

**VACANCY ANNOUNCEMENT**

Job Title:	Hospital Manager
Location:	Kuajok
Reports to:	Lot Coordinator
Recruitment Type	Local/Relocatable
Posting Date	12 August 2021
Closing Date	1 September 2021

**General Description of the Programme**

GOAL, an International Humanitarian Non-Governmental Organization (INGO) with a presence in South Sudan since 1985 and has been responding to the ongoing crisis since 2013 with a focus on responding to needs in Health, Nutrition, Food security and livelihood. GOAL in South Sudan implements emergency, early recovery and development focused programs through a multisectoral programs approach in all the sites including Ulang, Melut, Kuajok, Kajo-Keji and Abyei Administrative Area—while our resilience building programmes in Upper Nile State focus on food security and livelihoods. GOAL plans to expand its work to support MoH in delivery quality health care under the HPF3 in Gogrial East, Gogrial West and Twic Counties in Warrap state.

Health Pooled Fund is a consolidation of funding from the British Government's Department for International Development (DFID), the Government of Canada, The Swedish International Development (SIDA), The European Union (EU), Global Alliance for Vaccine (GAVI) and the United States Agency for international development (USAID). The Health Pooled Fund (HPF) began its third phase in July 2018 and has funding to run until 2023. HPF3 will support delivery of essential health care at community (through Boma Health Initiative BHI), Primary Healthcare centres and Units (PHCC/Us) and secondary referral hospitals. It will enable the strengthening of the referral system at all levels of health care. In addition, HPF3 will support the stabilization of local health systems and the strengthening of community ownership and governance structures. GOAL South Sudan will be working with MoH County levels to support. The County Health Departments in Gogrial East and Gogrial West under this fund. One of the health facilities included in this lot is Kuajok State Hospital – which GOAL is seeking to recruit Hospital Manager to work there.

Job Purpose

The Purpose of this job is to support GOAL's Programme activities under the HPF3 Circle in Kuajok Hospital in Warrap state.

Key roles:

The Hospital Manager position will be a key position for Kuajok hospital to improve on areas requiring urgent improvement including:

Program implementation

- Provide leadership in the implementation of secondary health care services in Kuajok Hospital as guided by the project objectives, and workplan. And guided by South Sudan health policy and other international standards.
- Participate in any health program activities/management in the county.
- Ensure timely procurement of Buffer stock and prevent stockout of essential drugs at the hospital.
- Improve maternal health and child health indicators.
- Formalize blood bank and run quarterly blood donation campaigns.



- Ensure 100% water and power supply to the hospital.
- Infection control by ensuring that there is proper disinfection and sterilisation of equipment, good waste management and handling procedures, clean water supply and use, well cleaned and maintained sanitation facilities, handwashing facilities with clean water and soap.
- 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 data generated in the hospital is reliable and is a true reflection of morbidities and mortalities within the hospital. And high-quality data which are quality are provided.
- 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.
- In liaison with medical director conduct weekly and monthly meetings with hospital team.
- Support the medical director in preparing payrolls for the hospital staffs on monthly basis.
- Ensure there is regularly held quality improvement meetings and that the suggested improvements are followed and actioned.
- In collaboration with the hospital administrator ensure that all the hospital staffs personnel files are well updated, and staffs are appraised on annual basis using the MOH performance appraisal forms.
- Ensure 100% Growth Monitoring is done at the hospital.
- Clear all unnecessary equipment in the hospital.
- Establish proper waste Disposal mechanism in Kuajok Hospital and ensure proper management of incinerators and refuse pits.
- Proactive management of Hospital assets including generators, Solar, Fridge, Ambulances etc.
- Establish a call centre and proper referral pathways for ambulance.

Strategic Leadership and Representation

- Manage proactive and responsive relationship with County Authorities in close collaboration with the project manager, County Coordinator.
- Directly Oversee, project implementation, ensuring that all strategic objectives are met through proper design, staffing implementation and quality assurance at County level.
- Participate in proposal development.
- 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.

Required Qualifications and Experience

- Bachelor of medicine, Nursing/Midwifery, Public health, or related field
- Master's in public health is an added advantage.
- 5 years professional experience
- good understanding and experience of working with County health officials, state ministry officials, Donors in health system management in South Sudan.
- Experience in Pharmaceuticals management
- Experienced project manager
- A self-starter and ready to work long hours to achieve the objectives of the project.
- Fluent in English (writing, speaking, and reading)
- Computer literate and able to generate reports on DHIS1.



- Proven track record of capacity building national/State or County government levels.
- Experience in program management in the health sector.
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Equal Opportunities

GOAL does not discriminate because of ethnic background, colour, age, disability, marital status, religion, or gender. **All interested and qualified females are strongly encouraged to apply.**

Safeguarding

Children and vulnerable adults who meet GOAL because 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.

HOW TO APPLY

There are two ways to apply. Please only use one.

1	<p>Submit your Application letter, CV and copies of certificates in a sealed envelope with the position you are applying for indicated on the top left corner of the Envelope addressed to: - The Human Resource Department, GOAL South Sudan. Not later than the application deadline indicated at the top of the document</p> <p>Do not submit original documents – GOAL will not be held liable for any lost documents. GOAL does not return applications and will retain documents in accordance with organisational policies.</p>
2	<p>Email your cover letter, CV, and scans of certificates to goaljobs@ss.goal.ie</p> <p>State the position and Location you are applying for in the email subject line.</p> <p>Note: GOAL can only receive emails of 5MB or less. GOAL will not be liable to emails not received</p>

Please note that only shortlisted candidates will be contacted.

Goal HR 

