



**MINISTRY OF HEALTH AND SANITATION  
OFFICE OF THE CHIEF MEDICAL OFFICER  
Vacancies: Postgraduate Medical Training & University Teaching Hospitals**

The Ministry of Health and Sanitation (MoHS) of the Government of the Republic of Sierra Leone has the overall responsibility of providing leadership and coordination of health services in the country. In fulfilling that mandate, the MoHS constantly develop policies and implements programmes and interventions aimed at providing safe healthcare services to patients at an affordable cost and in the most efficient manner.

Consistent with the above, the government of Sierra Leone established the College of Medicine and Allied Health Sciences (COMAHS) in 1989 to train medical practitioners who will provide safe and high quality healthcare services to the people of Sierra Leone. To date, it remains the only Medical School in the country. While the institution has been indispensable in the overall delivery of healthcare in the country, it has never attained the status of training specialized medical doctors and currently, all doctors trained at COMAHS have to seek specialized training from other countries in the sub-region or elsewhere. The practice of sending doctors for specialized training in other countries is both expensive and does not always produce the desired number of specialists since many doctors fail to return home after completion of training. Consequently, the number of specialists in the country has constantly remained low and therefore inadequate to meet the needs of the country.

This unfortunate situation was exacerbated by the outbreak of the Ebola virus disease when many doctors died within a short period of time, leaving an already understaffed health system struggling to cope during an emergency of global proportions. To address this situation the Government of Sierra Leone through the Ministry of Health and Sanitation is embarking on establishing a local Post Graduate Medical Training Programme as one of its flagship programmes to increase the supply of specialist doctors in the country. This will be established by the enactment of the Teaching Hospital Complex Administration Act 2016 and the Sierra Leone Council of Postgraduate Colleges of Health Specialist Act 2016.

MOHS is seeking to fill the following positions for the Postgraduate Medical Training and University Teaching Hospitals, to be located at the various hospitals in Freetown.

### **1. Chief Medical Director: University Teaching Hospitals**

The University Teaching Hospitals are located in Freetown with approximately 10,000 admissions per year. The hospitals provide medical care for adults and children from the western Area and also serves as the only tertiary referral hospital for the country. The hospitals are seeking accreditation by the West African colleges in Paediatrics, Internal Medicine and Obstetrics and Gynaecology. As the

Chief Medical Director you would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leones first ever postgraduate training programme, producing the country's future leaders in Health. Under the Strategic direction of the Teaching Hospital Board, the Chief Medical Director will be responsible for the effective and smooth running of the Teaching Hospitals and also ensure the occurrence of postgraduate training in all the Hospitals.

#### **KEY AREAS OF ACCOUNTABILITY:**

- Accreditation for postgraduate medical training of any remaining departments for Post graduate Specialist training
- The Chief Medical Director shall be responsible for the execution of the policies and matters affecting the day-to-day management of the Administration.
- Improvement in hospital's performance and efficiency within the allocated budget and
- advice on strategic staff hiring and professional development to the hospital management team.

#### **QUALTIFICATIONS AND EXPERIENCE:**

##### **Minimum Education:**

- Is a registered member of a Medical and Dental Council recognized by the Board, for a period of not less than fifteen years
- Has considerable administrative and professional experience in matters of health and medical education at post-graduate level.
- Holds a post-graduate specialist medical qualification obtained not less than ten years prior to the appointment as Chief Medical Director.
- Should NOT be below the rank of a Full professor.
- has considerable leadership, administrative and professional experience in matters of health and medical education at post-graduate level,
- Must be an Active Clinician
- Must have experience as head of Department and or Schools in University Teaching Hospital
- Understanding of computer software programs and other computer skills including networking, databases, email etc.
- Good time management skills and ability to multi-task
- Ability to write high quality reports and briefing documents
- Good listening skills
- Supervisory Ability

### **2. Deputy Chief Medical Director: University Teaching Hospitals**

#### **ROLE SPECIFICATION:**

Under the Strategic direction of the Chief Medical Director, The DCMD (CMAC) will ensure a high academic and Clinical standard at the teaching hospitals. The DCMD will supervise the Clinical Deputy Directors to ensure a high standard of care is given within the University Teaching Hospitals. The DCMD will communicate gaps and Lapses in protocol management with the CMD for immediate correction. The DCMD will also assist the CMD in identifying academic staff requirements for the optimal running of the Teaching Hospitals.

