

Susanne's Letter of motivation

Working with MSF in the field is probably one of the most rewarding job experiences anyone can have. While I have strong wish to one day to return to the field, I am currently taking a break and therefore in search of other ways to engage in our movement. Joining the board of MSF Norway would be a great opportunity to contribute, but also to learn and develop.

I have worked in three different contexts for a total of two years. In India, South Sudan and DR Congo I have had experiences ranging from mature projects with highly competent staff, to conflict and insecurity and difficulties to recruit qualified staff. As an HR and Finance profile I have seen the complex web of activities, systems and processes that need to function in order to let our (para)medical staff provide care for our patients. The Masisi project in DR Congo was especially educational as the medical activities comprised both primary and secondary care, our operations required most of the technical families in the Log department, and my HR department was in the process of implementing the Learning and development strategy in the project.

My academic background is covering several of MSF Norway's core activities: marketing and digital strategy, sales management and communications. During more than seven years in a private software company, I have gained experience in digitalisation, innovation and change management that will become more and more important for MSF Norway as we progress towards our new goals.

As outlined in the Vision and Orientations 2020-2023, the quality of leadership and quality of governance are among our top priorities. This is fully aligned with my observations from the field, and I believe they are key to ensuring continued quality of care to patients. While managers should spend most of their time managing key activities and supporting their staff, they spend too much time on manual administrative work and reporting. And, whereas our new field recruits are increasingly competent, we need to improve our game when it comes to preparing them for the management and leadership challenges that await them in the field.

I am highly motivated to contribute my knowledge and experience for MSF Norway to transform the new vision into actionable strategies that ultimately ensure the best possible use of our resources and to make us robust and prepared for future challenges. I hope that my slightly different perspective will be a valuable voice of contrast in the board, and I am prepared to contribute with my engagement for MSF, curiosity and critical thinking.

I hope you will consider my candidacy and I am looking forward to the General Assembly.

Best regards,

Susanne