

Médecins Sans Frontières Switzerland (MSF) is recruiting a

Safeguarding Advisor

Field-based: Kenya

Duration: 8 months

Main Purpose

The main objectives of the Responsible Behaviour Advisor are to engage with senior management on the strategy to implement the Behavioural Commitments MSF-wide; to engage on the prevention of abuse, to set up safe reporting channels and create a safe environment for staff, patients and communities. Through this work, the Behaviour Advisor will influence a change of MSF's working culture to be more aligned with MSF's values and principles. The role is a combination of direct hands-on implementation, creation of tools/processes and development of capacity within the teams.

Your Responsibilities

Contextualisation/adaptation of the overall Behaviour management and Prevention strategy:

- Ensure, with the HOM, and in consultation of the Behaviour Unit, the design implementation and follow-up of the behavior management and prevention strategy, including mainly:
 - Context analysis related to barriers and fears to reporting in the mission
 - Safeguarding risk assessment (for individuals) and conduct necessary discussions with all stakeholders in the mission to identify risks and mitigating measures.
- Engage with the HRCo to conduct an external mapping to identify key country level contacts/ INGOs or national association with whom to network on abuse prevention activities, and potential resources for local advice.
- Engage in a multi-disciplinary manner with key staff working on prevention of abuse of community and beneficiary members (social workers and health promotion teams).

Adaptation and implementation of the prevention strategy:

- Based on the context analysis and risk assessment, develop a mission prevention strategy.
- Advise on the implementation of MSF complaint procedures and facilitate their understanding by all staff, partners and community members.
- Support the mission in establishing sustainable communication channels on the matter with each project and communities.
- Build networks with community members and deepen understanding of the contexts regarding behavior, challenges, and common knowledge.
- Raise awareness of senior mission management about their role in creating and maintaining a safe working environment for all staff, patients, partners and communities.

- Raise awareness about how to welcome a complainant in a sensitive and adapted manner to complaints of abuse, including where to refer complainants (complaint and adapted psycho-social and medical support mechanisms).

Monitoring and supervision

- Engage with senior mission management and the Behaviour Unit to discuss the trends analysis, necessary adaptation of the prevention strategy and of prevention activities for the mission.
- Conduct regular visits to projects and ensure close supervision of Behaviour Focal point activities at project level.

Depending on our activities and needs, your responsibilities may be adapted and evolve according to the specificities of each project.

You will not be facing these challenges alone—other MSF team members, both international and locally hired staff, will provide technical support, including extensive guidelines and protocols.

Your Profile

- 2 years of experience in the field of safeguarding in an international organization (is a must)
- Field Humanitarian experience
- Experience and / or interest in social work /rights-based organizations, women's organizations. Social process facilitation is an asset.
- English language essential, Swahili or Somali language desirable.

About MSF

We encourage applications from people of all genders, ages, sexual orientations, backgrounds, religions, beliefs, abilities, and all other characteristics of diversity. MSF does not tolerate sexual exploitation and abuse, any kind of discrimination or harassment, including Sexual harassment.

All selected candidates will, therefore, undergo reference and criminal record checks.

How to apply

Interested candidates should complete their application in English or in French (5MB max) by following the link below:

<https://msfsuisse-career.talent-soft.com/Pages/Offre/detailoffre.aspx?idOffre=260&idOrigine=502&LCID=2057>

Please include:

CV 2 pages. max.

letter of motivation 1p. max.

***The deadline for applications is 16.03.2025.
The applications will be treated confidentially.
Only short-listed candidates will be contacted.***

For more details on the job offer or MSF, please visit our website: <http://www.msf.ch/travailler-avec-nous/>