



# A Rewarding Career

**Medair** Humanitarian Aid

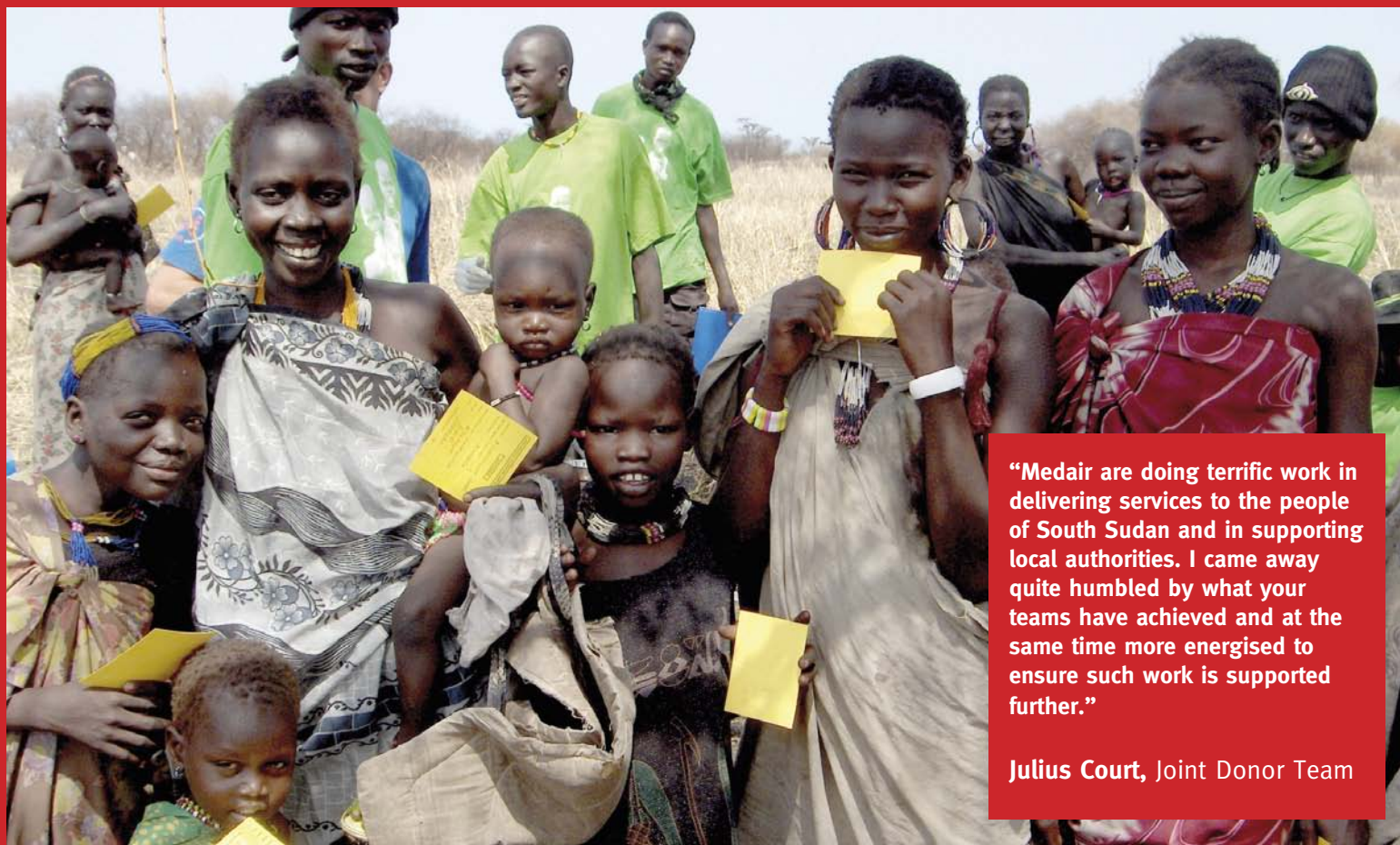
# About Medair

When disasters, conflicts, or other crises strike, Medair brings life-saving relief and rehabilitation to the most vulnerable people in Africa, Asia, and other areas with extraordinary need.

We work alongside communities in need to improve their health and nutrition; water, sanitation, and hygiene (WASH); and shelter and infrastructure. We employ sector professionals, senior managers, and a wide range of support staff to carry out our vital humanitarian work.

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Beneficiaries with measles vaccination cards.

“Medair are doing terrific work in delivering services to the people of South Sudan and in supporting local authorities. I came away quite humbled by what your teams have achieved and at the same time more energised to ensure such work is supported further.”

