

Job Title: Hospital Director
Entity: Hôpital de la SIM Galmi
Reports to: Director SIM Niger through Regional Director
Supervises: Deputy Director, Chief Medical Officer, Director of Operations,
Administrative team
Liaises with: Team Leader, SIM Niger Administration
Updated: 29 June 2016

Background:

SIM Galmi Hospital exists to glorify the name of Jesus Christ by demonstrating the love of God through physical and spiritual healing, proclaiming the gospel and making disciples. The role of the Hospital Director is to guide a large multi-cultural team in this mission.

SIM Galmi Hospital plays a pivotal role in SIM International's mission of making disciples of the Lord Jesus Christ in communities where He is least known, as each day hundreds of people who do not know Jesus enter through the hospital gates and are exposed to the good news of Jesus. Currently, there are no restrictions on sharing the gospel in Niger, where over 90% of the population is Muslim. Daily, many people come seeking physical healing. While addressing the enormous physical needs of the Nigerien people, it is the privilege and role of SIM Galmi Hospital to offer spiritual healing through faith in Jesus Christ.

Job Summary:

The Hospital Director exists to encourage and focus team members on this mission, enabling ministries within the hospital framework that serve to make disciples of the Lord Jesus Christ where He is least known.

Responsibilities:

1. Strategic Planning
 - a. Establish and implement a strategic planning and evaluation process for the direction of SIM Galmi Hospital.
 - b. Assess services, programs, community needs, hospital capabilities and resources.
 - c. In collaboration with stakeholders, define hospital goals and objectives.

2. Management
 - a. Take executive responsibility for all aspects of the work of the hospital.
 - b. In collaboration with the CMO and the Director of Operations, oversee the hospital staff, establish appropriate mid-level leadership and administrative structures. Ensure quality care and efficient operations management.
 - c. Oversee human resources. Ensure adequate staffing, training, wages and benefits, employment policies and procedures. Post Ministry Opportunities as appropriate. Recruit Nigerien and expatriate staff as needed.
 - d. Oversee the finances of the hospital to ensure economic viability of each department.
 - e. Oversee the maintenance of the hospital's materials, vehicles, infrastructure and facilities using the available human and financial resources.
 - f. Ensure hospital systems improvements and quality care in compliance with Nigerien health standards.

3. Discipleship and Mentoring
 - a. Orient the ministries of SIM Galmi Hospital toward making disciples among both those receiving and giving care.
 - b. Develop Nigerien leadership in the hospital through discipleship and mentoring.
 - c. Provide pastoral and spiritual guidance to missionary and hospital staff, and offer opportunities for their spiritual and intellectual growth.

d. Encourage and oversee systems improvements for gospel proclamation and discipleship.

4. Communication

a. Liaise with church and community leaders to facilitate partnership in gospel ministry in the Tahoua region. Collaborate with other SIM ministries and missionaries around Niger.

b. Liaise with the Nigerien Ministry of Health, national health programs, local government officials, the Inspector of Labor, district hospitals, clinics and other NGOs to facilitate partnership in health care provision.

c. Ensure that regular prayer information is distributed to interested parties.

d. Maintain an effective donor contact list and system of regular communication for the promotion of the hospital and its needs.

e. Ensure that the reporting requirements of SIM and donor or partner organisations are met.

5. Culture Setting

a. Encourage a culture of care and collaboration, where each team member is valued.

b. Encourage a culture that builds spiritual maturity and Christian character.

Key Performance Indicators:

1. Team Cohesion

2. Systems improvement

3. Personnel development

4. Financial viability

5. Quality metrics

6. Progress in achieving stated goals and objectives

Appendix

Languages:

Proficiency in French prior to commencement in the role is highly desirable; the addition of Hausa and English are beneficial.

Preferred experience/education:

Advanced degree or equivalent experience in public health, health care administration, education, theology or business administration

Cross cultural experience