spent on the field and 30% at headquarters (Paris or location to be determined). Accommodation, travel, and per diem covered during visits and stays at headquarters.**

**Position available: 1 septembre 2026**

*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**

15 juillet 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.](#)*