**Julius Court**, Joint Donor Team

# Are You Seeking A Rewarding Career?

*Medair gives experienced professionals like you the opportunity to use your skills in the humanitarian sector to help those in greatest need.*

**Maybe you're new to the world of humanitarian aid.** You catch yourself staring out of your workplace window, dreaming of a chance to do more with your career. Maybe you're wondering what it's like to live and work in the field, and whether you've got what it takes to thrive in such a challenging environment. You might be wondering whether Medair can use someone with your professional skills.

**Or maybe you're an experienced relief or development worker,** still brushing off the dust from your last field assignment. You might have heard about Medair's reputation for great team spirit, and for delivering high-quality humanitarian aid that makes a significant impact on vulnerable populations. You might be wondering whether your skills and experience will transfer to a career with Medair.

**Read on and discover what it means to work with Medair.** You'll learn whether your professional skills are a good match for our work, and whether Medair is the right kind of organisation for you.

**Are you seeking a way to put your Christian faith into action?** At Medair, you will work alongside fellow Christians on teams united by common values, faith, and prayer. In the tough operating environments where we work, that kind of unity and common purpose is invaluable. You will join teams that strive to be a living example of God's love, shouldering the burdens of people in crisis with practical, life-saving care.

**What's so rewarding about a career with Medair?** You will use your profession to save and sustain the lives of people who truly need your help, while also learning new skills in a complex humanitarian environment. You will immerse yourself in a foreign culture and experience the joys of living and working with an international team. You will know the rich blessing of saving a life, of teaching new skills, of transforming the hopes of entire communities.

**Make no mistake, this is a tough job.** You will be pushed to the limits of your endurance: cold bucket showers in the morning, long hours travelling to remote locations, trucks stuck in the mud, swatting mosquitoes, dodging lizards, working in conflict zones — frustrations galore! This is not a career for the faint of heart. You might be exhausted at the end of your work day.

**But you will sleep soundly, knowing that today you made a world of difference for the world's most vulnerable.**



"I think I have the best job in the world... It's so rewarding to see people's faces every time we finish fixing a borehole and the water starts to flow... For me, it's the most important thing we can give people."

**Rebekah, WASH Manager**



# Emergency Relief

*When a sudden crisis hits or a natural disaster strikes, Medair teams respond rapidly to help save lives and reduce suffering.*

**We were on-the-ground within days of the Haiti earthquake, the Kashmir earthquake, and the Asian tsunami.** Our teams also respond regularly to in-country emergencies such as disease outbreaks, floods, and conflicts that displace people from their homes.

We assess the emergency needs, distribute vital resources, and respond to critical gaps with health care, nutrition, shelter, access to safe water and sanitation, and promotion of good hygiene.

In emergencies, we coordinate with local and international agencies and governments to provide assistance where it is most needed.

Most importantly, we work closely with the communities themselves to ensure that the aid we provide is the aid they need.



## Crisis in Dungu

**When militia groups attacked villages in D.R. Congo's Dungu territory, tens of thousands of people fled from their homes, with many requiring urgent medical attention.** Medair immediately began providing medicine and emergency health care for the most vulnerable, sending shipments of medicine by 4x4 truck.

“We are very thankful for the medical supervisors of Medair who are willing to risk their lives,” wrote the chief nurses of three health structures in a joint message. “Without this help, our population would not get any medical health care during this difficult period. This is a testimony of your great compassion!”

# Rehabilitation

*Once emergency relief needs are met, Medair works alongside vulnerable communities to sustain lives and help restore essential services and infrastructure.*

**Our teams improve health and nutrition services, increase reliable access to safe water and sanitation, encourage good hygiene behaviour, and build shelter and vital infrastructure.**

Medair builds capacity in local communities to reduce the risks from future disasters and to help people respond and recover quickly when disasters and crises do occur.

When the rehabilitation phase is over, we hand over programmes to communities or to other agencies. We aim to build sufficient capacity within communities so that they can maintain and operate essential services on their own, without external assistance.



## Handover Celebrations in Southern Kordofan

**In 2003, health care was virtually non-existent in the Sudanese villages of Abu Safifa, Lagori, and Tesi, but by 2008, Medair had helped make quality health care available and sustainable.**

In joyful ceremonies, Medair handed over health care responsibility to the villages. The communities marked this significant achievement with speeches, drama, and dancing.

“Handing over these facilities has been very encouraging,” said Janneke, Medair Health Advisor. “The gratitude expressed toward Medair and the enthusiasm of the communities to take care of their health facilities have convinced me that the work we are doing here can really make a difference.”

