



MEDECINS SANS FRONTIERES
ÄRZTE OHNE GRENZEN e.V.

Vacancy

Adviser for Emergency Medicine (m/f/d)
(100%), based in Berlin

I. General introduction

Médecins Sans Frontières (MSF) is a private and independent international medical aid organisation. It was founded in 1971 by a group of French doctors and journalists. Whether it is war-wounded people in Yemen, displaced populations in South Sudan or patients with tuberculosis in Central Asia: MSF provides medical aid in more than 70 countries worldwide. The projects are targeted especially at people in need who do not have access to sufficient medical treatment or who are barred from aid. ÄRZTE OHNE GRENZEN e.V. in Germany is one of the 24 membership organisations of MSF. The main focuses of our work lie in the management of field projects, recruitment of field personnel, raising awareness about humanitarian issues, and fundraising. In 2017, ÄRZTE OHNE GRENZEN e.V. collected roughly 153 million Euros in private donations and other income and is currently employing more than 200 staff in Germany.

While MSF Germany's primary partner within the MSF Movement is the Operational Centre Amsterdam (OCA), it has also been expanding its medical support to its secondary partner, the Operational Centre Geneva (OCG). To this end, MSF Germany has set up the Berlin Medical Unit (BeMU).

The BeMU has complementary fields of expertise: the Quality of Medical Care, Gynaecology and Obstetrics, and Surgical/Emergency Medicine activities. BeMU's main clinical activities focus on supporting OCG and its projects in the field. The ER position described here will additionally support OCA with effort split approximately evenly between the two operating centres. The unit consists of a Head of Unit (50%), an adviser for the Improvement of Health Care program, two surgeons, an anaesthetist, and an Ob-Gyn physician. All medical advisers work closely with the Medical and Operational Departments of their respective OC. A surgeon, the anaesthetist and the ER physician are part of the OCG's Rapid Deployment Team (RDT) for emergencies.

II. Terms of Reference

Position:	Adviser for Emergency Medicine (m/f/d)
Job location:	ÄRZTE OHNE GRENZEN, Berlin; up to 40% of the time will be spent in MSF projects in the field
Start date:	01.06.2019 or earlier
Duration:	2 years limited, with possible extension
Job dimension:	100%, (40 hrs/ week)

Place within the organisation

The Adviser for Emergency Medicine reports directly to the Head of the Berlin Medical Unit for line management and functional management of the OCG portfolio. For functional management of the OCA portfolio, the Adviser will report to the relevant Coordinator of Specialists in the OCA Public Health Department based in Amsterdam. For medical cases, the communication line includes the Medical Department of the respective OC, for field activities, the Cell/Desk managing the mission in question and the Country/Mission Coordination.

Overall objective of the position

- Provide medical expertise to OCG and OCA with regard to Emergency Medicine
- Support the respective Medical and Operations Departments in their preparedness for emergencies including Mass Casualty events
- Improve the quality of care in Emergency Rooms in OCG and OCA, including the triage and stabilization of both surgical and medical emergencies
- Support the organization and management of Emergency Rooms including infrastructure, patient flow, triage, and clinical management of medical and surgical conditions
- Support development of pre-hospital emergency care
- Immediate and short term deployment to the field in case of emergencies as part of the OCG rapid deployment team (RDT)
- Further develop and continuously update guidelines, protocols and other methodological tools for field teams
- Strengthen the emergency care capacity of both OCs through development of a pool of Emergency Medicine specialists, mentoring of physicians and health care providers (upon Cell and field request) and supporting the Medical and Human Resource Department with expert advice.
- Closely collaborate with the other BeMU team members, the Medical Support Officer for Emergency Medicine based in the Headquarters (HQ) in Geneva and the surgery and anesthesia advisors in Amsterdam

III. Description of activities

Provide expert support to OCG/OCA Headquarters and the field by:

- Answering enquiries from the field and offering expert advice via email, skype, and/or telephone communication and being part of the telemedicine platform.
- Brief and debrief field physicians and other medical staff as needed.
- Support the assessment of physicians applying for employment as ER specialists and contribute to the development of job descriptions for new positions
- Support and advise the OCG Responsible Medecine Polyvalents (RMP)¹ and participate in OCA Medical Support Teams for relevant missions, including the planning of new interventions and support to existing projects.
- Gap-filling of pertinent positions in the field (only when deemed compatible with the other duties).

