

Sanaag Specialty Hospital, Erigavo, Somaliland
Job Description: Chief Medical Officer

Background

In response to the critical health care needs in Sanaag, the doTERRA Healing Hands Foundation and Asli-Maydi Jibril Foundation are establishing the Sanaag Specialty Hospital, a non-profit organisation located in Erigavo City, Somaliland. The first phase of the hospital development will be a 45 bed facility made up of A&E, OPD, Diagnostics, Maternity and Paediatric Health together with an Operating Theatre (which as part of the first phase will be primarily for C-Sections). Currently nearing the end of completion the Hospital is due to open January 2020.

Vision

To be a model referral hospital at the heart of eastern Somaliland's healthcare system. Together with a network of integrated health facilities and outreach services, provide sustainable quality, health care amenities to the most remote, underserved populations in the country.

Strategic Objectives

The Foundations and their community partners are focusing their capacity and resources on developing the Sanaag Specialty Hospital with the following strategic objectives.

- To measurably reduce child and infant mortality in the Sanaag region.
- Develop an effective and transparent governance system representative of the community.
- To recruit, develop and retain the highest quality and most committed medical staff in country.
- Equip its medical staff with the training, tools and equipment to address the greatest health needs of the community.
- To become the most trusted health care provider by community, government and donor partners.
- Support and integrate health services with other health care facilities and service providers throughout the region.
- To secure a diverse and sustainable income stream composed of various donors, fees for services and government contributions.

Mission

To be the highest qualified trusted health care provider in Somaliland.

Job Title: Chief Medical Officer

Will have overall responsibility for managing the hospital and ensuring that all policies, procedures and medical treatment protocols are implemented and followed. Will oversee the day-to-day operations of all medical departments with the goal of providing high-quality and efficient medical support to all patients.

The successful candidate must be a qualified medical doctor with surgical skills and 10 years of clinical experience. She/he must have had at least 5 years' of experience working within in a supervisory, management and mentorship / staff development role.

Strong leadership and communication skills with the ability to train, develop and motivate personnel. They need to be able to instill a culture of accountability, trust and always putting the patient first.

Reporting: Directly to the Board of Directors

Primary Responsibilities for the position include:

- To provide medical cover, routine and emergency, during hours of duty or outside of working hours in case of emergency situation.
- Management of the healthcare team and ensuring the smooth day-to-day operations of the hospital departments.
- Responsible for the set up and delivery of quality health care; ward rounds, special teaching rounds and inspection tours to ensure that all quality control and quality assurance procedures are adopted and followed whilst providing medical care.
- To co-ordinate and jointly implement (together with Ministry of Health, Development Agencies, NGO's, INGO's) community based outreach programs.

Key Responsibilities:

- Assist in the supervision necessary to maintain high standards of general medical care and treatment in the hospital.
- Monitor patients' condition or response to treatments and progress and re-evaluate treatments as necessary.
- Perform and interpret tests and analyze records, reports, and examination information to diagnose patients' conditions. Analyze test data or images to inform diagnosis or treatment.
- Assist in the management of urgent medical cases in coordination with public and private health referral hospital(s)
- Ensure that all patient reporting and medical data is accurate and correctly recorded.
- Ensure confidentiality of medical information
- Assist in the development of improved systems for regular monitoring and reporting on health activities achievements, challenges / early warning system and strategic needs.
- Assign medical staff to shifts and posts including medical officer of the day and weekend duty.
- Formulate internal procedures with which subordinates must comply when performing tasks.
- Supervise the work of all medical staff and assist in the coordination of their activities with those of nursing, clinical and other auxiliary services.
- Appraisals of subordinate staff directly supervised.
- Responsible for discipline of all medical facility staff.
- Participate in review of treatment protocols and ensure adherence at all levels in the facility.
- Ensure that infection prevention and control mechanisms are in place and followed at the points of service provision.
- Ensure medical waste management and infection control practices and protocols are adhered to in all departments.
- Overall responsibility for ordering of all medical drugs and consumables.
- Participate in conducting of needs assessments, studies and surveys. Working together with Monitoring and Evaluation teams.
- Participate in data analysis and interpretation.
- Lead and contribute in drawing work plans, monthly assessments with to improve delivery of health care services.
- Organize capacity building sessions through mentoring, coaching, in-house training and continuing medical education (CME).
- Plan for specialist clinics for specific conditions or for certain groups in the community i.e. new-born immunizations, vaccination campaigns, hypertension, diabetes, etc.
- Any other duties as they be assigned by the Board of Directors.

Qualifications and Requirements:

- Medical Doctor with surgical skills and at least 5 years of post-internship clinical and hospital management experience.
- Registered with Medical Board.
- Previous experience in staff supervision, coaching and training within a remote medical facility.
- Takes initiative and drives high levels of performance management.

- Plans work, anticipates risks and sets goals within area of responsibility.
- Ability to analyse and interpret health data and write concise reports.
- Flexible team player. Takes responsibility. Works effectively with all stakeholders.
- Promotes continuous learning.
- Fluency in written and spoken English.
- Excellent communication skills.
- Incorporates gender-related needs, perspectives, and concerns and promotes equal gender participation.
- Previous work experience in African remote site environments.
- Interested in working in Somaliland for a minimum of 12 months.

Medical Insurances: Included

Living Conditions: Secure self contained house which is less than a five minute drive from the hospital.

Application Closing Date: 15 November 2019

Interview Process: 15 November to 29 November 2019

Confirm Candidate: 30 November 2019

Position Start Date: January/February 2020

Please email a copy of your CV, medical license and references to: careers@response-med.com