

Job profile

Director Supply & Logistics

MSF-Holland
Operating Center Amsterdam (OCA)

Date: Monday 9 May 2022

Update: Friday 3 June 2022 → Deadline for receipt of applications is extended from 3 June 2022 to 10 June 2022.

ORGANIZATIONAL BACKGROUND

MSF is an international, independent medical humanitarian organization providing medical assistance to people affected by conflict, epidemics, disasters, or exclusion from healthcare. MSF is a non-profit, self-governed, member-based organization, founded in 1971 in Paris by a group of journalists and doctors. Today, MSF is a worldwide movement of more than 67.000 people.

MSF coordinates operations through collaborations between global offices. The 'MSF Operational Centre Amsterdam' (OCA) is a partnership that is composed of the partners MSF-Germany, MSF-SARA and MSF India, MSF-Holland, MSF-United Kingdom, MSF Canada and MSF-Sweden. MSF-OCA operates medical humanitarian interventions in about 25 countries with more than 11.000 staff.

The office of MSF-Holland located in Amsterdam hosts more than 400 employees, offering direct support to MSF-OCA operations: around 50 staff focus on recruitment, communication and fundraising in The Netherlands (MSF-Holland) and 350 staff focus on supporting MSF-OCA operations.

Médecins Sans Frontières (MSF) / Artsen zonder Grenzen is committed to an inclusive culture that encourages and supports the diverse voices of our employees. Diversity fuels innovation and connects us closer to our beneficiaries and the communities in which we work. We welcome and encourage applications from individuals regardless of gender identity, sexual orientation, nationality religion or spiritual belief, ability status, and/or any other diverse characteristic.

THE LOGISTICS DEPARTMENT

The Logistics Department consists of approximately 70 FTE and takes care of the supply of goods and the provision of technical expertise and support to the countries where OCA carries out its medical humanitarian operations.

The Logistics Department at OCA has recently undergone a re-organisation process. The new structure will include additional management positions (Heads and Coordinators) in order to create a more agile team dynamic and to limit the span of management control to provide greater space for the Director Supply & Logistics to focus on strategic initiatives. The new management structure will be operationalised over the course of 2022, in conjunction with the recruitment process for several new positions. The current focus is to fully establish the pillars: Amsterdam Procurement Unit (APU); Operational Logistics & Field Supply; Technical Logistics; End-to-End Supply Chain Excellence. The Quality Assurance set-up is under review and will be finalised over 2022.

The APU is responsible for the procurement, warehousing and distribution of goods required by the field teams to the mission countries. To that end, APU /OCA holds a significant inventory in the Netherlands in collaboration with a logistics service provider.

The Operational Logistics & Field Supply team and the Technical Logistics team are responsible for support to field logisticians and operational decision-makers, as follows:

- Operational Logistics & Field Supply supports the field and is responsible for ensuring that the right resources (people and equipment) are in the right place at the right time.
- Technical Logistics has advisors at its disposal who support the field operations with various types of technical expertise. This includes architects who advise on the construction of hospitals, or other experts with backgrounds like civil engineering, facility management and biomedical engineering.

The new End-to-End Supply Chain Excellence pillar has been included in the department structure to provide advice, promote and support the development of improvements with regard to supply chain analytics and processes and to help drive end-to-end supply chain functioning to elevated levels.

MAIN RESPONSIBILITIES

The Director Supply & Logistics is accountable for providing leadership and the overall delivery of logistical and supply chain services to the MSF-OCA medical operations and the departmental budget.

The main objectives of this position are:

- Optimize the supply: continuous improvement of the delivery capacity of the department pillars, as follows:
 - Ensure the supply chain remains stable and reliable and to formulate the medium and long-term vision, goals and strategies to further improve supply chain management, logistics and technical support logistics (aligned with the overall strategic framework of MSF);
 - Build, maintain and further optimize the department based on the new organization structure:
 - Support close collaboration between APU, Operational Logistics & Field Supply and Technical Logistics and key stakeholders with a view to providing an efficient, effective, and accountable service.
 - Provide leadership to expedite the operationalization of the new End-to-End Supply Chain;
 - Help to finalise the quality assurance and GDP compliance set-up and transition to implementation.
- Ensure a cohesive, well-functioning department: build trust and the respect of colleagues as the basis for productive and strong collaboration;
 - Offer a leadership style that is dedicated to fostering a cohesive and collaborative working environment underpinned by MSF's mission and values;
 - Generate department ownership of the new organizational structure. Delegate responsibilities to the newly introduced leadership positions and leverage the knowledge and skills across the department;
 - Manage, coach and develop team members, including performance management and staff development and succession planning;
- International collaboration: representation of OCA on relevant MSF Logistics Platforms and Working Groups;
 - Attend discussions on important globalization and efficiency topics, balancing the interests of OCA with the MSF international organization.
 - Ensure that OCA's perspective is represented and offers a constructive voice in the MSF movement.

The Director Supply & Logistics will report to the Director Resources and attend the OCA Management Team, as appropriate.

CANDIDATE PROFILE

We are looking for a candidate with the following characteristics:

- A result-driven, service-minded, dynamic and innovative (humanitarian) supply and logistics professional;
- Purpose driven life;
- Strong conceptual and analytical thinking with ability to translate concepts into practice;
- Exceptional leadership skills with the ability to delegate tasks clearly and effectively
- Proven change management experience;
- Empathic and charismatic people manager and communicator, who is able to see issues from multiple dimensions and from another person's point of view;
- Ability to handle pressure and maintain an overview of multiple projects and stakeholders in a fast-changing context. Organizational sensitivity is an important skill;
- Sufficient technical knowledge and influencing skills to provide leverage with other key stakeholder departments as well as within the wider MSF/OCA organisation.

Requirements

- Bachelor/Master Degree or similar education in business/logistics/operations engineering/supply chain management or equivalent experience;
- Minimum of 10 years multi-level management experience with at least 7 years' experience leading a team

- CSCP Professional (Supply chain professional) (desirable), with considerable management experience in demand/supply planning, inventory management, order fulfilment and/or logistics management. Experience with medical goods considered as a plus;
- Experience operating in a dynamic, international and political work environment and/or a matrix organization;
- MSF-experience, or work experience in the humanitarian sector, is considered an advantage;
- Excellent communication, presentation and negotiation skills;
- Excellent command of the English language with active knowledge of other "MSF-languages" (French, Dutch, Arabic, Spanish is an asset);
- The successful candidate is passionate about the work MSF does.

OFFER

- A position in a challenging, international environment based in Amsterdam (relocation may be offered).
- A management contract for 3 years with option for renewal, subject to satisfactory performance;
- A salary determined on relevant professional experience based on a full-time appointment of 40 hours per week;
- Other benefits include 30 holidays per annum, a premium-free pension and full relocation package if needed (valid for both EU and non-EU);
- Opportunity to travel (approx. 10%) and experience the dynamics of a globally operating, leading humanitarian healthcare organization.

FURTHER INFORMATION AND APPLICATION

For placement of this position, MSF works together with SCM Executives. If you believe that you fit the profile, you can react directly via www.msf.scmexecutives.com. Please upload a letter of motivation and Curriculum Vitae in English.

If you have questions or would like to receive additional information, you can reach out to SCM Executives via msf@scmexecutives.com

After application either SCM Executives or MSF will come back to you.

Deadline for receipt of applications is 10 June 2022.

The screening calls with SCM Executives will take place between the 16th of May and 10th of June, depending on the date of application.

The two rounds of interviews with MSF are planned in the weeks of 27th of June and 4th of July 2022.

An assessment may be part of the selection procedure.