People Analytics – Phase 2

Problem

MSF does not currently have reliable estimates on the staff required to meet future field needs. As a result, effectively staffing MSF programs to support medical interventions is often a challenge.

Proposed Solution

Employ statistical analytics to address staffing gaps by: expanding/piloting the HR pipeline tool built during Phase 1 to aid in workforce planning; integrating national staff data to strengthen the one workforce strategy; and introducing qualitative data methods to analyze underlying factors that impact staffing.

Potential Impact

- Shift to proactive, forward-looking and evidence-based workforce planning
- Generates evidence to attract/retain a high-quality, productive MSF talent pool to meet current and future medical/operational needs

Viability

- Highly-experienced project manager
- Leverages knowledge and experience from external networks

Risk Mitigation

- Builds on success and lessons learned in Phase 1

Scalability

- Engages data visualization for storytelling to support change management and scale up

Area/Type: HR, Learning and Development; Incubator
Sponsor/Support: MSF-USA
Length/Project Status: 15 months; ONGOING