



Transition Manager LGBTQI+ (based in Amsterdam)

4 août 2026

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.

We are a non-profit, self-governed worldwide movement of more than 63,000 people.

We provide emergency medical assistance during armed conflict, natural disasters, outbreaks of deadly diseases and assist those who are excluded from healthcare. MSF delivers care based on need and when we see injustice, we speak out. We are an organization that remains impartial, knowledgeable, and effective, and this is what makes the difference between life and death.

People are our priority. At Médecins Sans Frontières (MSF)/Artsen zonder Grenzen, we are committed to an inclusive culture that encourages and supports the diverse voices of our employees. We encourage diverse applicants including individuals of all gender identities, ages, sexual orientations, nationalities, races, religions, beliefs, social and marital status, people with different abilities and all other diversity characteristics and how they work together.

Over the last decade, MSF has collectively invested in developing inclusive care for LGBTQI+ patients across its projects worldwide. This work has been supported through dedicated funding and governance by the MSF Transformational Investment Capacity (TIC), resulting in the development of guidance, tools, partnerships and organisational expertise across the MSF movement.

As this work transitions from a dedicated project into a sustainable Business-as-Usual (BAU) approach, we are looking for a Medical Transition Manager to lead this next phase. The role is responsible for ensuring continuity, embedding ownership across the organisation, and securing the long-term sustainability of LGBTQI+ inclusion within MSF's medical activities and institutional priorities.

With immediate effect our PHD department is looking for a:

Transition Manager (LGBTQI+ Inclusion)

(Amsterdam, 32-40 hours)

What will you be doing?

The Medical Transition Manager leads the transition of the LGBTQI+ Inclusion Programme from project mode into Business-as-Usual across the MSF movement. Working closely with the Steering Committee, Operational Centres, medical departments, the temporary project team and other key

stakeholders, the Transition Manager develops and implements the BAU strategy, ensures delivery of the agreed business case, and coordinates governance, stakeholder engagement and organisational change throughout the transition.

The Medical Transition Manager serves as the movement-wide focal point for LGBTQI+ inclusion, ensuring alignment across Operational Centres, promoting sustainable implementation of inclusion practices, and embedding organisational learning into future ways of working.

Business-as-Usual transition

- **Design and implement the transition from project-based activities to sustainable Business-as-Usual operations.**
- **Develop the transition roadmap, including governance, milestones, deliverables, risks and success indicators.**
- **Act as content owner and ensure continuity following the retirement of a key role holder through effective knowledge transfer to BAU and promote sustainable ownership of inclusion objectives across the MSF movement**
- **Coordinate transition activities until successful handover and stabilisation of BAU operations.**
- **Lead movement wide communication and awareness activities related to LGBTQI+ inclusion**

Programme management

- **Act as liaison for the Transformational Investment Capacity (TIC).**
- **Monitor progress against the approved business case (budget) and BAU strategy.**
- **Coordinate programme planning, reporting, budget monitoring on the use-cases and contract management with MSF entities and external partners.**
- **Prepare progress reports and recommendations for the Steering Committee and senior stakeholders. Coordinate collaboration across Operational Centres, Medical Departments and relevant strategic initiatives.**
- **Facilitate engagement with the Associative Pillar, including relevant meetings, motions and the International Board.**
- **Coordinate with Technical Working Groups and other movement-wide initiatives to ensure alignment.**

What will you bring?

This role is based in MSF-Netherlands Headquarters in Amsterdam. Candidates must already be based in the Netherlands or be willing to relocate.

You will bring:

- Master's degree or equivalent level of thinking and working in Public Health, Medicine, Health Sciences, International Development, Social Sciences or another relevant discipline.
- Minimum 5 years of senior experience (OPS/Medical/Public Health) managing complex programmes, organisational change or transition projects within MSF country programmes and headquarter(s).
- Demonstrated experience in stakeholder management across complex, international or matrix organisations.
- Experience developing and implementing organisational strategies and governance structures.
- Experience working in humanitarian, healthcare or international non-governmental organisations is highly desirable.
- Experience working within the MSF movement.
- Technical expertise related to LGBTQI+ in the in medical area, and diversity, equity and inclusion a must.

Skills and competencies

- Medical and technical expertise on LGBTQI+ related topics
- Excellent programme and project management skills.
- Strong stakeholder engagement and influencing skills.
- Strategic thinking combined with practical implementation skills.
- Excellent communication and facilitation skills.
- Ability to build consensus across diverse stakeholders.
- Ability to work independently while coordinating multidisciplinary teams.
- Strong organisational change management capabilities.

Personal qualities

- Collaborative and relationship-oriented.
- Strategic and solution-focused.
- Organised and able to manage multiple priorities.
- Strong intercultural awareness.
- Resilient and adaptable in complex environments.
- Committed to MSF's principles and values, including diversity, equity and inclusion.

We offer

We offer a 12 month Dutch contract until September 2027 with a gross monthly salary range between €4,875 – €6,711. The exact salary depends on relevant work experience.

Main benefits

- 30 paid vacation days annually, contingent upon full-time employment status.
- A competitive pension scheme.
- 8% holiday allowance, paid out with the salary every year in May.
- Commuting allowance and work-from-home allowance.
- Hybrid working option with a minimum of three days in the office, based on full-time employment.
- Extensive Learning & Development opportunities through internal and external training programmes.

Application

If you recognise yourself in this profile, we welcome you to apply directly via our website and upload a letter of motivation and Curriculum Vitae (in English) as one combined document, at this link: [Search for Jobs](#)

Information

If you are interested in this position and would like additional information, please contact Auke Walburg on auke.walburg@amsterdam.msf.org

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

15 août 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](#).