

HEALTHCARE FOUNDATION ORGANIZATION (HFO)

TO IMPROVE AND ADVANCE THE "QUALITY OF HEALTHCARE" IN SOUTH SUDAN AND ITS REGIONS
EMAIL: HEALTHCAREFOUNDATION.ORG@GMAIL.COM | PC.HEALTHCAREFOUNDATION.ORG@GMAIL.COM
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HUMAN RESOURCE AND ADMINISTRATION DEPARTMENT

JOB VACANCY ANNOUNCEMENT

VA/HFO/SSH/SA1/02/2025

Job titles:	Clinical Officer (1 Position)
Reporting to	Area Coordinator
Department:	Health Department
Hours:	40 hours per week
Duty station:	Fangak County
Opening date	5/9/2025
Closing date	24/9/2025
Starting date	ASAP

BACKGROUND

Healthcare Foundation Organization (HFO) was founded in 2015 in South Sudan and has established a strong local presence for the last ten years. HFO operates across key states of the country, including:

- Central Equatoria State(Juba County)
- Upper Nile State(Fashoda, Panyikang, Malakal, Maiwut, Nasir and Baliet)
- Jonglei State(Fangak, Bor, Twic East, Ayod, Canal Pigi)
- Unity State(Leer County and Mayendit County)
- Northern Bahr El Ghazal(Aweil East):
- Warrap State (Gogrial East County)

Beyond South Sudan, HFO was also registred in Sudan in 2022 with its head office in Khartoum, and additional operations in White Nile and Blue Nile States before the Sudan's crisis in 2023 and early 2025, HFO extended its operation to refugee's settlement in Palebek, Lamu District_Uganda and has been registered with the Government of Uganda as a Regional Humanitarian Organization.

Our dedicated team of experts delivers high-quality programs in health, nutrition, Gender Based Violence (GBV), protection, Non-Food Items (NFI), Food Security and Livelihood (FSL), education, water, sanitation, and hygiene (WASH). Through these interventions, HFO has reached and supported over





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300,000 vulnerable and affected people with lifesaving humanitarian assistance and long-term development initiatives.

Since 2017, HFO has been actively implementing humanitarian programs across six states of South Sudan. All our services align with humanitarian core policies, international best practices, and the specific needs of South Sudanese communities and institutions.

For more information, please visit our website: www.hfo-ss.org.

OUR VISION STATEMENT

HFO envisions empowered, holistically transformed, and peaceful communities growing in unity and diversity towards self-reliance.

OUR MISSION STATEMENT

HFO exists to inspire, empower, and transform communities to move towards self-reliance by providing holistic social services and development assistance.

Open Positions

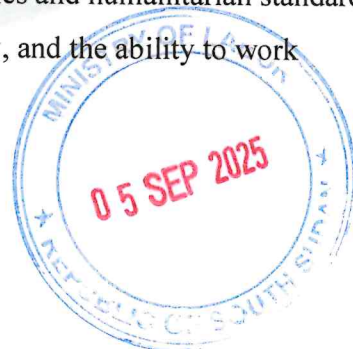
HFO is seeking applications from qualified and motivated candidates for the following positions under its anticipated program:

Clinical Officer (1 Position)

1. Purpose of the Position

The Clinical Officer will be responsible for delivering high-quality, integrated primary healthcare services at facility and community levels in Fangak County. Working under the SA1 programme, the role focuses on clinical diagnosis, treatment, preventive care, health promotion, and timely referral of patients in line with national health policies and humanitarian standards.

The position requires strong technical skills, cultural sensitivity, and the ability to work effectively in a resource-limited, emergency-prone setting.





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2. Key Responsibilities

A. Clinical Service Delivery

- Provide outpatient and inpatient clinical consultations, including history taking, physical examination, diagnosis, and treatment in accordance with South Sudan Ministry of Health (MoH) guidelines and protocols.
- Manage maternal, newborn, and child health services, including antenatal, delivery, postnatal, and under-five clinics.
- Identify and manage communicable and non-communicable diseases, including malaria, acute watery diarrhea, respiratory infections, and malnutrition.
- Administer and prescribe medications as per standard treatment guidelines.
- Provide basic emergency obstetric and newborn care (BEmONC) services within scope of practice.
- Maintain proper patient records, registers, and reporting tools.

B. Emergency & Humanitarian Response

- Provide immediate care for medical emergencies, trauma, and epidemic outbreaks.
- Participate in rapid health assessments and mobile outreach clinics in underserved or flood-affected areas.
- Support epidemic preparedness and response, including surveillance and reporting of notifiable diseases.

C. Gender-Based Violence (GBV) & Mental Health

- Identify, manage, and refer cases of gender-based violence (GBV) and provide clinical management of rape (CMR) in a survivor-centered approach.
- Provide basic mental health and psychosocial support (MHPSS) services and refer severe cases to appropriate facilities.





