GOAL

JOB ADVERTISEMENT

Job Title:	**Hospital Manager**
Location:	**Kuajok State Hospital (Warrap State)**
Nature of Recruitment	**Local Recruitment**
Reports to:	**Area Programme Operation Coordinator**
Posting Date	**27/10/2026**
Closing Date	**13/11/2026**

General Programme Description

GOAL is 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, WASH and Food security, and livelihood. GOAL in South Sudan implements emergency, early recovery, and development-focused programs through a multi-sectoral programs approach in all the sites including Central Equatorial, Warrap, Unity, Upper Nile, and Abyei Administrative Area. GOAL South Sudan's current strategy - From Crisis to Resilience - focuses on building Health, Nutrition, WASH, and Food security, and livelihood resilience across all the program locations. GOAL is implementing the World Bank Funded and UNICEF managed Health Sector Transformation Project in partnership with MOH in delivery of quality health care in Gogrial East, Gogrial West and Twic Counties of the Warrap State. Along with other complementary projects that support the targeted locations.

Job Purpose

The incumbent will co-lead and provide surgical services at the hospital while providing administrative and operational oversight to ensure the effective and efficient delivery of healthcare services. The role will support hospital leadership and the Hospital Management Board in strategic planning, governance, and performance management. In addition, the incumbent will work closely with the State Ministry of Health to strengthen the capacity of healthcare workers through mentorship, training, and technical support, contributing to improved quality of care and health outcomes.

Main Duties & Responsibilities

The Hospital Manager - will work closely with the Medical Director of Kuajok State Hospital and State Ministry of Health Director General to perform the following functions

Clinical and Hospital Operations Oversight

- Participate in the 24/7 on-call rota to provide timely clinical leadership and response to medical and surgical emergencies.
- Conduct regular ward rounds and bedside teaching/coaching to strengthen the clinical skills and capacity of Medical Officers, Clinical Officers, Nurses, and Midwives through mentorship and supportive supervision.
- Assess, manage, and perform emergency and elective surgical procedures, including caesarean sections and other lifesaving interventions, and ensure appropriate postoperative care and follow-up.
- Support the provision of high-quality, evidence-based surgical and clinical services in accordance with national guidelines and accepted standards of practice.
- Monitor the utilization, stock levels, and consumption patterns of medicines, surgical supplies, and medical consumables to promote rational, efficient, and cost-effective use of resources.
- Support the Hospital Director to oversee the daily hospital operations and coordinate Heads of Departments (HODs) to ensure the efficient delivery of quality healthcare services.
- Support the implementation and monitoring of clinical governance, infection prevention and control measures, patient safety standards, and quality improvement initiatives across the hospital.
- Support the development/review of relevant SoPs to ensure that service delivery is in line with South Sudan Ministry of Health guidelines and international best practice
- Participate in Maternal and Perinatal Death Surveillance and Response reviews (MPDSR), clinical audits, and case management discussions to improve patient outcomes and service quality.
- Support the development of action plan from the reviews and regularly follow and update the plan
- Ensure timely referral, consultation, and coordination of patient care within the hospital and with higher-level facilities when necessary.

Approved

MINISTRY OF LABOR
28 OCT 2026
LABOUR
REPUBLIC OF SOUTH SUDAN

27/10/2026

- Support hospital leadership in addressing operational challenges, strengthening service delivery systems, and ensuring the continuous availability of essential health services.

Quality Management

- Implement and monitor compliance with relevant policies, standards, and guidelines governing health service delivery, including those of the Ministry of Health, donors, and internationally recognized best practices such as the Sphere Standards.
- Promote continuous quality improvement initiatives to enhance patient safety, clinical outcomes, and operational efficiency within the hospital.
- Participate in relevant workshops, conferences, online learning sessions, and professional development opportunities to remain abreast of emerging trends, new guidelines, innovations, and best practices in healthcare service delivery and hospital management.
- Disseminate updated knowledge and best practices to hospital staff through mentorship, training, and capacity-building initiatives.

Training and Capacity Development

- Work with the Hospital Management to conduct capacity assessment for hospital staff and contribute to the development of a capacity building plan
- Develop, coordinate, and implement a continuous medical education (CME) program for clinical staff through scheduled lectures, case presentations, clinical forums, and ongoing on-the-job training.
- Provide coaching, mentorship, and supportive supervision to healthcare workers to enhance their clinical competencies and professional development.
- Facilitate knowledge-sharing sessions, morbidity and mortality reviews, and multidisciplinary team meetings to promote evidence-based practice and continuous quality improvement.
- Identify training needs and develop capacity-building plans to address gaps in clinical skills and service delivery.
- Support the State Ministry of Health in strengthening the capacity of healthcare workers through structured training, mentorship, and technical assistance initiatives.

