



MSF-GERMANY RECRUITMENT

Introduction:

The official launch of Ärzte Ohne Grenzen in Bonn took place in November 1993. Preparational months passed for the setup of this delegate office with a special focus on registrational items and PID with first pressconference on Ärzte Ohne Grenzen and the german version of the book. Approach to german expats in the field and former expats to debrief MSF experience and willingness being spokesperson on the MSF-story in terms of PR.

Figures 1993:

- formal applications: 11
- intake interviews 05
- nr. expats in the field 06
- nr. ex-expats last 3 years: 90
- of which active 'member' now: 05

Figures 1994 (untill 2nd quarterly):

- application forms returned: 90
- held intake interviews: 26
- nr. placements training crs: 03
- nr. new postings: xx
- nr. expats in the field: 22

'Goma missions':

- nr. expats in the ruandan projects,
partly recruited thru Bonn: 08

Goals:

To achieve the posting of a reasonable number of german expats, that corresponds to the obtained german institutional and private funds.

Formal objectives from the annual plan will be reached. However, e.g. with regards to the growth of the human resources departments on the ruandan problems, more placements could have taken place.

Staff:

German recruitment department untill 01.07.94 was occupied by a 30% post. In this second semester, the activities will be increased. The women/manpower has been doubled uptill a 60% function. At last in 1995 the job should be expanded untill a full time 100% post. In both periods, we were staffed by (different) ex-expats that never operated in the field of human resources before.



ÄRZTE OHNE GRENZEN e.V.

Methods:

Our recruitment procedures in 1993 may be qualified as a kind of indirect search. Thru the increasing public attention, that we receive from the media, medical doctors, nurses and a high number of red cross workers ('fire-brigaders') is calling us and demand for application procedures.

A series of 03 presentations have been held on universities and institutes for tropical medicines (including a PR role). Full attention has been drawn now by the so-called catalogue, the register of all available German or in Germany residing candidates.

Recently we started lectures on some tropical institutes, mainly financed by the development organizations (German GO's and NGO's).

Constraints:

Non-existence of one single MSF policy on terms and conditions for the posting. Information on recruitment policies towards new candidates is incomplete and fluctuating. Candidates don't request for a special section; they just want to work with MSF. Floating variance in needs on vacancy lists disturbs: from 'full house' and total stops on vacancy to 'emergency calls' for staffing with unexperienced candidates within a period of 2 weeks.

German doctors require compensations on high pension rates, example: a 30 year old beginning doctor pays already more on monthly premiums as the MSF allowance for volunteers (traditionally).

Recommendations:

More intensified attempts of HRM departments to find common policies on conditions for candidates.

Investigate the possibilities on a centralized labourpool, that manages the offer and demand of the MSF labour market, can stimulate the internationalization of teams and might avoid constraints and misunderstandings among the delegate offices.



MSF-GERMANY GENERAL ACTIVITIES

Introduction:

The official launch of Ärzte Ohne Grenzen was held by a press-conference on Liberia, opening the german MSF doors and presenting the national version of the PID book.

No survey was needed to realize the awareness of MSF in Germany was indeed very low. So main focus became, the change for especially the journalists to make them aware we are not only a group of french doctors. Follow just a few issues:

Awareness:

We chose for a policy of introducing the german name, Ärzte Ohne Grenzen e.V., with the extension MSF-Deutschland, that works in an international ambience. Already after a few months, we noticed the pickup of the german issue of MSF: any message from AFP, Reuters etc. received a german translation of the name and meaning. After a release of a press statement in Paris, published by AFP, we immediately are called for comments, explanations etc. 'Gorazde', 'Benako', and 'Goma' became nation wide known as typical MSF activities. Most important issue was being able to give follow up to requests for interviews or to intermediate to the field. Always present in the office, nearly always agree on a request for TV or radio interview.

After nearly having registered 15,000 donators, the moment has come to explore a survey on the name, and activity awarcness of MSF and why donations have been given, without being asked for.

Fundraising:

Planned for this year was the attempt to find some fundraising from german government, by proposing a reasonable of project-requests. No private fundraising had been planned at all.

AA, foreign affairs granted three out of seven requests and supplied MSF with DM 1,2 million. Average every two weeks AA, humanitarian affairs organizes an MSF joined, round table on emergencies. Collaboration issues are being discussed, problems in the field. (Germany wants to grow in hum. affairs: blue helmets, security council etc).

Private (passive) fonds have been gathered uptill nearly DM 3 million. About 20 smaller NGO's are seeking opportunities for financial collaboration by donating MSF with amounts upto DM 200,000. (Germany knows 1,500 third world concerning NGO's).

Also big organisations as Lions international and pharma industries found us already to support by donations.

PID:

Unfortunately the decision the repeat the production of a book came unexpected and unclear published. Unfortunately the production of the book in the german language will start about one month later as in 1993 and still has to be ready by the same PID-day. Publisher is going mad on planning issues. Any future collaboration on PID matters requires a lot more MSF flexibility.

Bonn, sept. 94