



**International President**  
December 2024



# Letter of Invitation

Dear Friends and Colleagues,

I hope this message finds you well. I am writing to invite you to consider applying for the position of International President of MSF.

We are at a pivotal moment in our movement's history. The last years, MSF has undergone significant transformations, adapting to new challenges while remaining steadfast in our commitment to delivering medical care to those in need. Additional to all these dossiers, a multi-year strategic and resource allocation framework will guide MSF's common objectives for the coming six years.

As we collectively look toward the future, we are faced with complex global dynamics that require strong leadership, a renewed focus on our core principles and a strong narrative of a social mission that is prioritized as this movement grows and evolves. This is a unique opportunity to help shape the direction of our organization as we confront these challenges together.

Since the day I took over this position, I never stopped feeling excited and proud of my role and the movement I represent. The role of International President is demanding but also profoundly rewarding. It offers the chance to engage with our global teams, meet those who support, enable or implement our medical humanitarian care, advocate for our patients and interact with their communities, guiding MSF through an evolving humanitarian landscape. It's a position that requires vision, resilience and a deep sense of responsibility, to ensure that MSF continues to thrive as a global movement. But it's also a role that must be served with empathy, humility, active listening and a mind open to new views and ideas; the same good practices we apply to our consultations with patients in our cabinets.

If you share this passion for MSF's mission and believe in your ability to lead us forward, we warmly encourage you to apply.



**Dr Christos Christou**  
International President



## About Médecins Sans Frontières

Médecins Sans Frontières (MSF) is an international, independent medical humanitarian organisation. MSF provides medical assistance to people affected by conflict, epidemics, disasters, or exclusion from healthcare.

MSF was founded in 1971, in the aftermath of the Biafran famine of the Nigerian Civil War, by a small group of French doctors and journalists who sought to expand accessibility to medical care across national boundaries and irrespective of race, religion, creed or political affiliation.

MSF teams are made up of tens of thousands of health professionals, logistic and administrative staff - most of them hired locally. MSF actions are guided by medical ethics and the principles of impartiality, independence and neutrality. Our teams conducted medical activities in over 70 countries in 2023.

MSF's revenue in 2023 exceeded €2 billion, of which 98 percent comes from individual private donors.

In 2023, MSF staff provided nearly 16.5 million outpatient consultations, and admitted nearly 1.4 million people to health facilities and hospitals.

# The Role

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**Role:** International President

**Location:** Geneva, preferred

**Salary:** Full time (40 hours) remuneration according to the IB elected compensation policy.

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# MSF

All 27 MSF associations, as well as individuals and the International President, are members of MSF International, the association that safeguards the identity of the MSF movement.

## International General Assembly

The International General Assembly (IGA) is the general assembly of the Association. It is the highest governance body of the MSF movement and the guardian and decision maker regarding the MSF Charter and the purpose of the Association. The IGA convenes annually where representatives from all MSF associations gather.

The IGA is composed of

- The institutional members (representatives of the MSF associations)
- Individual members, representatives from the Movement Wide Individual Membership (MWIM)
- The International President

The International General Assembly has the power to:

- Amend the Statutes and Internal Rules
- Admit or expel Institutional Members
- Grant or withdraw the right to run operational projects
- Elect and remove members of the International Board, including the International President

## International Board (IB)

The International Board (IB) is the body designated by the IGA to oversee the activities of the MSF movement and is led by the International President.

The IB is composed of the International President and individual members, who are elected by vote at the International General Assembly (IGA), and the Presidents of the Operational Directorates, who are elected by them.

## MSF International Office

The MSF International Office, the secretariat of the Association based in Geneva, provides coordination, guidance and support to the Movement, and implements international projects and initiatives as requested.



## The International President: Background and Objectives

The International President (IP) is a pivotal role that represents the organization globally. They are the most senior associative figure in MSF and lead the International Board. The primary role of the IP is to provide inspiration and leadership to the Movement in its implementation of the MSF Charter, Chantilly document, La Mancha agreement, and the collective ambitions of its members.

