

MEDICAL ANTHROPOLOGY ANALYST

Position Title	Medical Anthropology Analyst	Division/Function	Anthropology Unit
Location	Nairobi, Kenya	Department	General Direction
Reporting to:	Anthropology Unit Lead	Contract length	2 years, Renewable
Functional Reporting to:	N/A	Start date	ASAP

Introduction

Doctors Without Borders/Médecins Sans Frontières (MSF) is an international independent medical humanitarian organization that provides assistance to people affected by conflicts, epidemics, and natural or human-made disasters and excluded from healthcare. We provide this assistance without discrimination, irrespective of race, religion, creed or political affiliation.

About MSF Eastern Africa

MSF Eastern Africa is the regional institutional office of MSF. It focuses on representation and networking, recruiting and supporting staff from the region, communications and fundraising, as well as working on other dossiers of importance to MSF such as Diversity, Equity and Inclusion (DEI), mutualization, training, medical operational support and environmental health.

Rationale/Objective for Position

The Medical Anthropology Analyst is responsible for coordinating and overseeing targeted need-driven operational research and analyses, capacity-building and strengthening learning and reflection to ensure MSF provides holistic, respectful, and inclusive patient-centered community-based health services.

The jobholder is responsible for implementing the Anthropology Unit framework and applicable approaches in relation with MSF field operations.

Tasks & Responsibilities

Strategic Responsibilities

- Actively participate in the development of the Unit's organization strategic plan, activities and partnerships as may be needed.



Technical and Operational Responsibilities

Support positioning and feasibility of the Anthropology Unit

- Identify medical and health-related areas of strategic interest and identify the necessary partnerships with operations across other MSF entities in the region and globally.
- Respond and coordinate requests for support MSF missions/projects working in the region by evaluating access constraints and developing access-specific strategies.
- Contribute to the building, entrenching, and positioning the Unit.
- Prepare and make presentations on behalf of the Unit and MSF international and internal forums to articulate its work.

Medical program development and operations support

- Assess and analyze social-cultural dynamics of medical emergency contexts to inform and advice the medical operations teams during the conception, implementation, and monitoring of medical and paramedical projects.
- Collect and organize information on health seeking practices and norms and knowledge during emergencies/crises to enable trust and respect between affected individuals, groups and communities, and field operation teams.
- Support the operations teams on contextual health and political economy analysis.
- Contribute to field visits and intersectional medical forums wherever and whenever it is necessary across MSF units and sections.
- Liaise with Medical Operation teams to identify, initiate links and engage with relevant state and non-state structures managing health services during emergencies.
- Prepare mission reports for review and dissemination.

Contribute to medical and health promotion operational research and learning.

- Coordinate field operational research on thematic areas relevant to medical and paramedical projects/programs across MSF.
- Facilitate dissemination of research results, learnings and best practices through internal and external platforms including publication.
- Participate in the implementation of the community engagement strategy of the MSF EA operations directorate.
- Coordinate events and facilitate thematic communities of practice events in the region and across the MSF.
- Conduct and facilitate collection, analysis and updating lessons and best practices from MSF missions in the region.
- Contribute and update the Unit's database.
- Participate in organizing annual operation research events including the Annual Nairobi Anthropology Forum, MSF Scientific Day, Epicenters among others.

Partnership, collaboration, and representation

- In collaboration with the Anthropology Unit Lead, Training and Learning Unit and other peers in the MSF movement, develop/review training modules, and plan and facilitate effective health promotion and access.
- Conduct targeted participatory training and on-the-job training to enhance multicultural competence in our health service delivery sites.
- Facilitate training in multicultural competence and research ethics for internal and external partners.



- Map and profile relevant stakeholders in medical anthropology applied to the humanitarian context.
- Facilitate linkages and engagement with partners to share capacity, capability, and experience pertaining to humanitarian and emergency medical services in the region.
- Liaise with peers and actively participate in meetings at relevant humanitarian forum including the MSF Intersection/social science and operational research forums, technical working groups and Forums at the regional level.

Other Responsibilities

- Propose and initiate innovative operational research projects.
- Translation of research Findings into Actionable policy or intervention briefs for field teams.

Qualifications

Education

- A Bachelor's degree in Medical Anthropology, Social Anthropology, Human Ecology, Sociology, Social Work, or any culture-related fields from a recognized institution.
- A Master's degree in medical Anthropology, Social Anthropology, Human Ecology, Sociology, Social Work, or any culture-related fields from a recognized institution is an added advantage.
- Membership in relevant professional body, think tank or community of practice is desirable.
- In-depth understanding of health seeking and promotion models and practices in the regional and local context, dynamics, and socio-cultural medical barriers.
- Understanding of humanitarian and emergency health service delivery and ethics.
- Fluency in English is required, and knowledge of French and a third language is an added advantage.

Experience

- At least five (5) years of non-profit NGO work experience within public/emergency health contexts.
- Experience working with the humanitarian organization, UNDSS, INSO, INGO forum and similar institutions is an added advantage.
- Experience as a field researcher, ethnographer, trainer or in public health is an added advantage.

Competencies

- **Technical Competencies**
 - Demonstrated capabilities in planning, organizing, and executing health-related operational research, and behavior change interventions.
 - Ability to develop, implement, facilitate, and impart learning.
 - Ability to provide clear, dynamic briefings and analysis of given and unfolding medical and social contexts, situations and needs as they emerge.
 - Ability to design and facilitate training engagements with staff and partners to enhance skills and adapt to changing program demands.
 - Ability to lead and coordinate field research teams and provide training in qualitative methods for diverse teams.



- **Behavioral/General Competencies**

- Excellent relationship-building, interpersonal skills, and the ability to effectively represent MSF at forums and with external stakeholders.
- Ability to form and maintain relationships and working partnerships with multiculturally diverse teams and communities.
- Good oral and written communication skills, with the ability to express ideas and concepts clearly and persuasively with senior internal and external stakeholders.
- Commitment to MSF's Principles.
- Strategic thinking and complexity awareness.
- Critical and reflexive objectivity.
- Initiative and Innovation.
- Contextual analyses, awareness, and adaptation.

What We Offer:

- A **2-year renewable full-time** employment contract through MSF East Africa Section Office in Nairobi, Kenya.
- An annual salary of **EUR 28,437 at HQ Level 4A** based on a full-time appointment.
- **Global benefit package;** includes school fee benefit/support for dependents and other allowances ranging between **EUR 620 to 1,159 per month** based on individual & administrative status.
- **Other benefits include;** 25 days of annual leave, Employer Pension contribution, Medical Insurance cover (staff and family), Relocation support for non-Kenyan residents etc based on MSF EA terms/conditions.

Application process

- If you recognize yourself in this profile, we welcome you to apply directly via [this link](#) (or from the MSF EA website).
- Applicants are required to upload a **Letter of Motivation + Curriculum Vitae** (in English) **in PDF** format as one combined document.
- The closing date for applications is on **5th November 2023**



Information

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 to have all the information and documents necessary to proceed with the recruitment, validation of your application 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 not foreseen for purposes of recruitment.

MSF is an equal-opportunity employer and does not charge any application/recruitment fee. Women and persons with disability are encouraged to apply.