# Are You an Experienced Professional?

*Whether you are new to relief work or whether you already have relief or development experience, you need professional experience to join the Medair team of internationally recruited staff.*

**Do you have strong work experience in your profession?  
Medair is looking for:**

- Senior managers and business executives
- Project managers and team managers
- Doctors, nurses, nutritionists, public health managers, and other health professionals
- Engineers (civil, water resources, environmental), hydrologists, and other WASH (water, sanitation, and hygiene) professionals
- Construction project managers, architects, and professionals working in the construction trades
- Logistics professionals
- Accountants, bookkeepers, and finance officers
- Human resources professionals
- Professionals in communications, marketing, fundraising, and media
- Information and communication technology (ICT) professionals



## Experienced Relief Workers (ERWs)

**Do you have one or more years of relief (or equivalent development) experience in the field?** If so, you are likely familiar with the unique challenges of working in the humanitarian sector.

You know about working in foreign cultures, in places where there is great suffering. You know about day-to-day life in the field, from donor proposals to security reports, from meetings with different agencies to meetings with your teams of international and national staff.

Medair highly values your skills and experience and may consider you for a range of field-based roles. We offer ERWs good benefits, a fair salary, and the opportunity to hold senior field positions.

**Medair defines ERWs as applicants who have at least 12 months of relief experience (or 24 months of development experience).**

## New Relief Workers (NRWs)

**So you want to help the world's most vulnerable, but you have little or no relief or development experience?** Work with Medair. Unlike most humanitarian agencies, Medair provides career opportunities for experienced professionals even if they have never worked as relief workers before.

As a Medair NRW, you will have the opportunity to gain relief experience while using your professional skills in a real-world humanitarian environment. If you continue working with Medair, after 12 months you will become a Medair ERW, with a higher salary and the potential for a more senior field position.

**Medair defines NRWs as applicants who have less than 12 months of relief experience (or 24 months of development experience).**

“Our teams are staffed by people I would trust. They care deeply and work tirelessly and conscientiously. Everywhere I go I hear from other organisations that Medair is known in the field for being well-organised, working with integrity, and to exceptionally high standards.”

Stella, Field Communication Officer



# Make Your Profession an Expression of Your Faith

*If hired as an internationally recruited staff, you will join a team of committed Christians. You will live, work, and pray together in our family-like, faith-based team settings.*

**Just as your values are at the core of everything you do, at Medair, Christian faith is at the core of everything we do.** We are motivated to care for those who suffer because we follow Jesus Christ, who taught that our highest goal is to love God and to care for those in need. Our faith inspires us to give our best in all circumstances. By faith we pray for wisdom when facing difficult decisions, and for courage to live and work in demanding and often dangerous situations.

**That's why our internationally recruited staff (IRS) share a commitment to the Medair values: compassion, hope, integrity, accountability, dignity, and faith.** These are the ways our staff strive to live and work every day, in times of peace and in times of conflict. They are the foundation for everything we do, and the motivation for everything we aim to be. We believe our success comes from assembling strong and supportive teams that stay united through a common faith and purpose that makes us better able to withstand the hardships of life in the field.

**As an IRS with Medair, you will start your mornings with team devotions, prayers, and words of encouragement for the day ahead.** You will be asked to fully contribute to the rich spiritual life of your team. And as you carry out your work, Medair's prayer network of thousands of Christians from around the world will be praying for you.

**Medair's work with beneficiaries is practical and professional at all times. As a Medair IRS, your mission will be to help the most vulnerable recover from crisis with dignity, without regard for race, religion, age, gender, or politics.**



**"I like Medair's combination of Christian ethos and professionalism."**

**Harm, WASH Advisor**

## A Foundation of Prayer

**"I like working for a Christian organisation. I wanted to serve God by meeting practical needs in developing countries. I love the fellowship and family feel of working on a Medair team. I like that at any point we can stop and pray together for something, that what we do is built on a foundation of prayer.**

**"Every time I work with Medair, I realise how great God is, how faithful God is. God never gives you anything that you can't handle, with his help and faithfulness. It is really difficult here, but never too much with him."**

**Hannah, Health Project Manager**



# Careers in Senior Management

*Do you have what it takes to lead an international humanitarian team?*

Maybe you are a senior manager or business executive in the corporate world with a desire to switch careers and use your wealth of professional experience in the humanitarian sector. Or maybe you already hold a senior-level management position in the humanitarian sector. You've heard about Medair and want to join our team.

**Medair needs leaders like you: leaders with years of experience managing successful teams and projects.**

As a Medair senior manager, your role will be to oversee, design, and manage the strategy, security, implementation, planning, development, and evaluation of the programme. Your work will focus on empowering your staff to implement projects that make a life-saving impact for vulnerable communities.

As an experienced senior manager, you have the potential to be a vital asset for Medair, and by extension, for millions of vulnerable people.



## A Steep Learning Curve

**After 20 years working in the corporate sector, Klaas was ready for a change.** “I had been working for profit goals for a long period in my life and I thought it would be good to make a difference on a different level – touching the lives of people.”