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D. Health Promotion & Community Engagement

- Conducting health education sessions for patients, caregivers, and communities on disease prevention, hygiene, and healthy practices.
- Work closely with Community Health Workers (CHWs) and hygiene promoters to strengthen community-based health interventions.

E. Reporting, Data & Quality Assurance

- Ensure accurate, timely, and complete documentation of clinical activities in registers and reporting templates.
- Contribute weekly, monthly, and quarterly reports as required by the project.
- Participate in quality improvement initiatives, supervision, and mentorship activities.

3. Qualifications, Skills & Experience

Essential:

- Diploma or Bachelor's degree in Clinical Medicine from a recognized institution.
- Valid registration with the South Sudan Medical Council or relevant licensing body.
- Minimum 2 years of clinical experience, preferably in humanitarian or rural settings.
- Proficiency in diagnosis, treatment, and management of common illnesses in low-resource settings.
- Good understanding of MoH guidelines, Integrated Management of Childhood Illness (IMCI), and BEmONC.
- Strong interpersonal skills, cultural sensitivity, and commitment to patient-centered care.

Desirable:

- Training in GBV response, Clinical Management of Rape (CMR), or MHPSS.
- Previous experience working in Nasir or similar conflict-affected counties.





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- Ability to work with minimal supervision in a challenging environment.
- Knowledge of Nuer language or other local dialects.

4. Key Competencies

- Technical expertise: Strong clinical decision-making and problem-solving skills.
- Communication: Effective oral and written communication in English; local language an asset.
- Teamwork: Ability to collaborate with multi-disciplinary teams.
- Adaptability: Flexible and able to work in rapidly changing contexts.
- Ethics & Integrity: Upholds humanitarian principles and patient confidentiality.

5. Terms of Reference (ToR)

5.1 Background

The SA1 Health Programme aims to improve access to quality, integrated primary healthcare services for vulnerable populations in Fangak County, which is heavily affected by conflict, flooding, and limited infrastructure. The Clinical Officer will play a critical role in delivering life-saving healthcare services at static facilities and through mobile outreach, in line with the South Sudan Ministry of Health (MoH) protocols and humanitarian standards.

5.2 Purpose of the Position

The purpose of the Clinical Officer role is to provide comprehensive, patient-centered clinical care, strengthen health service delivery, and contribute to the prevention and control of communicable diseases, maternal and child morbidity, and mortality within the targeted catchment areas under the SA1 project.

5.3 Expected Deliverables & Performance Indicators

Deliverable	Indicator	Frequency
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Outpatient and inpatient consultations provided	≥95% adherence to treatment protocols	Monthly
Maternal and child health services delivered	≥90% of pregnant women receive ≥4 ANC visits	Quarterly
Disease surveillance and reporting	100% of notifiable diseases reported within 24 hours	Ongoing
GBV/CMR and MHPSS services	100% of identified survivors receive confidential, survivor-centered care	Ongoing
Health promotion activities conducted	≥4 community sessions per month	Monthly
Reports submitted	100% on-time submission of accurate reports	Monthly

5.4 Reporting & Supervision

The Clinical Officer reports directly to the Project Health Officer based in Fangak. Technical support and oversight will also be provided by the Health Manager in Juba as well as County Health Department (CHD) and the Ministry of Health (MoH).

5.5 Safeguarding & Compliance

The Clinical Officer is required to adhere strictly to organizational safeguarding policies, including child protection and PSEA, and to uphold the highest ethical standards in line with humanitarian principles.





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5.6 Duration & Working Conditions

- Based in Fangak County, with travel to mobile outreach sites.
- May involve extended working hours and field deployment during emergencies.
- Contract duration as per project funding.

Application Process

- Opening Date: September 5, 2025
- Deadline for Applications: September 24, 2025 (applications reviewed on a rolling basis)
- Expected Start Date: As Son As Possible (ASAP)

How to Apply:

- Applications should be addressed to the Human Resource & Administration Manager, clearly quoting the vacancy position, and submitted no later than September 24, 2025, at 5:00 PM.
- Applications received after the deadline will not be considered.
- Applications must be submitted via email to hrm@hfo-ss.org
- Due to limited internet access, hand delivery of applications is also allowed. Please submit to the HFO Security Guard at **HFO Head Office, Tongpiny – Off the Catholic University of South Sudan, Near UNIDOR Office.**
- **Note:** Due to the urgency of these positions, applications will be reviewed, and candidates may be selected on a rolling basis, prior to the deadline.
- **Qualified female candidates are strongly encouraged to apply!**





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HFO Employment Statement

Healthcare Foundation Organization (HFO) is an equal opportunity employer. We provide fair and equitable treatment in employment to all individuals without regard to race, color, religion, sex, national origin, age, disability, political affiliation, or marital status.

