



*Last Updated: July 2023*

## **Job Title**

# **Climate Adaptation Specialist, Humanitarian Action on Climate and Environment (HACE)**

## **Impact Statement**

HACE recognizes that climate change and environmental degradation will increasingly drive humanitarian needs, and thus MSF Canada's leadership and support role in (re)positioning the organization to effectively, and responsibly respond to this unprecedented threat to humanity.

The HACE Climate Adaptation Specialist (CAS) reports to the HACE Lead and is responsible for co-developing and supporting MSF's climate adaptation and managing the program. The CAS will help MSF integrate and scale adaptation and thus help HACE achieve facilitating evidence-based action, operational choices and advocacy on climate change/environmental degradation and their health and humanitarian consequences.

## **Key Areas of Responsibility**

- Co-develop, support and scale MSF's climate adaptation through analysis (information synthesis, time series analysis, remote sensing analysis, spatial analysis, etc.) product creation (briefing notes, scoping reviews, seasonal calendars, weather forecasts, maps, etc.) and both internal and external communication;
- Support response to ad-hoc requests from MSF employees re early warning, seasonal climate preparedness, climate change adaptation, and awareness raising/advocacy that are strategically aligned in MSFC and HACE
- Help in building climate adaptation capacity at regional and national levels
- Analyse, synthesize information, write on climate and environmental factors impacting MSF beneficiaries (today and future) as well as country and regional specific analysis

## **Job-Specific Competencies**

### **Communications and Advocacy**

- Contribute to the promotion, dissemination of and next steps related to the HACE Climate Adaptation Operational Research Project
- Contribute relevant adaptation content to the MSF Climate Hub platform
- Contribute to and leverage resources developed across MSF on applying the climate change lens to operational adaptation and anticipatory action, embedding climate action messaging and framing
- Contribute to developing advocacy strategies around climate, environment, and health, planetary health issues for internal and external audiences
- Draft joint articles/abstracts such as for MSF Scientific Days, the Lancet Countdown and other relevant fora
- Ensure tools, materials, messages, and activities are needs-based, community-centered, and inclusive

- Develop ongoing awareness and proactivity regarding the need to decolonize humanitarian and climate action and engage MSF colleagues and communities, Indigenous knowledge, and youth in climate hotspots and most impacted by climate change in research, witnessing and storytelling
- Engage and collaborate in MSF and MSF Canada to help mainstream climate and environmental knowledge and MSF framing and current work i.e., collaborations with communications on *témoignage*/storytelling, helping Human Resources (HR) and Fundraising (FR) with basic materials for onboarding and key messaging
- Organize and participate in strategic webinars, workshops, other sections and MSF associative discussions to contribute to capacity building, knowledge exchange, and public and external narrative building

### **Strategic Collaboration and Representation**

- Communicate with and ensure complementarity of work with other HACE team members and other adaptation (and mitigation) colleagues in MSF and related initiatives
- Share knowledge, tools, and resources to the Movement on climate crisis-related adaptation issues, participate in existing platforms (Climate Environment and Health Working Group, Adaptation Working Group, GHAN Network, communicate with partners i.e., Climate Smart MSF, Operational Centre Geneva (OCG) Planetary Health, Operational Centre and other focal points, Sweden Innovation Unit, TICs, etc., and external networks e.g., Anticipation Hub, Lancet Countdown, and others)
- Engage and collaborate with our Memorandum of Understanding (MOU) partners OCG and Dahdaleh Institute for Global Health Research (DIGHR) on existing and potential new research/analysis topics.
- Based on field experiences, data, and scientific evidence, support and contribute to the call for responsible and environmentally sustainable action that highlights health impacts and humanitarian needs of the disproportionately marginalized and already-vulnerable populations
- Contribute to the creation, testing, and dissemination of climate adaptation tools/products, building on initial work reviewing and comparative analysis of other emergent tools in and out of MSF, harmonizing tools and methods
- Coordinate, co-develop, or develop new resources, training, and guidance as needed to ensure the efficient use of resources, avoid duplication and expand on organizational climate adaptation action capacity

### **Risk management**

- Understanding and support of mitigation of legal, financial, reputational, and duty of care risks to MSF considering climate change and environmental degradation impact on health, such as operational and reputational risks, potential mandatory cost and legal responsibility to reduce and pay for carbon emissions (vs current moral and voluntary nature of mitigation activities).
- Recognize and support on mental health impacts of climate change and liaise with existing support services and expertise