Budgeting and Financial Management

- Work closely with relevant GOAL, SMOH, hospital staff and stakeholders to develop, implement, and regularly review the hospital's operational budget to ensure efficient, transparent, and prudent utilization of the budget.
- Monitor budget performance and expenditure against approved plans, identifying variances and recommending corrective actions where necessary.
- Support the preparation of annual work plans, budget forecasts, and periodic financial projections to facilitate effective resource allocation and service delivery.
- Ensure compliance with organizational financial policies, procedures, and donor requirements in the management and utilization of hospital funds.
- Collaborate with hospital leadership and department heads to prioritize spending and optimize the use of resources in line with the hospital's strategic objectives.
- Contribute to financial reporting and budget review meetings by providing relevant operational and programmatic information to support informed decision-making.

Reporting

- Prepare and submit accurate and timely weekly, monthly, quarterly, and ad hoc reports on hospital activities, performance indicators, service delivery, and key operational issues.
- Ensure the quality, completeness, and timely submission of all required reports to the Ministry of Health, donors, and other relevant stakeholders.
- In close collaboration with the MEAL team, facilitate the collection, verification, analysis, and timely submission of hospital data and information in accordance with established reporting requirements.
- Support the maintenance and strengthening of hospital health information systems to ensure accurate data management, monitoring, and evidence-based decision-making.

MINISTRY OF LABOUR
28 OCT 2026
27.10.2026

- Utilize hospital data to track performance, identify gaps, and recommend corrective actions to improve service delivery and patient outcomes.
- Provide regular updates on the MPDSR activities in the State Hospital

Communication and Coordination

- Maintain regular, transparent, and constructive communication with the Health and Nutrition Coordinator, Area Programmes Coordinator, Director General, and other directors within the State Ministry of Health to ensure effective coordination and alignment of activities.
- Foster strong working relationships with hospital leadership, government counterparts, partners, and other stakeholders to support the delivery of quality health services.
- Coordinate and participate in regular review meetings, technical working groups, and health sector forums, providing updates on hospital performance, priorities, challenges, and achievements.
- Facilitate timely sharing of information, reports, and operational updates between the hospital, the State Ministry of Health, and relevant partners.
- Represent GOAL, the hospital in coordination meetings, stakeholder engagements, and official forums as delegated by GOAL leadership.
- Promote a collaborative and supportive working environment through proactive engagement, consultation, and problem-solving with key stakeholders.
- Ensure effective communication and coordination during emergencies, outbreaks, and other public health events to support timely decision-making and response efforts.

Business Development

- Strengthen relationships with county, state, and national health authorities.
- Explore opportunities for public-private partnerships and collaborative health initiatives
- Collaborate in identifying funding opportunities aligned with hospital priorities.
- Support proposal development and donor engagement processes.
- Contribute technical inputs, budgets, and operational data for grant applications.
- Maintain donor confidence through evidence-based reporting on hospital performance and impact.
- Explore opportunities for public-private partnerships and collaborative health initiatives.
- Contribute to the develop of concept notes for the hospital and SMOH

Requirements (Person Specification)

- MBBS degree or its equivalent from a recognized university or Institution.
- Master of medicine in surgery from a recognized university
- Professional working experience of at least 3 years as a Specialist
- Applicant should be eligible for registration with South Sudan General Medical Council
- The Applicant must have an accreditation license from the South Sudan General Medical Council registration
- A proven record of research and publications will be an added advantage
- At least five (05) years of progressive experience and practice in surgery in developing countries or countries in conflict, of which at least two years in Trauma and Emergency care; Surgical, ICU, aeromedical, or anaesthetics experience is an advantage.
- Demonstrated ability to liaise with relevant stakeholders, including government officials, community leaders, and health service providers
- Demonstrated capacity to oversee the development of work plans and report preparation
- Excellent written and interpersonal communication skills,
- Demonstrated cross-cultural, teamwork, and computer skills,
- Maintain a positive working relationship with clients and colleagues and embrace professionalism, teamwork, integrity, and medical work ethics
- Can actively promote Safeguarding, PSEAH (Prevention of Sexual Exploitation, Abuse and Harassment) standards within GOAL and partners
- Must be flexible and able to work in a challenging environment with limited resources.
- Strong leadership qualities and willingness to exercise initiative, whilst proposing solutions to problems identified

MINISTRY OF LABOUR
28 OCT 2026
REPUBLIC OF SOUTH SUDAN

27.10.2026

- Must be able to function effectively in complex work environments, set appropriate priorities and deal effectively with numerous simultaneous requirements.

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 come into contact with 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
Interested Persons who meet the qualifications, experience and skills are required to submit their applications through the details provided below:

1. For online applications, candidates are advised to submit your cover letter, updated CV plus copies of academic certificates & Nationality ID to goaljobs@ss.goal.ie **Your attachment must not be more than 5MBs.**
2. For candidates who will wish to submit their applications in hard copy, drop your applications at GOAL head office located along Kololo Road near Sector four Police post in Tongping clearly addressed to the Human Resource Department, GOAL South Sudan P.O Box 166 Juba **Or** GOAL office in Kuajok and Twic with the Job title **Hospital Project Manager- Kuajok.**
3. Note, this is a national recruitment for South Sudanese citizens only.

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.

Only shortlisted Candidates will be contacted

MINISTRY OF LABOR
28 OCT 2026
REPUBLIC OF SOUTH SUDAN

27.10.2026