#### KEY AREAS OF ACCOUNTABILITY:

- The Deputy Chief Medical Director shall be directly responsible to the Chief Medical Director, perform other duties as assigned to him by the Chief Medical Director
- In the absence of the Chief Medical Director perform the functions of the Chief Medical Director.
- Chairman, Medical Advisory Committee.
- Encourage Research in the hospitals.
- Ensures standards in Management and treatment at the hospitals.

#### QUALIFICATIONS AND EXPERIENCE:

- a registered member of a Medical and Dental Council recognized by the Board, for a period of not less than ten years
- Holds a post-graduate specialist medical qualification obtained not less than ten years prior to appointment as Deputy Chief Medical Director.
- Should have attained the rank of a Full professor.
- has considerable administrative and professional experience in matters of health and medical education at post-graduate level,
- Must be an Active Clinician
- Must have experience as head of Department and or Schools in University Teaching Hospitals
- Understanding of computer software programs and other computer skills including networking, databases, email etc.
- Good time management skills and ability to multi-task
- Ability to write high quality reports and briefing documents
- Good listening skills
- Supervisory Ability

### 3 Consultant Histopathologist

The Connaught Hospital is located in the Central part of Freetown with approximately 5,000 admissions per year. The Hospital provides medical care for Adults from the western Area and also serves as the only Tertiary referral Hospital for the country. As a Consultant Physician in Internal Medicine, You would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leones first ever postgraduate training programme, producing the country's future leaders in Internal Medicine

#### ROLE SPECIFICATION:

To ensure that the Histopathological services provided at Connaught Hospital is at a level expected of a centre of clinical excellence and that a high quality postgraduate training programme is delivered. This is an opportunity to take a leadership role in establishing the first Histopathology postgraduate training program in Sierra Leone.

#### KEY AREAS OF ACCOUNTABILITY

Provide general inpatient and outpatient Histopathology Services, such as:

- Receiving referrals from colleagues in and out of the hospital
- Provide postgraduate training programme at Connaught Hospital, this includes:
- Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.
- Actively participating in the postgraduate academic teaching programme
- Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
- Liaising with the Ministry of Health & Sanitation, the West African College of Physician (WACP) Sierra Leone chapter on a regular basis, including attendance of the monthly WACP meeting.
- Perform Additional academic activities, such as:
- Delivering teaching to doctors, nurses and students at the hospital
- Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
- Supervising research and audit as appropriate.
- Clinical service development.

Taking joint responsibility with teaching Hospital management and staff to improve patient care. This could include: developing clinical guidelines for the hospital, developing specialist Orthopaedic services by running specialty clinics, advising on the appropriate equipping of hospital facilities and improving clinical care pathways relevant to the sub-specialty

#### Minimum Education

Required

Medical degree from a WHO-recognised medical school

A fellow of the West African College of Physician (Histopathology) or Fellow from a college formally recognised by the WACP (such as a certificate of completion of (specialist) training MRCPATH-UK), American Board Certificate in Histopathology.) Other suitable qualifications that are equivalent to FWACP will be considered

Experience:

Essential

Practiced as a consultant for a minimum of 10 years

Experience of practicing as a consultant in a developing country

Experience of teaching at postgraduate and undergraduate levels

Desirables

Experience in leading a team of doctors and Lab scientist.

Have a minimum of five publications in a recognised peer review journal

Demonstrable special interest within Histopathology

Required Skills and Expertise:

Understanding of computer software programs and other computer skills including networking, databases, email etc.

Good time management skills and ability to multi-task

Ability to write high quality reports and briefing documents

Good listening skills

### 4. Consultant Oncologist

The Connaught Hospital is located in the Central part of Freetown with approximately 5,000 admissions per year. The Hospital provides medical care for Adults from the western Area and also serves as the only Tertiary referral Hospital for the country. As a Consultant Oncologist you will have an office at Connaught Hospital but you will

be expected to give clinical services to PCMH (Princess Christian Maternity Hospital) and ODCH (Ola During Childrens Hospital).

