Project Summary

Problem
MSF recognizes surveys as an important monitoring and engagement tool, yet to date, surveys are limited to selected groups and collecting input from locally hired program staff have been unsuccessful.

Proposed Solution
Enable MSF to make decisions, policies, investments and monitor their impact, based on insights that reflect both internationally mobile and locally hired staff’s voices. Design a technical platform to survey field staff, identify/overcoming barriers to all staff participation, engage decision-makers/functional primes, and co-design with two pilot surveys: employment and security.

Potential Impact
- Unlocks the voices of all our staff, including locally hired staff in a robust and privacy compliant way
- Addresses barriers such as language, culture, internet access and digital literacy

Viability
- Leverages strong sponsorship and commitment from MSF Japan and MSF Australia
- Capitalizes on mutual convergence (resources and synergies) across the two surveys

Risk Mitigation
- Develops and tests a survey methodology adapted to the field’s complexity
- Leverages lessons learned from TEMBO, POCUS, Telemedicine and other field deployments

Scalability
- Builds a methodology that can be replicated and adapted to other thematic surveys
- Integrates HR and Operational leads for scalability

Area/Type: HR Learning & Development; Incubator Sponsor/Support: MSF Japan, MSF Australia Length/Project Status: 12 months; ONGOING