



MAP

MEDICAL AID FOR **PALESTINIANS**

DEPUTY DIRECTOR :
SUPPLY CHAIN & LOGISTICS
OCTOBER 2024

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Medical Aid for Palestinians

Medical Aid for Palestinians (MAP) works for the health and dignity of Palestinians living under occupation and as refugees. We deliver medical and humanitarian aid in an impartial manner to those most vulnerable and at risk, while also developing local capacity and skills to ensure the long-term development of the Palestinian healthcare system. Our overarching goal is to improve the health and promote the well-being of Palestinians, strengthening the capacity of local partners.

We are an international, non-governmental, independent, non-political, non-religious charity that has worked towards this goal for nearly four decades, delivering health and medical care to those worst affected by conflict, occupation, discrimination and displacement. Working in partnership with local and international organisations, UN agencies and academic institutions, MAP addresses a wide range of health issues and challenges faced by the Palestinian people.

Our vision is of a future in which all Palestinians can access an effective, sustainable and locally led system of healthcare and the full realisation of their rights to health and dignity.

We have offices in the Gaza, West Bank, Cairo, East Jerusalem, Lebanon and London. Most of the MAP team live, work and are a part of the Palestinian communities we support. With our extensive local knowledge and experience, we work closely with communities, hospitals, clinics and healthcare providers to coordinate care and medical aid even where there are severe restrictions on access.

Alongside our work on the ground, we are also committed to bearing witness to the injustices caused by occupation, displacement and conflict. We speak out in the UK and internationally, and ensure Palestinian voices are heard at the highest levels, to press for the political and social barriers to Palestinian health and dignity to be addressed.



MAP's tireless work has continued protecting the Palestinian communities we founded to support.

A massive surge in Israeli military and settler violence and the war on Gaza meant 2023 was a devastating year for Palestinians. As soon as Israeli military began bombarding Gaza, MAP began our urgent humanitarian response.

As the situation on the ground has deteriorated our resolve has only grown stronger. So far, we have provided more than \$16 million USD worth of aid and assistance, reaching tens of thousands of Palestinians, with many more trucks at the Rafah crossing ready to deliver more support.

Our emergency medical teams have worked tirelessly to provide critical care in overwhelmed hospitals and support Palestinian healthcare workers – despite even being targeted themselves.

Beyond Gaza, our impact is being felt by Palestinians facing escalating Israeli military and settler violence in the occupied West Bank, including East Jerusalem, and facing instability in Lebanon. From mobile health clinics in remote communities to midwifery support in Palestinian refugee camps, we continue to provide essential healthcare services while advocating for the rights of Palestinians.

Where we work

MAP works across the West Bank and Gaza, and in the Palestinian refugee camps in Lebanon.

We also undertake advocacy and campaigning in the UK and internationally, seeking to raise Palestinian voices at the highest levels and address the key barriers to health and dignity for Palestinians living under occupation and as refugees.



Our Work in Gaza

Nutrition: Hunger and starvation in Gaza are now rife. In response we have launched a nutrition program that procures and supplies food packets to families, conducts screening of vulnerable groups and provides nutrition treatment for those malnourished.

Medical care: we will deliver effective, sustainable medical interventions in Gaza, building off our extensive experience, local staff, and longstanding links with community partners, hospitals, and health providers.

Public Health & Communicable Diseases: Communicable diseases are spreading rapidly in Gaza due to a lack of water, basic hygiene, sanitation, food, and primary healthcare. MAP is supplying camps and shelters with hygiene kits and health education and collecting data from 15 health facilities as part of coordinated health monitoring.

Mental Health and Psychosocial support (MHPSS): the relentless bombardment of densely populated civilian areas in Gaza has worsened this mental health crisis, with children left particularly vulnerable. We will ensure MHPSS is a key focus by integrating it into all areas of our response as well providing psychological first-aid training to our staff and partners.

Disability: We will deliver assistive devices to at least 5,000 people in the next year, work towards providing physiotherapy to 2,000+ people, and identify new partners to help us provide community-level disability interventions.

Protection: The protection environment in Gaza has been devastated, leaving its entire population exposed to multiple risks. MAP's protection programme will establish services that can be integrated across our programming, including case management for gender-based violence which will be scaled up and integrated along with health, nutrition and other sector responses.



New Strategic Ambition & Priorities

MAP will evolve to a high impact, global organisation which enables over 1 million Palestinians to access improved healthcare annually by 2028.

