



JOB ADVERTISEMENT
PRE-GRANT RECRUITMENT UNDER MDTF PROJECT

Job Title:	Hospital Manager (4 Positions)
Location:	Abyei Hospital, Kuajok Hospital, Mother Tereza Hospital & Nasir Hospital
Recruitment Status	Relocatable
Reports to:	MDTF Lot Coordinator
Posting Date	22 March 2024
Closing Date	17 April 2024

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22 MAR 2024
Approved
22/03/2024

General Description of the Programme

Established in 1977, GOAL is an international humanitarian and development agency, with a team of 2,400 personnel, dedicated to alleviating the needs of the most vulnerable communities. Currently operating in 14 of the world's most vulnerable countries, GOAL delivers a wide range of humanitarian and development programmes, ranging from humanitarian relief in disaster situations, to focusing on nutrition, food security, and building greater resilience and sustainable livelihoods.

GOAL has been working in South Sudan since 1985 with a focus on Health, Nutrition, WASH, Food Security, and livelihood interventions, and is continually adapting and responding to the context to support the people in need. GOAL currently operates in Abyei Special Administrative Area, Kajo-Keji, Twic (in Warrap State), Renk, and Ulang Counties and is working to expand its operations to other parts of the country where humanitarian needs are immense.

GOAL is in the final process of acquiring grants under the upcoming MDTF project for Lot 22 & 24 that will be implemented in Warrap state, Abyei administrative Area and upper Nile state particularly in Ulang & Nasir County that is scheduled to start by 1st July 2024. With the coming of the MDTF project, GOAL is strategically recruiting for various positions under this project to ensure that all staffs required to kick start the project are all in place. Therefore, these recruitments are a pre-grant recruitment, and the staffs will be brought on board once GOAL has finally gotten the grant.

Job Purpose

Support the Hospital Director to oversee the daily operations of the hospital, ensuring efficient and effective delivery of healthcare services. Support the hospital management to develop and implement strategic plans to achieve the hospital's goals and objectives, as well as implementing strategic initiatives to enhance patient care and satisfaction. The Hospital Manager will play a crucial role in maintaining high-quality standards and fostering a positive work environment within the hospital.

Main Responsibilities

- Work with Hospital management to establish or revitalise hospital infection prevention and control (IPC) committees that will be responsible for supervising and working with hospital staff to put measures in place that will ensure the improvement and maintaining infection prevention and control measures; work with the committee to develop an IPC monitoring framework.
- oversee the implementation of the Infection prevention and control by ensuring that there is proper disinfection and sterilisation of equipment, good waste management and handling



procedures, clean water supply and use, professionally cleaned and maintained sanitation facilities, handwashing facilities with clean water and soap.

- Facilitate IPC mentoring for all the staff working in the hospital, irrespective of the departments they are attached to, to ensure that the staff use IPC procedures routinely.
- Work with the hospital management to develop and improve plan that includes how preventive maintenance will be carried out.
- Facilitate the process of developing and or reviewing of SoPs of the various hospital department to improve service delivery.
- Work with the relevant GOAL staff and hospital staff to implement and regularly review the hospital operational budget to ensure its judicious use.
- Work with relevant staff in the assigned hospital to ensure proper management of pharmaceuticals within the hospital pharmacy and the County or State Ministry of Health Warehouse,
- Revitalise and ensure that the hospital management board meetings are coordinated and that they happen regularly.
- Train and mentor key hospital staff on areas including coordination, management, and leadership skills.
- Coordinate and report any urgent repairs requiring attention.
- Ensure that the power supply to all parts of the hospital works optimally and report anything requiring action as early as possible.
- Coordinate mortality audits within the hospital and where there is an outbreak links the other actors to update them on the progress of those admitted in the hospital.
- The incumbent will ensure integration of services within the hospital to ensure that all key departments communicate effectively and regularly, hence improving interdepartmental referrals.
- Ensure that the hospital has all the supplies needed for special groups including HIV, TB and Leprosy patients.
- Ensure quality improvement meetings are held regularly and that the suggested improvements are followed and actioned.
- Ensure that the data generated in the hospital is reliable and is a true reflection of morbidities and mortalities within the hospital.
- In close collaboration with the Lot Coordinator, MEAL Manager and MEAL Officer facilitate the collection and successful entering of all hospital data and information, as appropriate into the DHIS/NIS
- Work with Medical Logistician to plan drug distribution and where necessary drug rotation by working with the County drugs monitoring committee.
- Work with the Senior Programme Officer to ensure that each month his or her assigned hospital prepares a list of staff that worked for that month, ensure this is verified by the Hospital Director or the person responsible for that, making sure that only staff that have worked are included, and submitting this list to the GOAL HR department for processing so that allowance are paid timely every month.
- Support the Lot Coordinator to plan the quarterly County level reviews and the biannual reviews.