**Klaas started in a senior position, inheriting all of the responsibilities that go along with it:** report writing, logistical management, as well as a large staff, most of whom had been in the organisation for longer than he had. “My first three or four months were great, because there was a very steep learning curve and I was really getting into it. And then I had three or four months where I felt, oh yeah, I really understand it – give me more, give me more! And Medair really responded to that and put more responsibility on my plate.”

**“Although the scale is smaller than I was used to in my business environment, it’s a different environment with lots of different challenges,”** says Klaas. “What makes it difficult is that you have to make decisions that could impact a person, the life of one of your staff. That’s something where you don’t have experience, but you still have to do it.” Klaas is convinced of the importance of business professionals for Medair. He believes strongly that skills in management, logistics operations, and finance, among others, are immediately transferable to the humanitarian sector and “prepare you extremely well for what Medair is offering.”

**“From a personal perspective, I grow from being in a Christian organisation with a Christian ethos – I think that’s fantastic.”**

**Klaas, Country Director**



# Careers in Health and Nutrition

*Are you a health or nutrition professional? Do you want to use your skills to care for the world's most vulnerable?*

**We primarily need medical doctors, nurses, nutritionists, and public health professionals who have experience in a management role. We prefer applicants with training and experience in public health and tropical medicine.**

We will *sometimes* hire specialists for field-based roles, including emergency nutrition officers, monitoring and evaluation officers, reproductive health specialists (including midwives), epidemiologists and behaviour change communication specialists.

As a Medair health or nutrition professional, your main role will be to work with local staff, supervising and strengthening the quality of health and nutrition services. You may do some direct patient care to fill gaps in emergencies.

## Key Activities

Emergency responses to disease outbreaks, population displacements, and nutritional emergencies

Maternal and child health programmes

Emergency and integrated nutrition programmes

Providing and supporting primary health care services

Vaccinating for routine coverage and outbreak response

Health and hygiene promotion

Supportive supervision, training, and monitoring of clinics and staff



## Blood, Sweat, and Tears

**“At Medair, we do relief with development in mind.** Some agencies really do come in and say, ‘Here’s our package, this is what we deliver.’ But to make long-term health impacts, you need to involve the community from the start. You really have to partner together and work alongside communities.

“Like many other Medair staff, I’ve made a conscious effort to leave a more lucrative life as a physician to make an impact on the health of mothers and children in difficult situations. So for me, it’s a passion, not just a job. It’s a lot of work, but it’s well worth the blood, sweat, and tears to dedicate your time and energy in life to trying to improve the health of people in crisis.”

**Wendy, Health Advisor**



## Progress in Afghanistan

**In 2002, a study revealed that Ragh district in remote Afghanistan had the highest rates of maternal mortality ever recorded.** At that time, there was virtually no health care available in the region.

Medair’s health teams went to work. We opened the first emergency obstetric care facility in the area and we supported the development of numerous clinics and health posts, providing training, supervision, and essential supplies.

At the end of 2009, Medair was able to successfully hand over the health programme to an Afghan NGO. From almost no health care at all, Ragh district now has seven functioning health facilities and 55 health posts.



# My Career with Medair

*Henrieke began her nursing career in the Netherlands. Yet somehow, she felt the need to do something more...*

**“I grew up in a wealthy country with all the love a child needs and education I wanted,”** says Henrieke. “To be able to use the gifts God has given me for people who are suffering is a great privilege.

**“In Uganda, I witnessed not only intense suffering but also situations where people found hope for better lives.** Through all these events, I experienced strongly how God was guiding us through the challenges and how he answered our prayers. What you do here is much more basic compared to what you do back home. It has more to do with life and death, in a very essential way.

**“We experienced many heavy rains and floods during my time in Uganda.** Cars would frequently get stuck in the mud, bridges would break down, and camps would be unreachable for weeks. It was sometimes frustrating, but we often had good laughs and fun, despite the weather.”

**In Uganda, the Medair team gradually made the transition from emergency relief to rehabilitation.** “We made a complete shift from hands-on medical work to a system where we only train and supervise the local health staff in the health centres. It has been gratifying to be able to place more and more responsibility into the hands of the people we came to help.”

**Over time, Henrieke received more responsibilities from Medair.** “If Medair sees potential in you, they just keep developing you, and they give you the opportunity to grow.”

**When Henrieke moved to the Somalia/Somaliland programme to help start up Medair’s health and nutrition projects, she was promoted to Country Director.** Her job involved meeting donors and local authorities, developing programme strategies, and writing proposals — as well as being responsible for security, staff management, and finances.

**“Working for Medair is a great experience, but it’s not always an easy one,”** she says. “It is often not a ‘romantic’ African experience. It can be dangerous, lonely, and you can have the feeling that you are not making much progress. But you can overcome it all. Perseverance is definitely needed. If you go for it, prepare yourself well and enjoy it!”