Our key strategic priorities are:

- Build on programme strengths: we will continue to build on MAP's distinctive and recognised programme strengths while increasing scale of reach & impact.
- Build the best possible team: to deliver scaled up programming & impact.
- Nurture an impact culture: our leadership team will guide MAP through the change & growth process through empowered teams committed to impact, growth and ongoing improvement.
- MAP is now building up our infrastructure supported by a new fundraising strategy to sustain a significant scaling up of our charitable activities.



Our Mission

To work for the health and dignity of Palestinians living under occupation and as refugees.

Our Vision

A future in which all Palestinians can access an effective, sustainable and locally-led system of healthcare and the full realisation of their rights to health and dignity.

Our Values

Solidarity

At MAP, we recognise the unique challenges faced by Palestinian communities: first and foremost, we stand in solidarity with Palestinians.

We put solidarity into action by working collaboratively as one MAP team, and working side-by-side with local partners and with volunteers, in genuine partnership, to address injustice.

We listen with intent to those with local knowledge and expertise and we support communities as they actively build resilience and self-reliance.

Integrity

In order to partner effectively with Palestinian communities and to maintain the trust of our local partners, volunteers, employees, supporters, donors, suppliers and other stakeholders, we always operate with integrity.

We expect trustworthiness, transparency and ethical conduct in all of our internal and external interactions.

We maintain open and respectful lines of communication, seeking feedback and continuously improving our programmes and services.

We take our responsibilities seriously, ensuring that resources are utilised efficiently and effectively in alignment with our mission, and in the best interests of the people we serve.

Dignity

We hold the utmost respect for the rights and dignity of each individual. Through our commitment to diversity and equality, we treat all people with fairness and respect, particularly those who are most marginalised and disempowered.

We are inclusive, and we support diverse leaders within the Palestinian community, ensuring that both women and men – and those who may normally be underrepresented – can participate meaningfully in decision-making.

We ensure that employees and partners across all offices and teams are respected and have their voices heard.

Impact

We deliver significant, sustainable impact for Palestinians in need.

We are pragmatic and action-oriented while being innovative and adaptable in the volatile environments we operate in, holding ourselves accountable to evidenced-based measures to ensure tangible change for the communities we serve.

We operate in accordance with humanitarian principles and are persistent, working diligently and patiently over long periods of time, until we achieve the outcomes we seek.

We work with our partners to address critical needs, both humanitarian and development – as first responders in emergencies, as trusted professionals, and as vocal advocates for fairness and justice.

Deputy Director: Supply Chain & Logistics

Location:	UK, Egypt, oPt or Lebanon.
Location type:	Hybrid.
Reporting to:	Director of Finance and Operations.
Annual salary:	£66K GBP (UK), \$50K USD (Lebanon), 232K ILS (oPt), \$45K USD (Egypt). Candidates must have the right to work in the country from which they are applying.
Contract type:	Permanent.
Working hours:	Full-time (35 hours).
Manages:	1
Candidate level:	Senior Management.



PURPOSE OF THE ROLE

The Deputy Director: Supply Chain & Logistics will be responsible for overseeing the organisation's goals and strategy related to supply chain management, procurement, and logistics to ensure these functions best support MAP's mission. With the organisation currently experiencing a period of growth in both headcount and scale of operations, the role will be key in enhancing logistics capabilities, supporting expansion efforts, and maintaining consistency in supply chain and logistics practices across multiple regions.

This new role will be crucial in managing and optimising supply chain operations across multiple countries and regions, aligning logistics strategies with organisational objectives, and ensuring efficient and secure delivery of medical and other supplies within a complex humanitarian crisis.



Duties and key responsibilities

LEADERSHIP, COLLABORATION & LINE MANAGEMENT

- Support the Director of Finance and Operations through preparation for and reporting to governance meetings.
- Participate actively as a member of the Leadership Team.
- Provide leadership, direction, training, and motivation as appropriate to the Procurement & Logistics Manager, and working with the directors of MAP's overseas offices, to the relevant local procurement, finance, audit, security and logistics staff.

RISK MANAGEMENT

- Risk management – manage strategic and operational risks supply chain and procurement areas working with the Head of Internal Audit & Compliance.
- Maintain insurance policies across all MAP offices to ensure appropriate and adequate risk mitigation and meet statutory requirements.