#### ROLE SPECIFICATION:

To ensure that the clinical Oncology care provided is at a level expected of a Centre of clinical excellence and that a high quality postgraduate training programme is delivered.

#### KEY AREAS OF ACCOUNTABILITY:

I. Provide general inpatient and outpatient services for all teaching Hospitals.

- Engaging in direct clinical work at a consultant level
- Running specialist ward rounds and outpatient clinics
- Receiving referrals from colleagues in and out of the teaching hospital
- Providing on-call support.

II. Provide postgraduate training programme at Connaught Hospital, this includes:

- Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.
- Actively participating in the postgraduate academic teaching programme
- Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
- Liaising with the Ministry of Health & Sanitation, the West African College of Physician (WACP)
- Or Surgeons, Sierra Leone chapter on a regular basis, including attendance of the monthly WACP meeting.

III. Perform Additional academic activities, such as:

- Delivering teaching to doctors, nurses and students at the hospital
- Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
- Supervising research and audit as appropriate.

IV. Clinical service development.

Taking joint responsibility with teaching Hospital management and staff to improve patient care. This could include: developing clinical guidelines for the hospital, developing specialist Oncology services by running specialty clinics, advising on the appropriate equipping of hospital facilities and improving clinical care pathways relevant to the specialty.

#### Minimum Education

##### Required

Medical degree from a WHO-recognised medical school

A fellow of the West African Colleges of Physicians or Surgeons or Fellow from a college formally recognised by the WACP and WACS (such as a certificate of completion of (specialist) training MRCP-UK), American Board Certification in Oncology. Other suitable qualifications that are equivalent to FWACP or FWACS will be considered.

##### Desirable

Qualification in tropical medicine, public health or clinical education.

##### Experience

##### Essential

Practiced as an Oncologist for a minimum of 5 years

Experience of practicing as a consultant in a developing country

Experience of teaching at postgraduate and undergraduate levels

##### Desirables

Experience in leading a team of senior lecturers in the delivery of a postgraduate academic programme at an accredited department of Medicine or Surgery.

Have a minimum of five publications in a recognised peer review journal

#### Required Skills and Expertise:

Understanding of computer software programs and other computer skills including networking, databases, email etc.

Good time management skills and ability to multi-task

Ability to write high quality reports and briefing documents

Good listening skills

Knowledge of Cancer Registry

### 5. Consultant: Ear Nose and Throat Surgeon (Otolaryngologist)

The Connaught Hospital is located in the Central part of Freetown with approximately 5000 admissions per year. The Hospital provides medical care for Adults and Children from the western Area but also serves as the only Tertiary referral Hospital for the country. The department of Surgery was granted accreditation by the West African college of Surgeons to train for Part I in General surgery. As a consultant Otolaryngologist, You would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leone's first ever postgraduate training programme, producing the country's future leaders in Surgery.

#### ROLE SPECIFICATION:

To ensure that the Ear Nose and Throat care provided at Connaught Hospital is at a level expected of a Centre of clinical excellence and that a high quality surgical postgraduate training programme is delivered.

#### KEY AREAS OF ACCOUNTABILITY:

Provide general inpatient and outpatient Ear Nose and Throat care, such as:

Engaging in direct clinical work at a consultant level

Running specialist ward rounds and outpatient clinics

Receiving referrals from colleagues in and out of the hospital

Providing on-call support.

Provide postgraduate training programme at Connaught Hospital, this includes:

Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.

Actively participating in the postgraduate academic teaching programme

Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting

Liaising with the Ministry of Health & Sanitation, the West African College of Surgeons (WACS) Sierra Leone chapter on a regular basis, including attendance of the monthly WACS meeting.

Perform Additional academic activities, such as:

Delivering teaching to doctors, nurses and students at the hospital

Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)

Participating in research and clinical audit as appropriate.

I. Clinical service development.

Taking joint responsibility with teaching Hospital management and staff to improve patient care. This could include: leading the development or updating of clinical guidelines for the hospital, developing specialist Ear Nose and Throat services by running specialty clinics, advising on the appropriate equipping of hospital facilities and improving clinical care

#### Minimum Education:

##### Required

Medical degree from a WHO-recognised medical school

A fellow of the West African College of Surgeons (Otolaryngology) or Fellow from a college formally recognised by the WACS (such as a certificate of completion of (specialist) training FRCS-UK), American Board Certificate in Otolaryngology.) Other suitable qualifications that are equivalent to FWACS will be considered.

