

“Tembo has been integrated as a work habit”



At the beginning of 2025, Camille, based in Haiti, shared his experience with Tembo.

Camille Dormétus

Learning and Development Manager
Médecins sans Frontières - Haïti

What is your background with Médecins Sans Frontières (MSF)?

I joined MSF in April 2022. I started as a psychologist for the Urban Violence project. A year later, I moved from psychologist to Mental Health Supervisor within the same project. After that, I became the Learning and Development (LnD) Manager.

My role is mainly to support staff, supervisors, and managers in the mission with everything related to learning and development. And the heart, the backbone, of our work is the staff. MSF created the Learning and Development position with the aim of strengthening the skills of all staff, so that we can reach our organizational goals and enhance professional competencies. That's what my job is all about.

And the heart, the backbone, of our work is the staff. MSF created the Learning and Development position to strengthen the skills of all staff, enabling us to reach our organizational goals and enhance professional competencies. That's the essence of my job.

Is Tembo a useful resource for you in your work?

It was a fundamental part of my onboarding in MSF. Over time, I realized that Tembo is also a tool

we can use to strengthen skills, fill gaps, bridge differences. It can be offered to staff with the aim of strengthening and increasing organisational skills.

And how does the staff perceive Tembo?

Tembo is well perceived within the mission, according to the data and figures. Tembo has been integrated as a work habit. If there's any downtime, people go into a corner to take a course on Tembo. But there are still some challenges to address.

What are those challenges? Have you identified any possible solutions?

Some people don't feel confident using Tembo. Some people also struggle when using software and devices.

So, we identified Tembo Champions in the mission and trained them on Tembo. They are available on projects to help other people access Tembo, navigate and follow training courses.

We've also set up Learning Stations, spaces with a computer and a desk where staff can follow courses on Tembo. But that doesn't solve the problem of lacking skills to handle devices or surf the Internet. So, on the LnD side, what we usually offer is basic IT courses.

You know, building a learning culture within the organisation is a real challenge because of workloads or security concerns, for example. So, creating a learning culture and promoting e-learning remains a challenge.

All the skills you need to pass an exam, to pass an interview, to become an LnD manager, these are things I learned through Tembo: there were already trainings available that I followed.



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What are the most popular courses in the mission?

The courses on fundamentals of quality care and improving the quality of care.

Whether you're a logistics, mental health or HR staff, you're required to take courses on the fundamentals and improving the quality of care. Because as a MSF staff member, one way or another, you may still interact with patients and be in contact with them.

Is there anything else you would like to add?

With Tembo, you can really discover MSF's activities. Everything available on Tembo reflects exactly what we do in real life. If a staff member wants to strengthen their skills and improve in something, Tembo can help.

It made it a bit easier for me to pass the exam and it also helped me to pass the interview. It was as if I was already doing the work. With Tembo, you have every possibility and every opportunity to enhance your skills, both personally and professionally. I often recommend Tembo to staff because it's a reliable, cost-free and very accessible resource. —

Tembo - Facilitating access to digital learning for humanitarian workers, to enhance their impact on MSF's operations and mission.

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