



# The Medair ROC

Relief and Recovery Orientation Course

“At the ROC,  
I knew for sure Medair  
was the organisation  
I wanted to work for.”  
— Kees V.K., WASH Manager

Your pathway to the field

# What is the ROC?

**The ROC is a mandatory week-long course, unique to Medair, and a prerequisite for all candidates who desire to work in our field locations and for many employed at our Global Support Office.**

It is **by invitation only**—meaning your profile must be reviewed by our Human Resources team and considered a potentially strong fit for a field role in order to attend. The majority of participants who attend the ROC successfully complete the course and begin a career with Medair within several months.

The course serves as an invaluable introduction to Medair's values, culture, and programming and to the humanitarian sector at large. Participants will experience the realities of humanitarian work through practical and challenging simulations. Throughout the course, participants will also learn about the professional and biblical principles of humanitarian aid, the unique challenges relief workers face in the field, the challenges of living internationally in an insecure environment and working within a multicultural team, and the complexities of working with a variety of stakeholders in the humanitarian aid sector.

## Locations, Course Fees & Travel Costs

### Where is the ROC?

The ROC is normally hosted near our Global Support Office in Switzerland multiple times per year and occasionally in Kenya. **Participants are responsible for their own travel costs to and from the ROC.**

**We have now adapted the ROC to enable us to occasionally hold it virtually (vROC). Those invited will participate from home, and will need to be fully present online for the entire vROC week.**

### What is the course fee & what does it cover?

Depending on whether you are invited to attend a physical or virtual ROC, you are expected to pay:

a) Virtual ROC – 300 EUR course fee, which covers all course content, simulations, and orientation provided by Medair for the seven days, as well as receiving a personalized report on personality based on the Hogan methodology, delivered through Medair's partner Thrive.

or

b) Physical ROC - 500 EUR course fee\*, which in addition to the above, covers all costs of meals and accommodations for the duration of the course.

\*Pricing valid from 19th April 2022



### Good to know

- Due to large numbers of applications, we aim to reply to applicants within 2 weeks. If you have not heard from us, we may still be processing your application.
- Please check your spam folder in case our reply has gone there.
- The closing date for applications is normally 5 weeks before start date. Thus some participants will be invited after this deadline.
- ROC fees are non-refundable, apart from exceptional cases and with a minimum of three weeks' notice.
- If applying directly for the ROC, please remember to clearly state your desired role(s) in your application

[www.medair.org/jobs/roc/](http://www.medair.org/jobs/roc/)

For all upcoming ROC dates, locations and to apply.

# What to expect

## Participant Evaluations & Interviews

The ROC is an orientation course, but it is also used to evaluate prospective staff.

At the ROC, we evaluate participants in **five core areas**:

1. Motivation
2. Adaptability
3. Technical skills
4. Ability to work within a team
5. Leadership and management skills

At the end of the ROC, each participant will be interviewed by a member of our Human Resources team and/or sector specialist to evaluate their experiences during the week and discuss their possible future with Medair. The course will help determine if a humanitarian career with Medair is the right fit for you, and if you are a clear match for a field role with Medair.

## ROC Schedule

### **Day 1: Welcome Day**

Introductions / Review the course programme

### **Day 2: Understanding Medair**

Introductions to the simulation / Medair: our history, mandate, work, values, and structure

### **Day 3: Understanding Humanitarian Aid**

Introduction to the humanitarian context / Introduction to project management / Practical exercises: handling stress, cross-cultural context, team-building

### **Day 4: Understanding Others**

Security and contact with authorities / Dealing with injustice, suffering, and death

### **Day 5: Encountering the Field**

Simulation day: teams complete field survey / Experiences from the field

### **Day 6: Understanding Myself**

Personality profiles and team dynamics / Presentation and evaluation of project proposals

### **Day 7: Understanding the Job**

Personal interviews / Briefing on current Medair projects and job profiles

### **Day 8: Closure Day**

Final meetings / Departure

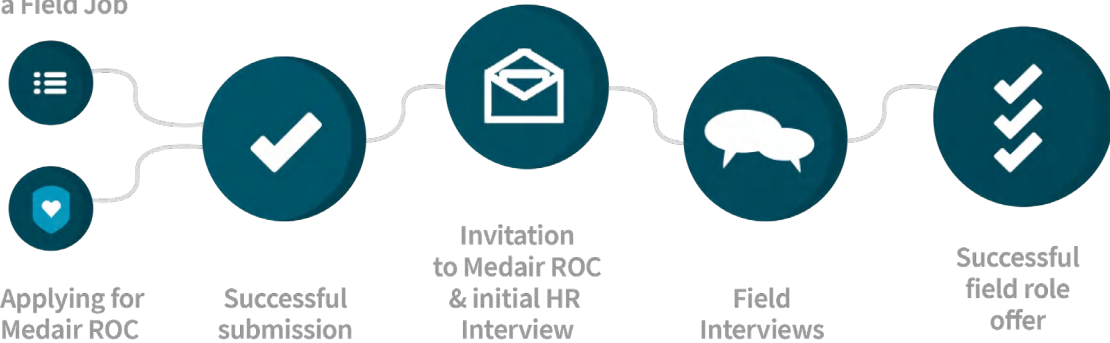
Please note: The ROC schedule is subject to change without notice.

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# How to apply

Applying for  
a Field Job



## Apply for a field job

If you wish to work in a field programme and see a current job that fits your profile, you can apply directly for that field position. If your profile is a strong fit for one of our programmes, you will be invited to attend the ROC.

## Apply for the ROC

**If you are an Experienced Relief Worker (12+ months of relevant relief and/or development experience), but do not see a current job that fits your profile, you may apply directly to the ROC.** If your profile is a strong match, we will invite you to attend and consider you for future jobs opportunities.



### New Relief Workers

If you are a new relief worker (less than 12 months of relevant relief and/or development experience), please firstly apply to the ROC and our Human Resources team will review your profile for current and future field job opportunities.

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