##### Desirable

Qualification in tropical medicine, public health or clinical education.

##### Experience

##### Essential

Practiced as a consultant for a minimum of 10 years

Experience of practicing as a consultant in a developing country

Experience of teaching at postgraduate and undergraduate levels

##### Desirables

Experience in leading a team of senior lecturers in the delivery of a postgraduate academic programme at an accredited department of surgery Have a minimum of five publications in recognised peer review journals

#### Required Skills and Expertise:

Understanding of computer software programs and other computer skills including networking, databases, email etc.

Good time management skills and ability to multi-task

Ability to write high quality reports and briefing documents

Good communication skills

## 6. Consultant Orthopaedic Surgeon

The Connaught Hospital is located in the Central part of Freetown with approximately 5000 admissions per year. The Hospital provides medical care for Adults and Children from the western Area but also serves as the only Tertiary referral Hospital for the country. The department of Surgery was granted temporary accreditation by the West African college of Surgeons to train for Part I in surgery. As a consultant Orthopaedic Surgeon You would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leone's first ever postgraduate training programme, producing the country's future leaders in Surgery and Orthopaedic

#### ROLE SPECIFICATION:

To ensure that the Orthopaedic care provided at Connaught Hospital is at a level expected of a Centre of clinical excellence and that a high quality Surgical postgraduate training programme is delivered.

#### KEY AREAS OF ACCOUNTABILITY:

- II. Provide general inpatient and outpatient Orthopaedic care, such as:
  - Engaging in direct clinical work at a consultant level
  - Running specialist ward rounds and outpatient clinics
  - Receiving referrals from colleagues in and out of the hospital
  - Providing on-call support.
- III. Provide postgraduate training programme at Connaught Hospital, this includes:
  - Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.

- Actively participating in the postgraduate academic teaching programme
- Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
- Liaising with the Ministry of Health & Sanitation, the West African College of Surgeons (WACS) Sierra Leone chapter on a regular basis, including attendance of the monthly WACS meeting.

#### IV. Perform Additional academic activities, such as:

- Delivering teaching to doctors, nurses and students at the hospital
- Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
- Supervising research and clinical audit as appropriate.

#### V. Clinical service development.

Taking joint responsibility with teaching Hospital management and staff to improve patient care. This could include: leading the development and updating of clinical guidelines for the hospital, developing specialist Orthopaedic services by running specialty clinics, advising on the appropriate equipping of hospital facilities and improving clinical care pathways

#### QUALIFICATIONS AND EXPERIENCE:

##### Minimum Education

##### Required

Medical degree from a WHO-recognised medical school

A fellow of the West African College of Surgeons (Orthopaedics) or Fellow from a college formally recognised by the WACS (such as a certificate of completion of (specialist) training FRCS-UK), American Board Certificate in Orthopaedic Surgery.) Other suitable qualifications that are equivalent to FWACS will be considered.

##### Desirable

Qualification in tropical medicine, public health or clinical education.

##### Experience

##### Essential

Practiced as a consultant for a minimum of 10 years

Experience of practicing as a consultant in a developing country

Experience of teaching at postgraduate and undergraduate levels

##### Desirables

Experience in leading a team of senior lecturers in the delivery of a postgraduate academic programme at an accredited department of Surgery

Have a minimum of five publications in a recognised peer review journal

Demonstrable sub-specialisation or special interest within Orthopaedic surgery

#### Required Skills and Expertise:

Understanding of computer software programs and other computer skills including networking, databases, email etc.

Good time management skills and ability to multi-task

Ability to write high quality reports and briefing documents

Good listening skills

## 7. Consultant Paediatrician

#### BACKGROUND:

The Ola during Children's Hospital is located in the Eastern part of Freetown with approximately 10,000 admissions per year. The

Hospital provides medical care for neonates and Children from the Eastern Area but also serves as the only Tertiary referral Centre for Paediatrics for the country.

