



Last updated: April 2026

Climate Adaptation Specialist – Operational Integration

Impact Statement

The Climate Adaptation Specialist reports to the HACE Lead and acts as a bridge between HACE and Operational Directorates across the movement. The role focuses on ensuring that climate adaptation tools developed within MSF are effectively integrated into operational decision-making through training, workshops, operational pilots and close collaboration with climate focal points.

MSF is increasingly confronted with the operational consequences of climate change and environmental degradation. Rising temperatures, flooding, shifting malaria patterns, drought, and other environmental hazards are already affecting where and how MSF operates, as well as the health needs of the populations we serve.

The Humanitarian Action on Climate and Environment (HACE) program supports MSF's operational directorates (ODs) in adapting to these evolving risks. HACE develops practical tools, early warning products, and operational guidance to help teams anticipate and manage climate-related health risks.

Key Areas of Responsibility

- Facilitate integration of climate adaptation tools into operational planning and preparedness.
- Support Operational Directorates in applying climate information and early warning products.
- Design and deliver workshops, trainings and onboarding materials.
- Support development and operational testing of climate adaptation tools.
- Contribute to the Climate Adaptation Community of Practice (CACoP).

Expected Deliverables

- Quarterly training on key climate adaptation tools
- OD-level workshops supporting operational integration
- Development of training materials and operational guidance
- Operational pilots testing climate adaptation tools
- Active participation and co-leadership in CACoP working groups

Job responsibilities

Operational Integration of Climate Adaptation Tools

- The specialist will support Operational Directorates in adopting and applying tools developed within HACE and across the MSF movement, including:

- MSF GeoHazards platform
- Monthly Climate and Health Bulletins
- Seasonal operational calendars
- Flood early warning systems
- Malaria anticipation and early warning tools
- Operational climate briefs
- Heat early warning and risk and vulnerability assessment tools developed by other MSF entities

Facilitation Training, Workshops and Capacity Building

- Design and deliver training and workshops to strengthen operational uptake of climate adaptation tools, including quarterly training for key HACE products such as GeoHazards and Monthly Climate and Health Bulletins.

Development and Testing of Operational Tools

- Support the development, refinement and operational testing of new climate adaptation tools and ensure they are adapted to operational realities through pilots and feedback from field teams.

Climate Adaptation Community of Practice (CACoP)

- Co-lead selected thematic working groups within CACoP and facilitate exchanges between Operational Directorates to strengthen operational learning on climate adaptation.

Strategic Planning & Partnerships

- Collaborate with MSF teams and external actors (e.g., hydrologists, meteorological services, humanitarian partners) to strengthen partnerships and improve access to flood data and services.
- Support capacity building through training, guidance, and knowledge sharing to strengthen MSF's flood preparedness and response.
- Contribute to MSF's ongoing discussions and efforts to embed environmental sustainability and climate adaptation in operations.

Risk Management

- Advise MSF teams on the operational, safety, and duty of care implications of flood risks in project settings.
- Help MSF manage reputational, operational, and financial risks linked to climate-related floods.

MSF Transversal 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 3: Encourages, engages and motivates people to work as a team
- **Initiative and Innovation;** Proficiency Level 3: Looks ahead and creates opportunities for improvement within the MSF Framework

Knowledge and Experience

- Extensive professional experience in humanitarian operations
- Ability to translate technical climate information into operational guidance.
- Demonstrated experience facilitating workshops and trainings.
- Demonstrated experience working across multiple teams and departments.

- Prior operational experience within MSF is strongly preferred.

Education, Certification and Languages

- Advanced degree in public health, humanitarian action, environmental health, climate change adaptation, disaster risk reduction, environmental science or equivalent experience.
- Fluency in English, verbal and written
- Fluency in French, verbal and written
- Proficiency in Spanish, Arabic or Portuguese are considered strong assets

Working Conditions

- Work is generally carried out during the day, Monday to Friday (09:00 to 17:00 UTC-4)
- Hybrid work arrangements depending on the hosting MSF office.
- Work requires long hours in front of a computer/laptop screen.
- Approximately 30% travel, including visits to project countries for operational pilots and training and participation in MSF technical meetings. *(in accordance with MSF's Travel Guidance and rationale for attendance and carbon reduction commitments and reporting)*

Job Information

Position Level: Individual Contributor

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

Position Status: Level 17 on the MSF Canada Salary Grid *(if successful candidate is contracted through another MSF Office, salary will be evaluated according to the Salary Grid of that location)*

Activity Rate: 100%, 37.5 hours per week

Location: Toronto or Montreal preferred (may consider applicants in a country in proximity to an MSF office/operation. To ensure ease of collaborative work with the HACE team, location between UTC -4 (Eastern Standard Time) and UTC +1 (Central European Time) will be given preference.)

Status: Must be legally authorized to work in Canada or the country where a contract would be issued. MSF is not in the position to support with any work permit process.

Salary & Benefits: A local salary and comprehensive benefits package based the relevant Salary Grid of the contracting office.