



Last Updated: May 2025

Job Title

Climate Adaptation Specialist – Hydrology & Flood Risk, Humanitarian Action on Climate and Environment (HACE)

Impact Statement

HACE/MSF Canada recognizes the growing humanitarian challenges driven by climate change and environmental degradation, particularly those linked to water-related hazards. In response, HACE/MSF Canada is committed to supporting MSF's operations in adapting to these shifting risks through technical support, guidance, and knowledge sharing.

The Climate Adaptation Specialist – Hydrology & Flood Risk reports directly to the HACE Lead and plays a critical role in providing hydrological expertise and operational support to MSF projects. This includes analyzing flood risks, developing tools and guidance, facilitating a flood-focused community of practice (Flood CAFÉ), and supporting anticipatory and preparedness actions. The role aims to strengthen MSF's capacity to anticipate, mitigate, and respond to flooding and water-related hazards that impact health and humanitarian operations.

Key Areas of Responsibility

- Provide technical advice and practical support to help MSF teams anticipate, prepare for, and respond to flood risks in the field.
- Coordinate and animate the Flood CAFÉ to promote exchange, peer learning, and sharing of operational experiences on floods across the movement.
- Develop and share user-friendly, operational tools and guidance to help MSF projects better prepare for and adapt to floods.
- Raise awareness and advocate for stronger integration of flood risks into MSF's operational planning and preparedness.

Job responsibilities

Operational Hydrological Support

- Provide practical advice and technical support to MSF operations on flood risks, forecasting, early warning systems, and preparedness measures.
- Respond to operational requests from the field for flood-related analysis, tools, and guidance tailored to project needs.
- Help integrate flood and hydrological risk information into operational planning, emergency preparedness, and response activities.

Facilitation of the Flood CAFÉ

- Lead and coordinate the Flood CAFÉ, MSF's dedicated space for sharing experiences, lessons learned, and technical know-how on floods within the Climate Adaptation Community of Practice (CACoP).
- Facilitate regular exchanges, discussions, and peer learning among MSF colleagues and partners working on flood preparedness and response.

Development of Flood Adaptation Tools & Documentation

- Develop and share operational tools, guidance, and resources to support MSF teams in preparing for and adapting to flood risks (e.g., flood handbook, seasonal flood calendars, operational briefs).
- Keep the MSF Climate Hub up to date with relevant flood-related content, ensuring materials are accessible and useful for operations.
- Work with internal and external experts to ensure tools and resources are evidence-based, actionable, and adapted to MSF contexts.

Communications & Advocacy

- Promote HACE's flood adaptation tools and services across MSF and help increase their uptake in operations.
- Advocate for stronger integration of flood risks and hydrology into MSF's operational strategies, planning, and preparedness efforts.
- Collaborate with MSF communications teams to contribute to témoignage and storytelling around the humanitarian impacts of floods and climate risks.

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.

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

- Strong background in hydrology, water resources, flood risk management, or a related field.
- Demonstrated experience in applied hydrology, flood modeling/forecasting, or operational flood risk analysis.
- Experience supporting humanitarian or public health operations in flood-prone contexts is an asset.
- Familiarity with GIS and spatial analysis tools to support flood mapping and risk assessments.

- Excellent skills in synthesizing data and translating technical information into actionable recommendations for non-specialist audiences.
- Proven facilitation skills and experience coordinating communities of practice or technical working groups.
- Strong interpersonal and communication skills, with the ability to work collaboratively across diverse teams.

Education, Certification and Languages

- Master's degree in Hydrology, Water Resources Management, Environmental Science, or related discipline, or equivalent professional experience
- Fluency in English and proficiency in at least one other language (French, Spanish, Arabic, or Portuguese) is required in order to act as a representative of HACE internationally and support facilitation of various working groups in the Movement

Working Conditions

- Work is generally carried out during the day, Monday to Friday (09:00 to 17:00 UTC-4)
- 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% 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:

Activity Rate: 50%, 18.75 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 -4 (Eastern Standard 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.