



## **DODOMA CHRISTIAN MEDICAL CENTER TRUST**

### **JOB VACANCY**

The mission of DCMC Trust to deliver sustainable community-based, specialized, and super-specialized healthcare for all through accessible and compassionate healthcare, guided by the love of Jesus Christ.

DCMC Hospital is a Christian Health Ministry owned by the Registered Trustees of Dodoma Christian Medical Center Trust (DCMCT) located at Imagi Hill, Ntyuka Dodoma. Since its establishment it has served thousands of patients as a multispecialty hospital offering quality health care for the people of central Tanzania and beyond and in collaboration with other stake holders and in line with the Government policies.

DCMC Trust is an equal opportunity employer offering stable and professional working environment with competitive remuneration and benefits.

DCMC Hospital invites qualified persons to fill in the position of Executive Director.

#### **1. EXECUTIVE DIRECTOR**

##### **Job Summary**

The Executive Director holds a pivotal position as the Chief Executive Officer responsible for the day-to-day operations of the hospital and directs the implementation of the growth and development plans in line with the Strategic Plan of DCMC. The incumbent serves as the Accounting Officer and is directly accountable to the Board of Trustees. The primary responsibilities of the Executive Director include planning, controlling, coordinating, and implementing objectives, functions, and activities within the hospital. These actions are crucial for ensuring effective and efficient management in alignment with the hospital's strategic plan. The Executive Director serves as the official spokesperson for the hospital.

##### **Qualifications and Experience:**

- Holder of Master of Medicine Degree (MMed) plus Master degree in Business/General Management from recognized institutions.
- Must have a minimum of eight (8) years working experience in a busy reputable hospital or health institution in similar or equivalent role.
- Must be registered by the Tanganyika Medical Council as a Medical Doctor or satisfy the registration requirements of the Tanganyika Medical Council.

##### **Personal Attributes and Skills Required:**

1. **Leadership:** Strong leadership skills are essential to effectively guide and motivate staff towards achieving organizational goals.
2. **Financial Acumen:** A solid understanding of financial management principles is crucial for overseeing budgeting and financial operations.

3. **Communication Skills:** Effective communication, both oral and written, and interpersonal skills are necessary for serving as the official spokesperson of the hospital and interacting with various stakeholders.
4. **Organizational Management:** Proficiency in planning, organizing, and coordinating activities to ensure smooth operations within the hospital.
5. **Experience:** Proven experience in organizational management in healthcare/Medical administration or a related field is typically required for this role.

### **Key Responsibilities of the Executive Director:**

1. **Strategic Leadership:** The Executive Director is responsible for providing strategic leadership to the organization, setting goals, and developing plans to achieve them. This includes aligning the organization with the Tanzanian Health reforms and ensuring compliance with relevant regulations.
2. **Organizational Management:** Demonstrating in-depth knowledge of principles of organizational management is essential for the Executive Director. This involves overseeing day-to-day operations, managing resources efficiently, and fostering a positive work culture within the organization.
3. **Policy Implementation:** The Executive Director should be familiar with Tanzanian Health reforms to effectively implement policies that improve healthcare services, address public health challenges, and promote equitable access to healthcare for all citizens.
4. **Stakeholder Engagement:** Building and maintaining relationships with stakeholders such as government agencies, donors, healthcare providers, and community members is a critical aspect of the Executive Director's role. This involves effective communication, collaboration, and partnership building.
5. **Financial Management:** Ensuring financial sustainability by developing budgets, monitoring financial performance, securing funding sources, and making strategic financial decisions are key responsibilities of the Executive Director.
6. **Staff Development:** Supporting professional growth and development of staff members, fostering a culture of continuous learning, and promoting diversity and inclusion within the organization are important aspects of the Executive Director's role.
7. **Organizational Stewardship:** Ability to demonstrate knowledge and commitment to uphold the vision, mission, and core values of the organization is an important aspect of the Executive Director's role.