The IP is accountable to the IGA and elected for a three-year term with the possibility of re-election for a second term.

The International President will:

- Coordinate the International General Assembly (IGA)
- Coordinate the International Board
- Support MSF's Social Mission
- Oversee effective governance of the Movement's action
- Support a well-functioning International Office
- Oversee Associative development

The IP is the main international spokesperson and will participate in representation of MSF's actions and objectives, both internally and externally, in support of the social mission. The needs of MSF and the demands of its associative leadership will vary over time. As a result, the priorities of the IP will need to adapt accordingly. The prioritization of these roles will be carried out in conjunction with the IB.

MSF is currently undergoing a significant reform process aimed at improving its global governance, decision-making structures, and inclusivity across its various entities. This process is a pivotal moment for the organization and will shape MSF's trajectory for the years to come. The role of the International President (IP) is central to steering this transformation, providing leadership that upholds MSF's principles while guiding the movement through this period of change.

# Main Responsibilities<sup>1</sup>

## Coordination of the International General Assembly (IGA)

- Convene and lead the annual IGA, ensure follow-up of decisions and maintain the engagement with IGA representatives and associations on all key associative issues
- Present the annual moral report and promote and facilitate debate on specific issues of concern to the movement and our social mission

## Coordination of the International Board

- Ensure and manage the good functioning of the IB
- Facilitate communication and resolution within the IB and between the IB, the IGA and the Executive on issues of concern to the movement, including disputes
- Oversee the good design and implementation of the IB workplan
- Oversee the election of the Vice President and the appointment of the International Treasurer
- Evaluate the functioning of the IB and the IB members
- Ensure inductions of new IB members

## Support MSF's Social Mission

- Guide and lead on the development of ambitions and strategy within the movement
- Ensure development and implementation of appropriate and cohesive frameworks for accountability, quality, growth, personnel, and the sharing of resources across the movement
- In collaboration with the executive, the International President will position, represent and advocate for MSF in support of the Movement's priorities and safeguarding MSF's identity
- Ensure the IB/IP's external commitments are realized

## Oversee effective governance of the Movement's action

- Promote a culture of transparency and accountability within the Movement and towards those that MSF assists, those that support MSF and the wider public
- Promote upholding diversity, equity, and inclusion within the Movement and towards those that MSF assists
- Ensure coordination, prioritization and accountability of the Executive Committee (Excom) through the International Secretary General (ISG)
- Work with the IB to hold legal entities with responsibility for running Operational Projects or Operational Project Support, accountable

## Support a well-functioning International Office

- Preside the International Board to appoint, define the duties of, and supervise the Secretary General
- Ensure the IB upholds its fiduciary duty for the International Office and the Association
- Ensure safeguarding of MSF's brand, identity and reputation

## Oversee Associative development

- Guide and supervise the International Association Coordinator
- Foster Members' associative life and participate in their associative events
- Promote associative life in our project countries and participate in their associative events
- Promote input from the Executive and the Associative to IGA and IB decisions
- Promote implementation of IGA and IB decisions throughout the MSF movement

<sup>1</sup> A more detailed Job Profile is available for those interested





# Profile Requirements

## Commitment to the MSF movement and its ambitions

Being the IP requires an in-depth understanding of, and commitment to, the MSF movement:

- to its medical humanitarian mission
- to its associative governance and the goals of MSF International in support of the Movement's ambitions

The next IP must be a member of at least one of the MSF Associations

## Medical health professional

The IP must have a medical background<sup>2</sup>, with the rationale being that they can represent and understand the needs of MSF's medical humanitarian mission and the challenges of its staff working on the front lines. While historically, all international presidents of MSF have been doctors, other MSF health professionals, who have this experience of a practitioner-patient relationship can also be the IP.