**“I cannot save the world. We at Medair cannot save the world. But we can give the people back a little bit of hope.”**

# Careers in Water, Sanitation, and Hygiene (WASH)

*Are you an experienced WASH professional? Do you want to use your experience and training to improve the health and dignity of people in crisis?*

**We primarily need engineers (civil, water resources, environmental) and hydrologists.**

We will *sometimes* hire other WASH specialists for field-based roles, including: water treatment specialists, hygiene promotion managers, specialists in chemical contaminants, environmental health professionals, and WASH programme assessors and evaluators.

Although you will do some hands-on work, you will mainly focus on overseeing WASH projects and the staff or beneficiaries who implement them. For this reason, Medair prefers applicants with prior management experience.



## Key Activities

### Water Supply

New systems or rehabilitation of existing boreholes, hand-dug wells, installed hand-pumps, spring protection, rainwater harvesting, gravity-fed systems, community and household water treatment systems, emergency water trucking

### Sanitation

Community Approaches to Total Sanitation programmes, construction of household and institutional latrines, installation of hand-washing and bathing facilities, solid waste collection campaigns, and solid waste disposal

### Hygiene Promotion

Protecting and drinking safe water, hand-washing, hygienic latrine use, and safe stool disposal

### Training and Capacity Building

Village hygiene promoters, water user committees, and pump mechanics

## The River is in the Village

**“When I first started with Medair, my main task was to drill a village borehole in South Sudan.** The drilling took a long time, yet our team finally succeeded.

“We didn’t need to announce our success: women with jerry cans began to arrive from near and far, waiting for a turn at the pump.

“The villagers had a ceremony to celebrate their new well and the elderly king said in his speech: ‘Now the river is in the village.’ Those are images I will never forget.”

**Jürgen, WASH Advisor**



## WASH at Work

**“We are working to provide clean water to 40,000 people in five different towns. I oversee the project, and manage four WASH staff and the budget.** Alongside that, we are encouraging the community to adopt better hygiene practices and building latrines for several schools.

“Each day starts with morning devotions with the team. We have progress updates with our staff and plan our next steps. We spend time procuring materials and monitoring our budgets. Meetings with local authorities and community members take up quite a bit of time. We also coordinate with other NGOs and we report to donors and local stakeholders.

“The most fulfilling thing for me is to see things getting built and to see the benefit that we can provide to the community through our work.”

**John, WASH Project Manager**



# Careers in Shelter and Infrastructure

*Are you an experienced shelter or construction professional? Do you want to use your profession to save lives and restore hope to people in crisis?*

**We primarily need civil or structural engineers, or professionals with a degree in a relevant field such as architecture, construction management, or quantity surveying.**

We will *sometimes* hire other shelter or construction specialists for field-based roles, including: construction site managers, supervisors and forepersons, clerks of works, construction managers, architectural technicians, building technologists, and built-environment specialists.

Although you will do some hands-on work, the majority of your work will focus on leading, overseeing, and evaluating shelter and infrastructure projects, and supervising the staff or beneficiaries who implement them. For this reason, Medair prefers applicants with prior management experience.



“Whether Medair runs a health programme, undertakes water and sanitation improvements, or supports the education system with school feeding programmes, we invariably have to build something. Medair is recognised as a key player in this sector, and we are asked to contribute to the shelter debate because of our proven experience on the ground.”  
**Mark**, Reconstruction Advisor

## Key Activities

Constructing or rehabilitating schools, health clinics, homes, roads, bridges, airstrips  
Distributing and constructing emergency and transitional shelters; constructing or rehabilitating permanent shelters  
Disaster risk reduction and mitigation, including flood prevention and cyclone shelter construction  
Training and capacity building of communities and authorities in disaster risk reduction and preparedness; baseline surveys, shelter and infrastructure assessments; livelihood support including community income-generating projects, food security, food-for-work, and cash-for-work



## Shelter in Haiti

**When a devastating earthquake struck Haiti, Medair soon began a shelter programme in the city of Jacmel and the surrounding rural area.** Our team first provided emergency shelters and then worked with local construction labourers to build transitional shelters that had solid foundations, metal roofs, and timber-framed walls. The shelters were designed to be upgraded into permanent homes relatively easily.

In less than a year, Medair had provided safer shelter for more than 11,000 vulnerable Haitians. “I could not have provided this shelter for my family by myself,” said Evince, one of the first shelter recipients. “I am so happy. It would take me five or 10 years to provide this.”

“I believe we are saving many lives,” said Patrick, a locally recruited Haitian Medair staff. “We don’t know where they would be if we had not helped them.”

# Careers as Support Staff

*These jobs may take place behind-the-scenes but they are the lifeline of our programmes.*



## Logistics

**Humanitarian logistics is full of challenges.** All the doctors in the world can't stop an outbreak in D.R. Congo if the medicines they need are in Nairobi. You need to procure, transport, and store medicines, keeping them cold in the hot sub-Saharan sun. You need to arrange transport for medical staff, fuelling up motorbikes, charging sat-phones, and providing a GPS that will lead them to the village that needs their help. And that's all before lunch!

