MEDECINS SANS FRONTIERES
ÄRZTE OHNE GRENZEN

Job Opening

(strictly no recruitment agencies)

Médecins Sans Frontières Switzerland (MSF) is recruiting a

Sexual violence Program Activity Manager

Field-based: Vinnytsia (Ukraine)

Start date: 15.02.2026

Duration: 6 months

Context/Main Purpose

MSF Switzerland started operation in Ukraine in February 2015; currently the coordination of the mission is based in Kyiv and MSF Switzerland has 1 project (Vinnytsia). The PTSD Recovery Center "pilot project" aimed at providing comprehensive, evidence-based PTSD treatment and assessing the effectiveness of this approach. By collaborating with various city organizations and local authorities, our objective is to establish a sustainable center that can continue its activities independently of MSF in the future. Additionally, we aim to demonstrate the replicability of this treatment approach in other regions of Ukraine. MSF Switzerland has the ambition to open a 2nd project in Ukraine in 2026.
In Vinnytsia, Sexual Violence (SV) activities are relatively new, although various efforts have been put in place over the past one year, additional structured support is required to ensure survivors of conflict-related sexual violence (CRSV) will receive holistic, survivor-centered care that addresses their physical and psychosocial needs in the project according to the target population of the program.

Your Responsibilities

The main purpose of the Sexual Violence Program Activity Manager is to ensure an effective MSF Sexual Violence (SV) and Intimate Partner Violence (IPV) response is in place within the mission with a specific focus on conflict-related sexual violence (CRSV) and access to survivor-centered care in a conflict-affected context, using a variety of activities varying from mission wide response capacity assessment, community and staff's assessment for SV and IPV perception-knowledge-health seeking behavior, coaching-mentoring and training of staff, development of the mission and project SV-IPV response strategy, the provision of guidance for program development and implementation, training and support of staff and development of relevant tools & materials.

The main responsibilities of the Sexual Violence Program Activity Manager include the following:

- Lead, develop, and support the mission's SV–IPV strategies, protocols, and response activities, ensuring they align with evolving medical needs and the changing operational context.
- Develop an SV/IPV strategy for the mission, with a strong CRSV focus, based on assessed needs and gaps.
- Lead the integration, coordination, and quality improvement of Conflict-Related Sexual Violence (CRSV) services within the PTSD program in Vinnytsia, addressing known barriers to identification and disclosure with focus on strengthening clinical capacity, ensuring survivor-centered care, and supporting

multidisciplinary collaboration among psychologists, social workers, medical doctors, and health promoters.
    - Contribute to the development or revision of CRSV-related SOPs, guidelines and clinical tools.
    - Integrate CRSV-specific screening tools, treatment protocols and clinical pathways into routine PTSD services including support for identifying delayed, indirect, or non-verbal disclosures.
    - Strengthen internal referral pathways for CRSV-survivors and ensure clear, confidential information-sharing procedures.
- Conduct reminder sessions on MSF medical legal understanding for medical certificates, reporting issues, child and adolescent issues on SV and IPV care. Enhance understanding of SAC as it relates to SV/IPV care.
- Support outreach strategies to increase safe access to services for survivors, particularly for populations at higher risk of under-disclosure, including veterans, ex-POWs, families of POWs or missing persons, adolescents, and male survivors.
- Guide health promotion teams in safe CRSV community sensitization strategies, including stigma reduction, survivor-centered messaging, and referral awareness activities. Maintain updated mapping of external services and strengthen referral pathways with external medical, psychosocial, protection and legal services with attention to confidentiality, survivor safety, and continuity of care.
- Participate in relevant GBV/CRSV and protection forums/working groups/meetings.
- Support documentation of lessons learned, and best practices adapted to the PTSD program including analysis of barriers to disclosure and access.
- Train identified SV care providers in Vinnytsia, with particular attention to attitudes, values, and communication skills relevant to conflict-related sexual violence, if this need arises during your time in the project.

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

- Degree as a Medical Doctor, Nurse, or Midwife. Profiles in psychology or anthropology may be considered depending on experience and the specific country assignment
- At least 5 years of experience in Sexual Violence activities programming and implementation, preferably in conflict settings
- Proven experience in conducting Sexual Violence assessments
- Strong background in developing program strategies, models of care, planning, implementation, monitoring, and evaluation
- Expertise in training staff on survivor-centered principles, identification of sexual violence, and medical care provision for survivors of SV-IPV
- Previous experience with MSF is a strong asset
- Excellent command of English
- Commitment to MSF's work and values
- Responsible behavior that contributes to the safety and integrity of everyone - prevent, report, and refuse any abusive behavior and/or behavior that goes against MSF's values
- Strong team player; Adaptable and able to work in a multicultural team
- Flexible and able to manage stress

MSF offers

- Field-based position
- An exciting work experience as your skills will make a difference to the people around you
- Initial training before your first mission
- Detailed briefing on identified project
- Contract for the duration of the mission
- Remuneration (indemnity salary based on previous work experience and country of residency)
- Welfare coverage, such as medical care and vaccination package, accident insurance, including repatriation
- Food and accommodation
- Perdiem (calculated according to local cost of living) to cover daily expenses
- Travel costs and visa administration
- Debriefing and personal career planning as well as training opportunities
- Psychosocial assistance before, during or after mission upon need
- One week of holiday for every three months of mission
- Departure on mission is non-accompanied (no family or couple departures).

About MSF

MSF is an equal Employer and does not charge any application/recruitment or training fee. MSFCH welcomes applications from people of all sexual or gender identities and encourages women to apply.

The protection of your personal data is important to MSF. By submitting your application, you consent to MSF using your personal data only for the recruitment process (i.e. receive all the information and documents necessary to proceed with the recruitment process, validation of best applications and selection of the most suitable candidate). Your personal data will be treated confidentially. MSF will not use your personal data in any other way other than for the purposes of this recruitment.

How to apply

Interested candidates should submit their complete application online (resume and letter of motivation) via the following link:

https://msfsuisse-career.talent-soft.com/Pages/Offre/detailoffre.aspx?idOffre=292&idOrigine=502&LCID=1036

The deadline for applications is 11/01/2026.
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/