## Executive/operational MSF leadership experience

The IP must:

- have experience of senior MSF management in Operational Projects
  - interpreted as: three years at a Level 13 or higher position based on the IRFFG matrix – Head of Mission; Medical Coordinator; Resources Manager; (Operational) Deputy Head of Mission; Deputy Medical Coordinator; Intersectional Pharmacist; Functional Coordinator; Project Coordinator

- have senior MSF executive experience in any MSF office
  - interpreted as: five or more years heading a department in an office – General Director, Functional Manager/Director
- have significant experience on the Board of an Institutional Member
  - interpreted as: two years' experience on a board, or one year having been President or Vice President.

## Transformational leader

MSF seeks a leader with a proven track record on promoting and ensuring organisational change.

MSF is undergoing a significant reform process aimed at improving its global governance, decision-making structures, and inclusivity across its various entities to ensure that MSF's leadership and operational structures better reflect the incredible diversity of the organization.

MSF is committed to upholding diversity, equity, and inclusion across their global movement and tackling racism and discrimination within the organization and is undertaking reforms to provide a safe, just and equitable environment for those it provides medical humanitarian assistance to and for all staff.

The role of the International President (IP) is central to steering this transformation, providing leadership that upholds MSF's principles while guiding the movement through this period of change.



## Other Competencies, Skills and Knowledge

- Visionary and strategic thinking
- In-depth knowledge of the global humanitarian and health landscape and system(s)
- Ability to analyse complex political and organizational dynamics
- Powerful diplomacy and negotiation skills
- Excellent representation skills, including public speaking and media performance
- Strong internal communication and interpersonal skills
- Ability to work effectively in collaboration with a diverse group of people
- Excellent command English is required; command of other languages is desired

## Practicalities of the Role

- Willingness and capacity to travel extensively
- Availability for a minimum period of 3 years, starting no later than September 2025





## Application Process

Oxford HR is guided in their work by the MSF International Board Nominations Committee (IBNC) consisting of members of the International General Assembly. The candidates will have the opportunity to interact with the IBNC before it approves that the candidates fulfil the statutory requirements for the role.

All correspondence, at this stage, should be via Oxford HR.

We recommend you seek a conversation with the lead consultant before applying. For an initial conversation with Oxford HR's lead consultant, send an email to [jreinartz@oxfordhr.com](mailto:jreinartz@oxfordhr.com). Please attach your CV and indicate your time zone and availability for an introductory and informative call.

To apply for this post, click on the "Apply" button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process. The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills, experience and personal qualities make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyyyy) e.g., Fatima-Thiam-CV-012025-MSF or Fatima-Thiam-CoverLetter-012025-MSF.

### Timeline

Closing Date:	End February 2025
Election by IGA:	June 2025
Start in the Role:	No later than September 2025

### Diversity, Equity and Inclusion Statement

Diversity, Equity and Inclusion are at the core of MSF. Every person in the MSF movement should be dedicated to working collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds and foster an environment where every individual is valued, and their unique perspectives contribute to MSF's mission.

### Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at [jreinartz@oxfordhr.com](mailto:jreinartz@oxfordhr.com) in the first instance.



## About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: [oxfordhr.com](https://oxfordhr.com)



## Oxford

46 Woodstock Road  
Oxford  
OX2 6HT

United Kingdom

+44 (0) 1865 985 457

## Amsterdam

Korte Schimmelstraat 12  
1053 SZ  
Amsterdam

The Netherlands

+31 (0) 683 334 473

## Nairobi

Indigo Cowork Space  
Off General Mathenge Road  
Westlands  
Nairobi

Kenya

+254 (0) 715 163 631

## Singapore

6 Battery Road  
#06-16  
049909

Singapore

+65 (0) 9114 1439

## Washington

1250 Connecticut Avenue NW  
Suite 700  
Washington, DC  
20036

United States of America