**We primarily need logistics managers who have team or project management experience.** We will sometimes hire: logistics officers, fleet managers, transport managers, facility managers, warehouse managers, procurement / purchase managers, stock managers, supply-chain managers, and import / export coordinators.

As a Medair logistics professional, you will need to be a skilled problem-solver. You will handle the logistics requirements of managing facilities and all aspects of supply-chain management, including procurement, stock, equipment, travel, transport, and fleet management.

Solve problems.  
Save lives.  
Join the **Medair** team.

## Project Support

**Do you have experience managing or overseeing support services such as finance, H.R., logistics, or ICT?**

**We primarily need professionals who have experience and training in business management or administration, office management, finance, accounting, logistics, or H.R.**

As a Medair project support manager, you will help lead our behind-the-scenes support teams and manage our project bases in order to optimise the efficiency of our humanitarian work.

"I'm kept busy handling H.R., security, facilities, admin, logistics, and running a wonderful team of national staff," says Amanda, Project Support Manager. "After many years in the corporate sector, I reckoned if I was going to continue to work so hard, it really ought to be for something very worthwhile."



Support our life-saving work.  
Join the **Medair** team.

## Communications

**Do you want to use your communications skills to bear witness to crises and tell stories that will stir the world to action?**

**We primarily need those who have experience in communications, public relations, media, fundraising, brand management, or marketing.** For certain field-based communications roles, we will sometimes hire: journalists, copywriters, and photographers.

As a Medair communications professional, you will balance desk work with travel to remote communities as you promote Medair's work with local and international media.

"I feel really privileged to have this job," says Andrew, Field Communication Officer. "I meet a lot of beneficiaries, collect their stories, and talk with them about what they have encountered in life. I take photos and video footage, and all the material I gather is sent to my colleagues in Europe who use these stories to raise funds for Medair projects."

Give a voice to the world's most vulnerable.  
Join the **Medair** team.

## Finance

Do you want to use your finance skills to help keep Medair accountable to our funding partners, our beneficiaries, and our core values?

**Medair primarily needs accountants, bookkeepers, and finance managers.**

We will sometimes hire: financial consultants and advisors, business managers, and account managers.

As a Medair finance professional, you will manage the finances and financial procedures of our field programmes. Your responsibilities may include cash and bank management, financial analysis and reporting, budgeting, training, and supervision of finance staff at field locations.

“Accounting reveals the moral character and identity of an organisation,” says Jim, Medair’s Chief Executive Officer. “The task of finance is to account for the actions of an organisation and to do so with integrity.”

Keep us accountable to the most vulnerable. Join the **Medair** team.

## Information and Communications Technology (ICT)

Do you want to use your ICT skills to support our life-saving work in a challenging, low-bandwidth environment?

**Medair primarily needs I.T. managers, end-user professionals, help-desk professionals, and LAN-support professionals.** Medair ICT professionals must have management experience.

As a Medair ICT professional, you will work within a team environment to maintain and improve communications, security, and networking across multiple field locations and for a wide range of needs.

“After checking the inside of a broken computer, I saw that one cooling fan wasn’t working anymore,” recalled Willem, ICT Manager. “I opened the protection covers and found the problem: a burnt lizard lay before me, having been caught by the blades of the fan. Upon removing the lizard, the computer worked fine again.”

Secure communications. Help save lives. Join the **Medair** team.

## Human Resources

Do you want to use your H.R. skills to support staff teams who provide life-saving aid in a challenging work environment?

**Medair primarily needs H.R. advisors, managers, and generalists.** We will sometimes hire: H.R. trainers, recruitment managers, talent management professionals, and reward managers.

As a Medair H.R. professional, you will support both our international and national staff teams. Your responsibilities may include recruitment, staff training, implementation of policies and procedures, management of benefits and compensation, contracts and legal compliance, and general staff well-being and development.



Support the lives of people saving lives. Join the **Medair** team.