Job Requirements

- This position requires strong desire, ability, and excellent knowledge of healthcare management in hospital (secondary health) settings with not less than 3-5 years of experience in similar roles.
- BSC Nursing, or Medical Doctor



- A self-starter and ready to work long hours to achieve the objectives of the project.
- Fluent in English (writing, speaking, and reading)
- Knowledge of Arabic language and any other local language is an added advantage but not a requirement.
- Computer literate and able to generate reports on DHIS2.
- Proven track record of capacity building national/State or County government levels.
- Experience in program management in the health sector.
- Strong leadership skills

Equal Opportunities

GOAL supports diversity and strives to create a discrimination free work environment where staff are supported to reach their full potential regardless of identity factors such as ethnic background, gender, colour, age, disability, marital status, religion, etc. GOAL continually seeks to strengthen leadership on, and capacity for, gender equality work supporting staff to understand how gender affects their own lives as well as the lives of people in the communities where we work. GOAL is committed to equal opportunities in employment and staff training.

To promote gender equality in our work force, qualified female candidates who meet the above job requirements are strongly encouraged to apply.

Safeguarding

Children and vulnerable adults who meet GOAL as a result of our activities must be safeguarded to the maximum possible extent from deliberate or inadvertent actions and failings that place them at risk of abuse, sexual exploitation, injury and any other harm. One of the ways that GOAL shows this on-going commitment to safeguarding is to include rigorous background and reference checks in the selection process for all candidates.

Accountability within GOAL

Alongside our safeguarding policy, GOAL is an equal opportunities employer and has a set of integrity policies. Any candidate offered a job with GOAL will be expected to adhere to the following key areas of accountability:

- Comply with GOAL's policies and procedures with respect to safeguarding, code of conduct, health and safety, confidentiality, do no harm principles and unacceptable behaviour protocols.
- Report any concerns about the welfare of a child or vulnerable adult or any wrongdoings within our programming area.
- Report any concerns about inappropriate behaviour of a GOAL staff or partner.


Application procedures & guidelines

Interested Persons who meet the qualifications, experience and skills are required to submit their applications through the below:

1. Currently the online system for GOAL jobs has some technical problems and applications submitted online may not be delivered, therefore applicants are highly encouraged to submit their applications in hard copies at GOAL head office located



- at Tongping along Kololo Road. Or in our field offices located in Twic, Abyei, Renk & Ulang.
2. Applicants should **ONLY** apply for one position in a location that is deemed suitable for them. Applicants who apply for more than one location shall only be considered for one job location. Position & Work location should be clearly stated in the subject line of the application letter.
 3. Applications submitted through any email that is not designated as official for this recruitment will not be considered under this recruitment.
 4. Original documents are not allowed at this stage of recruitment and GOAL will not be held liable for any lost original documents that have been submitted at this stage of recruitment.
 5. This is a national recruitment and south Sudanese citizens who meet the above requirements are highly encouraged to apply for this job.

A large, stylized green "GOAL" logo with a globe icon for the letter "O". To the right of the logo is a handwritten signature in blue ink.