### **Core Competencies**

- **A Commitment to MSF's Principles;** Proficiency Level 1: Acts towards the fulfilment of MSF's Social Mission
- **Cross-cultural Awareness;** Proficiency Level 3: Demonstrates an integrating attitude
- **Strategic Vision;** Proficiency Level 3: Plans actions geared towards achieving objectives
- **Analytical Thinking;** Proficiency Level 3: Identifies complex relationships
- **Teamwork and Cooperation;** Proficiency Level 4: Fosters and encourages collaboration between members of different teams, services, and departments, even in difficult situations. Acts by example.
- **Initiative and Innovation;** Proficiency Level 3: Looks ahead and creates opportunities for improvement within the MSF Framework

### **Knowledge and Experience**

- Demonstrable experience in climate-related research, data analysis, information synthesis, copywriting
- Demonstrable knowledge and experience in climate adaptation, environment and/or climate change, public health, humanitarian action, emergency response, international cooperation and development

- Demonstrable experience engaging with multiple stakeholders and partnerships, complex coordination and diplomacy, and working transversally and cross-sectoral on interdisciplinary issues
- Direct experience with general program management, budgetary control, financial planning, prioritization, and decision-making
- Demonstrated communication and group presentation skills
- Familiarity with contemporary approaches and frameworks to climate action (e.g. Planetary Health, climate change adaptation and anticipation, early warning, resilience-building, mitigation, environmental sustainability, and mainstreaming climate and environmental lenses into humanitarian action)
- Demonstrated advanced level software skills (Microsoft Office Suite, Zoom, R/Python, etc.)
- Skills, knowledge, and prior use of Geographic Information Systems (GIS) / remote sensing products

### **Education, Certifications, and Languages**

- Fluency in written and spoken English
- Working knowledge of either French, Spanish, Arabic or Portuguese

### **Working Conditions**

- Work is generally carried out during the day, Monday to Friday (9:00 a.m. to 5:00 p.m. Eastern Time)
- Flexible work hours and hybrid work model available based on policies of the local MSF section
- Work requires long hours in front of a computer/laptop screen

**Travel Requirements** (according to MSFC's updated Travel Guidance and with rationale for going and carbon reduction commitments and reporting):

- 5-10% to project countries
- 5 % to other MSF offices/events

### **Job Information**

**Position Level:** Individual Contributor

**Department:** Humanitarian Action on Climate and Environment (HACE) Program

**Position Status:** Temporary, October 16, 2023 through December 31, 2024

**Activity Rate:** 100%, 37.5 hours per week

**Location:** Any country in proximity to an MSF office/operation. To ensure ease of collaborative work with the HACE team, location between UTC -7 (Pacific Time) and UTC +1 (Central European Time) will be favoured.

**Status:** The successful candidate will be offered a contract from one of global MSF offices depending on their resident status. The person must be legally authorized to work in that country. MSF is not in the position to support with any work permit process.

**Salary & Benefits:** A local salary and compensation package based on experience and internal salary grid is offered for this role and will be discussed during the selection phase.

### **Additional Information**

MSF Canada is a people-focused humanitarian organization that is proud to offer a diverse, collaborative, and inclusive work environment. We strongly believe this approach enhances our work and we're committed to equity in employment. The organization seeks to attract and engage the best professionals to join and maintain meaningful, productive, and lasting work relationships. We embrace diverse motivations and backgrounds of people working together to exhibit their passion in action for the social mission of MSF.

MSF Canada acknowledges the existence of systemic racism and oppression and is committed to sustaining and strengthening its anti-racism and anti-oppression (AOAR) efforts. As MSF Canada continues to grow and strive to remove barriers in its offices in Canada and in MSF work environments abroad, we welcome applications from individuals with unique experiences of intersectional oppression on the basis of their social markers such as their ethno-racial identity, age, gender identity, education, socio-economic status or place of origin. We encourage Black, Indigenous, People of Colour, LGBTQIA2S+ people, individuals living with disabilities and any individual experiencing vulnerable circumstances to apply.

In line with MSF's December 2021 pledge to reduce our carbon emissions by 50% by 2030, compared to our 2019 baseline, we encourage everyone to embrace and embed sustainable and climate-friendly practices. Applying a climate and planetary health lens will help us improve our operational impact. Facing climate change and environmental degradation through our operational activities by focusing on mitigation and adaptation will decrease our dependency on fossil fuels, reduce our ecological footprint and help protect human health. Everyone, at all levels, with all skill sets is needed to address the global threat of climate change.