ODCH is one of the hospitals in the Teaching Hospital Complex Administration. The Teaching Hospital Complex Administration Act is passed and has received Presidential Assent. The Sierra Leone Council for Postgraduate Colleges of Health Specialist Act has also been passed paving the way for Local Postgraduate training in Sierra Leone to commence. As a short term goal, accreditation from the West African College of Physicians is being sought. Postgraduate training will start under the West African College of Physician.

As a consultant Pediatrician You would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leones first ever postgraduate training programme, producing the country's future leaders in Paediatrics.

#### ROLE SPECIFICATION:

To ensure that the clinical care provided at ODCH is at a level expected of a Centre of clinical excellence and high quality Paediatrics postgraduate training programme is delivered. This is an opportunity to participate in establishing the first Paediatrics postgraduate training program in Sierra Leone.

#### KEY AREAS OF ACCOUNTABILITY:

- VI. Provide general inpatient and outpatient Paediatrics care, such as:
  - Engaging in direct clinical work at a consultant level
  - Running specialist ward and outpatient clinic
  - Receiving referrals from colleagues in and out of the hospital
- Providing on-call support
- VII. Provide postgraduate training programme at Ola During Hospital, this includes:
  - Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.
  - Actively participating in the postgraduate academic teaching programme
  - Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
  - Liaising with the Ministry of Health & Sanitation, the West African College of Physician (WACP) Sierra Leone chapter on a regular basis, including attendance of the monthly WACP meeting.
- VIII. Perform Additional academic activities, such as:
  - Delivering teaching to doctors, nurses and students at the hospital
  - Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
  - Supervising research and audit as appropriate.
- IX. Clinical service development.
  - Taking joint responsibility with teaching Hospital management and staff to improve patient care. This could include: leading the development and updating of clinical guidelines for the hospital, developing specialist Paediatric services by running specialty clinic, advising on the

appropriate equipping of hospital facilities and improving clinical care pathways relevant to the sub-specialty; and supervise peers in clinical services

#### QUALIFICATIONS AND EXPERIENCE:

Minimum Education:

Required

Medical degree from a WHO-recognised medical school

A fellow of the West African College of Physician (Paediatrics) or Fellow from a college formally recognised by the WACP (such as a certificate of completion of (specialist) training (MRCP-UK), American Board Certificate in Paediatrics.) Other suitable qualifications that are equivalent to FWACP will be considered.

Desirable

Qualification in tropical medicine, public health or clinical education.

Experience

Essential

Practiced as a consultant for a minimum of 10 years

Experience of practicing as a consultant in a developing country

Experience of teaching at postgraduate and undergraduate levels

Desirables

Experience in leading a team of senior lecturers in the delivery of a postgraduate academic programme

Have a minimum of five publications in recognised peer review journals

#### Required Skills and Expertise:

Understanding of computer software programs and other computer skills including networking, databases, email etc.

Good time management skills and ability to multi-task

Ability to write high quality reports and briefing documents

Good communication skills

## 8. Consultant Radiologist

As a Consultant Radiologist You would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leones first ever postgraduate training programme, producing the country's future leaders in Health.

#### ROLE SPECIFICATION:

To ensure that the Radiology care provided at Connaught Hospital and ODCH is at a level expected of centres of clinical excellence and that a high quality postgraduate training programme is delivered.

#### KEY AREAS OF ACCOUNTABILITY:

- X. Provide general inpatient and outpatient Radiology care, such as:
  - Engaging in direct radiological services at a consultant level
  - Attending Specialist and surgical grand rounds.
  - Receiving referrals from colleagues in and out of the hospital
  - Provide support services for the radiology Facilities at ODCH and PCMH.
- XI. Provide postgraduate training support at Connaught and ODCH Hospitals, this includes:
  - Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.

- Actively participating in the postgraduate academic teaching programme
  - Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
  - Liaising with the Ministry of Health & Sanitation, the West African College of Surgeons (FWACS) Sierra Leone chapter on a regular basis, including attendance of the monthly FWACS meeting.
- XII. Perform Additional academic activities, such as:
- Delivering teaching to doctors, nurses and students at the hospital
  - Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
  - Participating in research and clinical audit as appropriate.