Integrate medical tools and policies to specific contexts:

- Participate in collaborative efforts to define the future strategy of OCG and OCA concerning the field of Emergency Medicine and emergency preparedness.
- Ensure and improve the flow of medical data as well as data management, including the creation and monitoring of key indicators
- Actively engage in the MSF intersectional working group on Anesthesia/Critical Care/Emergency Medicine

¹ Person with medical background in charge of all medical issues in an operational cell

- Contribute to updating the OCG Rapid Deployment Surgical Unit (RDSU) and be a facilitator in the relative trainings.
- Ensure OCG and OCA benefit from up-to-date medical knowledge allowing them to provide evidence-based medicine in humanitarian contexts
- Support and draft guidelines, protocols, and standard operating procedures as needed.

Strengthen the skills and competencies of field teams:

- Implement emergency medicine guidelines and mass casualty plans in collaboration with the other BeMU team members, the Medical Support Officer for Emergency Medicine based in the Headquarters (HQ) in Geneva, the surgery and anesthesia advisors in Amsterdam, and relevant field teams.
- Conduct field visits to ensure and improve the quality and effectiveness of emergency care.
- Upon request perform 'on-the-job' training and mentoring of physicians and actively contribute to the capacity building of national and international staff
- Contribute to the evaluation of field physicians when relevant
- Provide training on trauma/emergency care and triage

In addition, the post holder will contribute as requested to:

- Representative tasks as delegated by the Head of the Berlin Medical Unit or General Director of MSF Germany.

IV. Requirements:

- Medical Doctor, with specialty training in Emergency Medicine (i.e. completion of residency in Emergency Medicine by an accredited institution)
- At least 3 years of independent practice as an ER physician after completion of training
- Proven strategic and analytical skills needed to review medical programs in humanitarian contexts
- At least one year field experience as emergency physician with MSF or other humanitarian actors
- Excellent written and oral communication and negotiation skills; ability to develop productive networks within OCG and OCA headquarters and field missions and work in a geographically dispersed team
- Knowledge and experience of the humanitarian world; commitment and passion for the goals and work of MSF
- Flexibility to travel and support projects abroad – eventually this can reach up to 40% of the time
- Fluency in English required, ability to communicate in French
- Good level of flexibility and stress resistance
- Proven ability to work in a multicultural team

Preferred:

- ATLS and/or PTC instructor and/or provider
- ACLS instructor and/or provider
- Knowledge and experience in quality assurance and assessment in medical humanitarian aid.

IV. We offer:

- Payment in accordance with internal salary structure; in this position according to group 6, starting gross salary from min. 3.566 € to max. 4.513 €, depending on individual relevant working experience
- Benefits: 30 days of annual leave per year, 13th salary (in proportion), subsidized public transport ticket as well as free drinks and fruit

- Meaningful and diversified work within a respectful and positive organization culture
- Insights on international field projects through regular reports, presentations and exchange with colleagues
- Possibility of taking an active part in shaping the organization through cross-departmental working groups, regular staff surveys etc.
- Personal development through in-house trainings and the support of individual training programmes
- Support on work-life-balance through part-time working, working remotely, health promotion and an external psychological employee assistance offer
- A office that is located centrally in Berlin with excellent connections to public transport

As an internationally operating organization, we welcome diversity, open-mindedness and mutual respect. In accordance with our values, we only analyze the professional qualifications in the applications, regardless of ethnical and social origin, religion or belief, gender, sexual orientation or age of the applicant.

We look forward to receiving your application until **15.04.2019**. Please submit your complete written application (incl. a letter of motivation in **English**, CV without photo, certificates) by E-Mail and integrate **all documents into one file** (pdf, max. 5 MB).

Further information can be obtained from:

Dr. Inga Osmers, Head of Berlin Medical Unit: +49 30 700 130 183,
inga.osmers@berlin.msf.org or

Sylvana Pikowski, HR Officer (Berlin): +49 30 700 130 216, sylvana.pikowski@berlin.msf.org

Please note that as an organisation funded exclusively through private donations we do not cover the travel expenses for a first round interview in Berlin. Thank you for your understanding.

ÄRZTE OHNE GRENZEN e.V.

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