# A Rewarding Career

*We highly value our internationally recruited staff (IRS) and deeply appreciate the living commitment they make to the world's most vulnerable.*

## **As a Medair IRS, you will receive a comprehensive benefits package that includes:**

- A salary based upon the grade of the position and the experience of the position-holder
- Full briefing at our Swiss headquarters, as well as an in-country briefing
- Security training for those going to particularly insecure environments
- Accommodation, food, and transportation in-country
- Return flights to and from the country programme (one return flight for every year of service)
- Annual leave, plus rest and recuperation (R&R) leave (including travel, accommodation, and food)
- Additional benefits for those who commit to longer contracts: up to four weeks additional paid leave every 12 months, and re-entry allowance
- Comprehensive medical and emergency rescue insurance, with up to 60 days post-assignment coverage, including debriefing



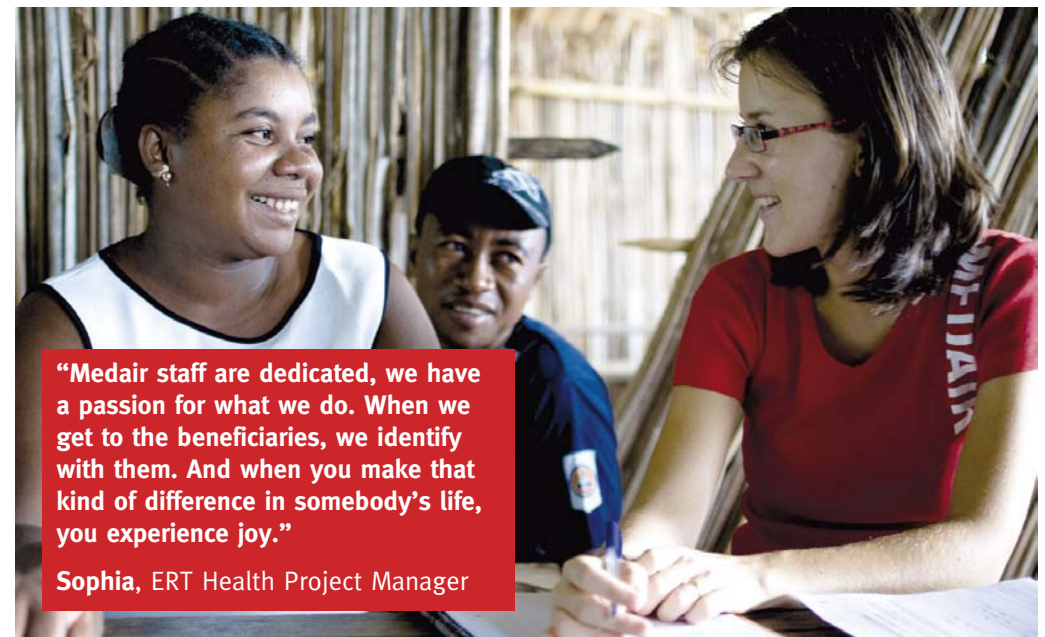
## **Why Work With Medair?**

**It's not just for the salary, the benefits, or the chance to have an adventure in a far-off country...**

**So why work with us? Do it because we are a professional humanitarian organisation that saves and sustains the lives of the world's most vulnerable.**

**Do it because you want the unique opportunity to live and work with an international team of committed Christians.**

**Do it for others, not for yourself. That's the key to a rewarding career.**



**"Medair staff are dedicated, we have a passion for what we do. When we get to the beneficiaries, we identify with them. And when you make that kind of difference in somebody's life, you experience joy."**

**Sophia, ERT Health Project Manager**

# A Challenging Career

*You need to make sacrifices when you work in the humanitarian sector.*

**When you work in the field, you will face challenges that test your resolve.** You will live in austere conditions, far from the comforts of home. You will live in countries where harsh climates and unfamiliar cultures can make you feel like an outsider.

You may need to travel to remote, isolated communities by foot, boat, 4x4, donkey, horse, small plane, motorbike, canoe—whatever it takes to reach the most vulnerable. You will work in complex operating environments where your own plans are often frustrated by on-the-ground realities and insecurity. You may see scenes of suffering that will break your heart.

When you face these kinds of challenges, you will need to use all your skills, experience, faith, and strength of character to overcome obstacles and bring relief to the most vulnerable. As difficult as it will be, overcoming these kinds of daunting challenges is part of what makes this such a rewarding career.



## Basic Living Conditions

“We live on a large compound with between four and 15 other Medair staff at any one time. We eat basic food (mostly beans, goat, and rice) but we do sometimes get treats like cheese and chocolate when we receive parcels. The toilets are often only holes in the ground, and we shower with a bucket and cup.

“In our rooms, we are often joined by lizards, bats, scorpions, and huge green locusts, as well as spiders, mosquitoes, and ants. It is very hard to work in temperatures constantly over 40°C (104°F), and also sometimes hard to sleep in the heat. The rains are due soon, which means that we will not be able to reach some of our clinics due to flooding.

“Sometimes it feels like we are constantly camping, but I have never seen so many beautiful sunsets, wild thunderstorms, or skies full to the brim with stars at night. It is a huge privilege to be here.”

**Lizzy**, Health Project Manager

“Some people are easily disillusioned about how much time is spent with the beneficiaries hands-on. They need to realise that a lot of what Medair does is management and coordination.

This job allows me to focus on the bigger issues and this means more responsibility... and more chance to make a difference.”

