

# Mut haben wir. Dich brauchen wir.



We provide emergency medical aid where it is needed most, bear witness and give a voice to affected populations. Our teams operate in challenging environments, delivering life-saving care and innovative solutions. Through independent, strategic, and committed action, we overcome obstacles and strengthen emergency medical response. Together with our supporters, we ensure help reaches those who need it most. *Are you ready to lead us in achieving this mission?*

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## **Médecins Sans Frontières (MSF) Austria is looking for a General Director (f/m/x)**

Preferred start date: February 2026 | fixed-term contract of 6 years | full-time | based in Vienna

The General Director (GD) oversees all activities that are carried out under their responsibility in Austria and ensures they are in line with MSF's core values as indicated in its charter and principles: to provide medical assistance for populations in danger and to bear witness to their plight, while respecting independence and impartiality.

The GD is responsible for carrying the vision of MSF in Austria and further developing the organisation in order to reach its future ambitions. The GD provides overall leadership, direction, and accountability for the organisation's performance.

The GD also plays a key role in MSF's global governance, maintaining strong partnerships with Operational Directorates in Europe and beyond. The GD reports to and is accountable to the Board of Directors.

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### **What we OFFER you**

- A strategic and high-impact leadership role within one of the most recognized international humanitarian organisations.
- An opportunity to shape MSF's strategic direction in Austria and contribute to the organisation's international leadership and global priorities.
- A highly motivated, professional team and a collaborative working culture.
- A fixed-term contract of six years.
- Hybrid work options, flexible working hours and a modern office with flex-desks in the heart of Vienna (2nd district).
- Opportunities for professional growth and development in line with organisational objectives.
- A minimum annual salary of €102 000 gross p.a. for this full-time position with the option of overpayment up to a maximum of €113 000 gross p.a. if you bring relevant position-related qualifications and professional experience that go beyond the requirements profile. You will also receive monthly child allowance for dependent children.

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### **What you BRING along**

#### **Commitment and Values**

- Strong commitment to MSF's humanitarian principles, values, goals and associative member-driven governance model.
- Demonstrated experience in the international humanitarian sector; MSF experience is an advantage.
- Ability to build an inclusive, collaborative, and value-driven organisational culture.

### **Strategic and Leadership Competence**

- Proven strategic and visionary leadership, with the ability to translate strategy into action.
- Extensive senior leadership and managerial experience, including the ability to navigate the dynamics of a mature leadership team.
- Expertise in leading organisational transformation, driving digital innovation and strengthening collaboration.

### **Communication and Representation**

- Excellent communication, representation, and networking skills, including high-level external representation.
- Demonstrated advocacy capacity in humanitarian contexts is desirable.
- Experience with media appearances and formal public speaking is desirable.

### **Management Expertise**

- Proven skills and experience in financial & people management.
- Experience in building and maintaining strategic partnerships.

### **Languages and Other**

- Excellent level of German and English; command of French is an advantage.
- Willingness and ability to work flexible hours and travel as required.

## **What you can EXPECT**

### **Strategic and Organisational Development**

- Shape and implement MSF Austria's strategic direction together with the Board and the Senior Leadership Team, ensuring resilience and adaptability in times of change.
- Lead organisational evolution, innovation, and digital transformation to keep MSF Austria future-ready.

### **Leadership and Organisational Management**

- Ensure sound governance, financial oversight, risk management, and legal compliance across all areas of the organisation.
- Lead and inspire staff and volunteers, fostering collaboration, inclusion, and shared leadership within the Senior Leadership Team.
- Integrate diversity, equity, safeguarding, and environmental responsibility into all aspects of MSF Austria's work.

### **Representation and Advocacy**

- Represent MSF Austria publicly and strengthen its voice in debates with institutions, media, and other civil society organisations.
- Position MSF Austria and raise awareness of humanitarian issues among the Austrian public and key stakeholders, representing the organisation in advocacy and fundraising efforts together with colleagues.

### **International Collaboration**

- Represent MSF Austria within the international MSF movement and contribute to shared strategic initiatives and leadership.
- Contribute to strategic leadership as an OD partner and foster strong cooperation within the MSF movement, including active engagement and board responsibilities with MSF Czech Republic.
- Further develop MSF Austria's operational support and ensure alignment with international priorities.

### **Governance and Collaboration with the Board**

- Serve as the key link between the Board and the executive, ensuring transparent communication, regular reporting, and informed strategic decision-making.
- Support the Board in strengthening MSF Austria's associative dimension and engagement with movement-wide topics in line with MSF's principles.

## **Would you like to support MSF's mission and make a real commitment?**

Then we look forward to receiving your application in English, **including CV and letter of motivation** (max. 1 page in which you **clearly describe how you meet the requirements**), by **November 18<sup>th</sup>, 2025**, directly via email to our recruitment partner [AltoPartners](mailto:vienna@altopartners.at).

Applications will be reviewed on a rolling basis; early applications are encouraged.

[www.aerzte-ohne-grenzen.at](http://www.aerzte-ohne-grenzen.at)

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*We are an equal opportunity employer. As an international organisation, we support diversity, openness and mutual respect. Incoming applications are solely evaluated regarding their professional qualifications. Applications are considered regardless of ethnic and social origin, religion or belief, gender, sexual orientation, disability, age and all other diversity characteristics, in line with our principles.*