Médicos Sin Fronteras

Nou de la Rambla, 26, 08001

Barcelona, Spain

March 20th, 2019

Berj Dekramanjan

Carrer de l'Almirall Barceló, 17, 08003

La Barceloneta, Barcelona, Spain

Dear HR Officer,

Inclined to persistently focus on the positive outcome, and the urge to equip and enable passionate activists in their pursuit noble campaigns, I was fortunate enough to come upon your listing for the role of e-Learning Audiovisual Assistant. If given the opportunity, I would be honored to lead in the collective action to advance the capacities of human rights defenders.

In my previous experiences, I’ve been part of the initiation and management of multiple humanitarian and environmental projects in a regional framework. Within my many roles with Greenpeace Mediterranean, I’ve managed the national direct dialogue fundraising team in Lebanon, and researched the regional entity’s tele-fundraising project in the Arab world. Tasked with strengthening the lone national fundraising channel in Lebanon, I have designed and implemented a two new separate training plans for Team leaders as well as Direct Dialoguers, covering both theoretical as well as occupational skills. As the Tele-Fundraising Coordinator I’ve managed the operation, budgeting, compensation structures as well as training, and process redesigns. I’ve tackled high turnover rates by coaching and mentoring a strong core team, and identifying personalized tasks, which I’ve reinforced to increase personal investment and sense of achievement of the team members, tripling its size within 8 months. I’ve also improved the performance of the department, by overhauling the trainings provided, as well as re-writing the appeal scripts utilizing concrete psychological approaches to bolster their effectiveness.

My deep connection and interest in the geopolitical situation and more importantly the stories and lives of the people residing around the coast of the Mediterranean and the Middle East, has motivated more personal endeavors, such as an experiential learning program and dialogue conference I’ve managed under the supervision of Initiatives of Change in Switzerland, the first organization to initiate reconciliatory dialogue amongst French and German citizens after the second world war. I have assessed and recruited young participants from a wide range of backgrounds and cultures and helped design and present them with trainings regarding the theory of peace and leadership. The program had influential guest keynote speakers such as the late Kofi Annan, and aimed to develop the participants’ dialogue and facilitation skills, so that they themselves could inspire and contribute to peace initiatives within their communities

I’ve also personally headed and facilitated the dialogue and reconciliation sessions held amongst Kurds, Armenians, and Turks in remembrance of the centennial of the Armenian Genocide. Young artists, academics, and activists from various political and ideological backgrounds, were given the space to communicate about their personal experiences and perspectives on them matter, while simultaneously attending sessions focusing on specific humanitarian, demographic and geopolitical outcomes of the Genocide.

I’ve been fortunate in my career to have been given the chance to work with and be exposed to individuals from various backgrounds and countless mindsets. My interest in the idea of communication in general, as an act of sharing our subjective reality to its utmost possibility, has been an overarching theme of thought. It was key in motivating me to learn Turkish in 6 months and motivates me to presently learn Spanish. In my final role, I have worked within an office of a booming tech company with a multinational team, as part of the outreach team to developing markets, speaking on a daily basis with CEOs and marketing managers spanning from South Africa to Kazakhstan. My work necessitated effectively communicating complex ideas to be able to integrate state-of –the-art algorithms onto various websites. It has helped me gain a commercial insight on how to better engage with an audience and understand the principles and practice user centered design for both presentation and product implementation.

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I’ve recently finalized my Masters studies in Organizational Psychology, which has prepared me for advanced business writing, analysis and understanding of team dynamics and structure, and most importantly the skills to envision, communicate and implement processes needed to strengthen a team by building up their capacities and allowing them to fulfill their utmost potential. My studies have culminated with research aiming to better understand the moderating role of individual risk propensity on the relation between leader inclusiveness and organizational psychological safety.

I’m inspired by MSF’s mission to provide medical care to those most in need. I have heard countless first-hand accounts of work my colleagues and friends have undertook while working with this noble organization. I believe the initiatives and programs held by the organization can create a significant impact in creating positive change in the lives of countless individuals. I’d be honored to be given the chance to fulfil the duties of this role, and I’m thankful for your consideration of my application. It will be a pleasure to offer more insight into my qualifications.

Sincerely,

Berj Dekramanjian