### **Duties and responsibilities**

- To supervise all activities of DCMCT hospital services, research and training, overall management/maintenance and ensure that they run in accordance to the management concept of the institution and other regulations of hospital.
- To maintain good working relationship with external organizations financing the hospital and providing other form of assistance.
- To ensure that the hospital operates cost effectively, managed efficiently and sustainability.
- To be the chief spokesperson of the hospital on all operations matters.
- To be the custodian of discipline at the hospital.
- To ensure that the hospital finances are appropriately managed.
- To support the Board of Trustees and be as much instrumental in implementing its decisions and directives.
- To chair management committee and the appoint committees for smooth running of the DCMCT.

- To represent DCMCT at government and other institutions meetings and conferences.
- To be the overall in-charge of the DCMCT budget and the accounting officer.
- To develop and maintain the institution's vision and corporate identity and coordinating on-going changes of management programme.
- To coordinate and communicate all activities on a policy level with government and international organizations.
- To be answerable to the Board of Trustees.

## **2. CHIEF OF NURSING SERVICES (MATRON) - 1 POSITION**

### **Job Summary:**

The incumbent will oversee the quality and efficiency of patient care. This is an administrative and strategic planning role that involves maintaining standards of care, monitoring nursing staff, and ensuring compliance with all regulations. The incumbent will review department management reports, communicate issues with hospital leadership, and help with budgeting. S/he will be responsible for planning, coordination and implementation of long- and short-term plans for nursing activities in clinical departments. S/he will supervise all line divisions heads and ensure performance targets are met.

### **Qualifications and Experience:**

- Holder of Master's Degree in Nursing or equivalent Postgraduate diploma from a recognized institution.
- Holder of Diploma or Degree in Nursing from a recognized institution.
- Must be registered by the Tanzania Nursing and Midwifery Council
- Must have a minimum of five (5) years working experience in a busy reputable hospital
- Must have a valid practicing license

### **Personal Attributes**

- Able to develop in-depth knowledge of principles of new public management and familiar with health reforms.
- Good leadership skills and qualities and able to work in a team
- Able to communicate with proven interpersonal skills and proven problem-solving skills
- Versatility in the critical management skills of transformation leadership, action planning, performance and total quality management, team building, decision making, problem solving and change management.

### **Duties and responsibilities**

- To supervise overall nursing activities at the hospital
- To plan organize and supervise nursing care for patients at the hospital
- To plan and execute preventive healthcare activities within and outside the hospital
- To ensure adherence to national standards, guidelines and protocols for nursing practice in Tanzania
- To evaluate nursing services and use the information gathered to improve the quality of services

- To ensure cleanness and infection control protocol is adhered to by all staff in all sections
- To advise management on the required nursing standards staffing levels qualifications and specific skills in the hiring process
- To write reports and ensure timely distribution of reports to the municipal and other stakeholders
- To respond to specific customers' needs and complaints and resolve any arising dissatisfaction and conflicts arising during staff/patient/relatives' interaction
- To perform any other related duties as may be assigned from time to time

### **GENERAL CONDITIONS FOR ALL POSTS**

- Applicants must attach an up-to-date current **Curriculum Vitae (CV)** having reliable contact postal address, email address, and reachable telephone numbers.
- Applicants should apply on the strengths of the information given in this advertisement.
- The title of the position applied for should be written in the subject of the application letter/e-mail and marked on the envelope
- Applicants must attach their detailed relevant certified copies of Academic certificates/transcripts as follows:
  - Postgraduate Degree, First Degree/Advanced Diploma, Diploma/Certificates.
  - Form IV and Form VI National Examination Certificates.
  - Computer Certificates where applicable.
  - Professional Certificates/Licenses from respective boards where applicable.
  - One recent passport size picture and copy of birth certificate.
  - Form IV and Form VI result slips are strictly not accepted. Presentation of forged academic certificates and other information in the CV will necessitate to legal action.
  - Applicants should indicate three **reputable work-related referees** with their reliable contacts (Telephone numbers and e-mail address).

**Only shortlisted candidates** will be informed the date of the interview

### **APPLICATION INSTRUCTIONS:**

Application letters should be POSTED to the following address on or before 04.00 p.m. on **20 May 2024** (i.e., Deadline for receiving applications)

Chairman of the Board of Trustees  
Dodoma Christian Medical Center Trust  
P O Box 2664  
**Dodoma**

Those using e-mail should submit their applications to ***embennah@dcmct.or.tz***