Duties and key responsibilities

SUPPLY CHAINS AND PROCUREMENT

- Oversee MAP's supply chain strategy to deliver efficient and timely support to field offices within an ever-changing humanitarian crisis.
- Embed logistics strategies to ensure the timely and efficient delivery of humanitarian aid including medical supplies, essential goods and other supplies and materials, while navigating complex and unstable environments.
- Oversee and monitor all the procurement processes and commitments to source goods in compliance with organisational policies and donor guidelines, ensuring cost-effective purchasing, quality control, and ethical standards.
- Manage and grow relationships with local, regional and international suppliers, transport providers, insurers, and partners to secure reliable supply routes and mitigate risks related to border crossings, roadblocks, and security threats.
- Analyse supply chain data and assess trends related to demand, transportation routes, supplier performance, and security conditions to inform strategic decision-making and anticipate future needs.
- Have oversight of each of MAP's warehouses and distribution centres to ensure proper storage, inventory control, and the safeguarding of supplies against theft, damage, or diversion in high-risk areas.
- Ensure all logistics operations comply with local laws, international regulations, donor requirements, and internal policies while developing contingency plans and risk mitigation strategies for emergencies or sudden changes in the security situations.
- Work closely with the People and Culture, Programmes, and Advocacy teams in the deployment of staff, contractors, emergency medical teams and delegations, including managing travel, accommodation and subsistence for deployed and inbound staff.
- Work alongside each country offices' finance staff to monitor supply chain needs, enable effective risk management, ensure timely supplier payments to optimise resource allocation.

Person Specification

EXPERIENCE

- Relevant recognised qualifications in Supply Chain Management, or a related field.
- Substantial experience in providing humanitarian aid in conflict zones, or a similar field.
- Strong background in supply chains, procurement and logistics within the NGO sector within a regional or international setting.
- Experience working in conflict and high-risk security environments with complex supply chains across multiple countries.
- Strong background in sourcing, negotiating, and managing relationships with local and international suppliers to secure cost-effective and high-quality goods.
- Ability to analyse market data and information, evaluate options and to think and plan logistics and supply chains strategically.
- Experience with working in a diverse and multi-cultural environment, including ability to recognise and address challenges arising from working in occupied zones.

SKILLS AND ABILITIES

- Ability to undertake a complex management role in an international organisation.
- Ability to work collaboratively with diverse teams and build positive workplace culture under challenging conditions.
- Flexibility and adaptability to respond to changing circumstances and urgent needs in occupied areas.
- Proven ability to negotiate and handle situations with diplomacy.
- Excellent interpersonal and communication skills.
- Fluent in spoken and written English required.
- Excellent IT skills, including experience of using Office 365 software.
- Solution-focused approach, ability to work under pressure.

KNOWLEDGE

- An appreciation of the political complexities in the Middle East region, of the Israeli-Palestinian conflict and of the position of the Palestinian refugee population in regions where MAP operates.

Person Specification

PERSONAL ATTRIBUTES AND OTHER REQUIREMENTS

- Commitment to MAP's mission, services, and the right to health.
- Support and promote diversity and equality of opportunity in the workplace.
- Work collaboratively with others in all aspects of our work.
- Willingness to work during busy periods and in emergencies.
- Be flexible and perform other associated duties as may arise, develop, or be assigned in line with the broad remit of the position.
- Abide by organisational policies, codes of conduct and practices.
- Treat with confidentiality any personal, private, or sensitive information about individual organisations and or clients or staff and MAP data.
- Commitment to the values and ethos of MAP.
- Prepared and able to travel frequently to Egypt, Lebanon, the occupied Palestinian territory, and Israel.

Terms and Conditions

This job description does not form part of your contract of employment and can be amended from time to time as the needs of the organisation require.

This is a new role, and a review of the job description will be undertaken in early 2025 or earlier if required.



How to Apply

To apply for this role, please submit a copy of your CV/resume and a cover letter outlining your interest in the role and how you fulfil the requirements set out in the job announcement by clicking on the [following link](#).

If you have any questions about the role or organisation and would like an informal chat ahead of submitting a formal application, please reach out to McAra Kirby-Fahey at mcara@darylupsall.com.

The deadline for application is Sunday 3rd November 2024.

Stay updated on the latest jobs by subscribing to our [Global Charity Jobs](#) weekly bulletin and if you're looking for a rewarding career in the non-profit sector [register in our database](#).

Daryl Upsall International actively promotes equality, diversity and inclusion. In recruiting candidates, we seek candidates with the proven skills required; irrespective of race, gender, religion or belief, age, disability or sexual orientation.

