



# Head of Diagnostic Center W/M

27 mars 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.

The Head of Diagnostic Center manages the members of his/her cluster and oversees its activities, ensuring that the association's policies and medical-operational strategy are consistently and coherently applied and implemented.

## Background

The medical department's mission is to contribute, together with the operations department and the other departments, to the association's social mission through its leadership, expertise and advocacy in the following main areas:

- . The co-construction of medical-operational strategies
- . Medical support to the fields in terms of expertise, strategy, training and research
- . Continuous improvement of the quality of care and respect for medical ethics
- . Medical training
- . Research, scientific monitoring, introduction/monitoring of medical innovations
- . Internal and external advocacy on medical issues

The department is headed by a medical director and three deputy medical directors, all of whom are doctors. The management team is completed by an executive assistant and a departmental assistant. The department is made up of thematic activity centers bringing together the medical referents of the specialities concerned, mainly based in Paris and other locations in France, but also in New York, Sydney, Dakar and Nairobi.

Making better diagnoses is a constant challenge for quality of care in isolated and resource-poor regions. Significant progress has been made in the field of laboratories, rapid tests, microbiology and bedside ultrasound. With MSF's investment in complex pathologies, chronic diseases and the development of new, more efficient diagnostic tools and diagnostic aids such as artificial intelligence, we wish to develop the diagnostic center with all its components (laboratories, rapid tests, imaging, diagnostic aids, AI and innovations).

## **Mission:**

You will be in charge of the diagnostic activities center, participating in the definition and implementation of the association's medical-operational policies and strategy. You will be an expert in a medical diagnostic speciality and the managerial head of a multidisciplinary team of consultants and diagnostic experts in the medical department (laboratory, imaging, others).

## **1/ Main responsibilities:**

Under the hierarchical responsibility of an assistant medical director, your mission is to:

### **Participate in the definition and implementation of medical-operational policies in the field of diagnostics:**

- . Participate in the definition of the diagnostic strategy for MSF fields
- . Coordinate scientific monitoring, identify tools or innovations potentially useful for MSF
- . Define priorities in terms of access to diagnostics and participate in their implementation
- . Contribute to the organization of multidisciplinary support from the medical department to operations with the cells, coordination and field teams and the running of workshops
- . Define priorities with his/her team in terms of research, training and access related to diagnostics

### **Manage the medical advisors and experts in the diagnostics division:**

- . Set the guidelines, define the medical and operational objectives of the specialities concerned with their team, ensure their implementation, set the priorities
- . Recruit, supervise, advise, support, motivate and unite their teams and develop the skills of their employees
- . Identify the people in their team responsible for each laboratory and imaging file or project
- . Appreciate the work of the members of his team, conduct annual interviews
- . Ensure that his department contributes effectively to cross-departmental/inter-

departmental projects/work

**Monitor and analyze the activities of the diagnostics center:**

- . Monitor the progress of his team, ensure that the needs of the cells and the field are met, coordinate the field visits of his team
- . Coordinate the analysis of the activities and medical data of his/her center as well as the annual report
- . Monitor the budget of his/her center
- . Define the objectives and quality indicators of his/her center

**Provide advice and support in his/her field of expertise:**

- . Actively participate in the strategy, development and monitoring of operational projects in their area of specialization
- . Ensure that the policies, procedures and tools of their specialization are known and disseminated by the medical managers of the units and the medical coordinators
- . Carry out scientific and medical monitoring in their area of expertise
- . Participate in the design and implementation of training related to their area of expertise
- . Propose, develop and monitor operational research projects in collaboration with Epicentre and/or other research partners
- . Participate in knowledge management and sharing
- .

**Represent the diagnostics center to other departments, the MSF movement and externally:**

- Communicate in the various MSF or external bodies (international organizations, NGOs, academic world)
- Participate in the development of a network of medical, scientific or humanitarian actors

and partnerships

## **2/Profile sought**

### **Training/Experience:**

- Doctor or pharmacist, biologist or radiologist or laboratory technician with a Master's degree
- Expertise and experience in the field of research desired
- Specific expertise in the field of transfusion and an asset
- A science thesis is an asset

### **Experience:**

- Experience 12 months with MSF or in a humanitarian medical organization, at least two to three missions
- Team management experience 6 months, at least 15 persons

### **Languages**

- Fluent written and spoken English C1 required.
- Good written and spoken French C1 required

### **Skills and abilities:**

- Being a force of proposal and initiative
- Strategic vision
- Leadership and very good organizational and prioritization skills
- Very good analytical, summarizing and editorial skills

**Status:** Full-time, permanent contract. Management position, based in Paris.

**Salary conditions:**

- 61.517K€ gross per year over 13 months
- 22 days of RTT (reduction in working hours) per year. Supplementary health insurance paid in full by Médecins Sans Frontières.
- Restaurant vouchers with a face value of €12 (60% paid for by Médecins Sans Frontières). 50% paid for public transport.

**Position to be filled:** May 2025

*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**

20 avril 2025

*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.](#)*