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| **Title:** | HOSPITAL CLINICAL LEAD | |
| **Generic Function:** |  | |
| **Code:** | MM13100 | |
| **Level:** | 11 | **(E)** |

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| **Position in the Organization** | |
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| **Reports to (Hierarchical):** | Hospital Director |
| **Reports to (Functional):** | Hospital Director |
| **Job Family:** | Medical & Paramedical |
| **Supervises (Function):** |  |

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| **Main Purpose** |
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| 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 |

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| **Accountabilities** |
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| 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 |

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| **MSF Section/Context Specific Accountabilities** |
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| **Requirements** | |
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| **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* |

This job description may be amended in line with the activities or evolution of the Mission.

By signing, the employee acknowledges that he/she has read, understood and accepted this document.

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| **Employee Name/ Surname** |  |
| **Place and date:** |  |

Signature of the employee:

*(To be signed in two copies, one for the employee and one for the employer)*

**MSF is a civil society initiative that brings together individuals committed to the assistance of other human beings in crisis. As such MSF is by choice an association.  
 Each individual working with MSF does it out of conviction and is ready to uphold the values and principles of MSF.**