MM13100A
HOSPITAL CLINICAL LEAD

Level 11

Reports to (Hierarchical)
Hospital Director

Reports to (Functional)
Hospital Director

Job Family
Medical & Paramedical

Main Purpose
Providing clinical leadership for medical staff working in the hospital Ensuring the quality of clinical services provided in the hospital through oversight of an effective quality management and improvement system in the hospital according to MSF protocols, standards and procedures in order to ensure the delivery of quality medical care for patients and their communities as well as to improve the health condition of the target population

Accountabilities
- Being a member of the hospital management team (either MSF or aligned with MOH counterparts), ensuring an effective quality management and improvement system is operating in the hospital.
- Ensuring patient safety in the hospital through:
  - Overseeing the implementation of the medical incident reporting policy;
  - Overseeing the systematic follow up of all medical incidents, ensuring system failures are addressed;
  - Chairing a functioning mortality review committee;
  - In conjunction with the hospital management team, ensuring the development and implementation of quality improvement plans for the hospital
- Coordinating and supervising the implementation of the therapeutic medical protocols, procedures and standards used in the hospital.
- Participating in close collaboration with the HR Department, in the associated HR processes for staff involved in his/her activity (recruitment, training/induction, evaluation, detection of potential, development and internal communication) in order to ensure having the appropriate team in terms of size, capabilities and skills
- Ensuring an educational program is in place to address the learning and development needs of medical doctors in the hospital.
- Ensuring medical staff are trained and able to identify and escalate the management of deteriorating patients.

- Functionally supervising the medical doctors in the hospital providing technical support. Overseeing the rational use of medications, particularly antibiotics. Being responsible for all clinical referral decisions.
- Ensuring the monthly medical activity reports for all clinical areas supported by MSF in the hospital are completed

Education
Essential – Medical Doctor Diploma

Experience
- Essential - Experience in a clinical leadership position
- Essential - Working experience with MSF or other NGO’s in developing countries.
- Experience in tropical medicine, or post-registration experience in Public Health, obstetrics and gynaecology, paediatrics, infectious diseases, HIV/AIDS/STDs, TB, general practice, general medicine or minor surgery

Languages
Mission working language essential

Knowledge
Essential computer literacy (word, excel and internet)

Competencies
- Leadership *L2*
- People Management *L3*
- Capacity to Negotiate *L2*
- Planning and organising *L3*
- Teamwork and Coorperation *L4*

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