**Anne**, Deputy Country Director



## Security and Safety

“Riding around the mountains of Afghanistan on a horse often strikes me as bizarre. I love the rugged terrain and knowing we are helping some of the poorest communities in the country. I've visited villages that few westerners ever visit.

“Security and safety are always our big issues, mainly from the remoteness and the possibility of accidents in a disaster-prone area. I like the challenge of the basic living conditions—it shows what you can manage without.”

**Claire**, Food Security Project Manager



# Joining the Medair Team

*We set the bar high for prospective staff and are rewarded with teams that display some of the most remarkable spirit and unity in the humanitarian sector.*

**Please read the minimum criteria below to confirm that you qualify before applying to join the Medair team:**

## **New Relief Workers (Internationally Recruited Staff only)**

- Experienced professionals in a relevant field
- Committed Christians
- Commitment to the Medair values (faith, hope, accountability, integrity, dignity, compassion)
- Minimum three months of overseas intercultural experience
- Strong English communication skills (spoken and written)
- Working knowledge of French (spoken and written) for French-speaking field programmes
- Single or married (with no children under 18). If married, your spouse must also apply
- Competent with Office Word, Excel, PowerPoint, and Outlook

## **Experienced Relief Workers (IRS only)**

- **All of the new relief worker requirements plus:**
- Minimum 12 months of humanitarian relief experience (or 24 months development experience) in a relevant field



## **The Medair Relief and Rehabilitation Orientation Course (ROC)**

*All staff are required to attend the ROC.*

The ROC is an orientation and evaluation course that takes place several times a year, usually in Switzerland.

At the ROC you will experience the challenges of working in the humanitarian sector through practical simulations, and you will become familiar with Medair's values, projects and country programmes.

The ROC is an invaluable introduction to Medair for both new and experienced relief workers.

As a new relief worker, you will use the ROC to evaluate whether you think a humanitarian career with Medair is a good fit for you, and we will evaluate your suitability for a field career with us. You may be asked to commit to a field programme immediately, or you may have to wait for some months while we match your expertise to the most appropriate field position.

As an experienced relief worker, you will generally attend the ROC only after you have agreed on a suitable position with Medair, and you will then go to your assigned field programme soon after the ROC is completed.

The majority of participants successfully complete the ROC and begin a career with Medair.



For more information about the ROC, please visit [www.medair.org/ROC](http://www.medair.org/ROC).

“Everything was covered – everything that can happen in the field. I was sort of scared at the end of it all. But I was positive about the organisation and I said in my exit interview... ‘If I go, I’m going with Medair.’”

**Henrieke**, Country Director

“At the ROC, I knew for sure Medair was the organisation I wanted to work for.”

**Kees**, WASH Manager

# Apply to Medair

*At each stage, Medair will evaluate your application and, if successful, you will be asked to proceed to the next stage of the application process.*

## Careers in the Field

1. Check online for ways to apply at [www.medair.org/career](http://www.medair.org/career)
2. Complete the Medair selection process, including the ROC
3. Prepare for the field, including a full Medair H.Q. briefing
4. Travel to the field and attend a programme-specific orientation
5. Begin your Medair career!



## Careers at Medair Headquarters (H.Q.)

Medair's H.Q. staff oversee the organisation from a base of operations in Ecublens, near Lausanne, Switzerland. Medair H.Q. occasionally has vacancies for Desk Officers, H.R. Officers, Finance Officers, and in Logistics, Communications, Fundraising, and ICT.

## Medair's Affiliate Offices

Our affiliate offices and our Swiss offices support the work of Medair through fundraising, communication, recruitment, and prayer. Your country's affiliate office can respond to any questions you might have about joining the Medair team.

Our affiliate offices are often looking for volunteers who are willing to donate their time and energy to assist Medair's work.

For more information, please visit the website of your country's affiliate or the Swiss offices. If there is no Medair office in your country, please contact our international headquarters directly.

### International Headquarters

**Switzerland (French)**

**Switzerland (German)**

**France**

**Germany**

**The Netherlands**

**United Kingdom**

**United States**

[www.medair.org/HQ](http://www.medair.org/HQ)

[www.medair.org/suisse](http://www.medair.org/suisse)

[www.medair.org/schweiz](http://www.medair.org/schweiz)

[www.medair.org/france](http://www.medair.org/france)

[www.medair.org/deutschland](http://www.medair.org/deutschland)

[www.medair.org/nederland](http://www.medair.org/nederland)

[www.medair.org/united-kingdom](http://www.medair.org/united-kingdom)

[www.medair.org/united-states](http://www.medair.org/united-states)

All internationally recruited staff are employed by our Swiss headquarters.

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**A Rewarding Career with Medair**

[www.medair.org/career](http://www.medair.org/career)



**Accountability** Dignity **Faith** Compassion **Integrity** Hope