Clinical service development

#### QUALIFICATIONS AND EXPERIENCE:

Minimum Education:

Required

Medical degree from a WHO-recognised medical school

A fellow of the West African College of Surgeon (FWACP) (Radiology) or Fellow from a college formally recognised by the WACS (such as a certificate of completion of (specialist) training FRCS-UK), American Board Certificate in Radiology.) Other suitable qualifications that are equivalent to FWACS will be considered.

Desirable

Qualification in tropical medicine, public health or clinical education.

Experience

Essential

Practiced as a consultant for a minimum of 10 years

Experience of practicing as a consultant in a developing country

Experience of teaching at postgraduate and undergraduate levels

Desirables

Experience in leading a team of senior lecturers in the delivery of a postgraduate academic programme at an accredited department of Radiology

Have a minimum of five publications in recognised peer review journals

Required Skills and Expertise:

Understanding of computer software programs and other computer skills including networking, databases, email etc.

Good time management skills and ability to multi-task

Ability to write high quality reports and briefing documents

Good communication skills

### 9. Consultant Chemical Pathologist

The Connaught Hospital is located in the western part of Freetown with approximately 5,000 admissions per year. The Hospital provides medical care for adults and Children from the western Area but also serves as the only Tertiary referral Centre for the country. As a Consultant Chemical Pathologist, you will have a direct and significant impact on the quality of care provided at all the Teaching Hospitals and play a crucial role in the development of Sierra Leones first ever postgraduate training programme.

ROLE SPECIFICATION:

To ensure that the Chemical Pathology Services provided at Connaught Hospital is at a level expected of a Centre of clinical excellence and that a high quality postgraduate training programme is delivered.

#### KEY AREAS OF ACCOUNTABILITY:

- Provide general inpatient and outpatient Chemical Pathology Services, such as:
- Receiving referrals from colleagues in and out of the hospital
- Providing on-call support.

XIII. Support postgraduate training programme at Connaught Hospital, this includes:

- Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.
- Actively participating in the postgraduate academic teaching programme
- Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
- Liaising with the Ministry of Health & Sanitation, the West African College of Physicians (WACP) Sierra Leone chapter on a regular basis, including attendance of the monthly WACP meeting.

XIV. Perform Additional academic activities, such as:

- Delivering teaching to doctors, nurses and students at the hospital
- Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
- Supervising research and audit as appropriate.

XV. Clinical service development.

Taking joint responsibility with teaching Hospital management and staff to improve patient care. This could include: developing clinical guidelines for the hospital, advising on the appropriate equipping of hospital Laboratory facilities

#### QUALIFICATIONS AND EXPERIENCE:

Minimum Education:

Required

- Medical degree from a WHO-recognised medical school

A fellow of the West African College of Physician or Fellow from a college formally recognised by the WACP (such as a certificate of completion of (specialist) training MRCPATH-UK), American Board Certificate in Chemistry Pathology.) Other suitable qualifications that are equivalent to FWACP will be considered.

Desirable

Qualification in tropical medicine, public health or clinical education.

Experience

Essential

Practiced as a consultant for a minimum of 5-10 years

Experience of practicing as a consultant in a developing country

Experience of teaching at postgraduate and undergraduate levels

Desirables

- Experience in leading a team of doctors and scientists
- Have a minimum of five publications in a recognised peer reviewed journal

Demonstrable special interest within Chemical Pathology

#### Required Skills and Expertise:

- Understanding of computer software programs and other computer skills including networking, databases, email etc.
- Good time management skills and ability to multi-task
- Ability to write high quality reports and briefing documents

Good communication skills

## 10. Consultant Dermatologist

As a Consultant Physician in Internal Medicine, You would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leone's first ever postgraduate training programme, producing the country's future leaders in Internal Medicine.

#### ROLE SPECIFICATION:

To ensure that the clinical care provided at Connaught Hospital is at a level expected of a Centre of clinical excellence and that a high quality Internal Medicine postgraduate training programme is delivered. This is an opportunity to take a leadership role in establishing the first Internal Medicine postgraduate training program in Sierra Leone.

#### KEY AREAS OF ACCOUNTABILITY:

- XVI. Provide general inpatient and outpatient Internal Medicine care, such as:
- Engaging in direct clinical work at a consultant level
  - Running specialist ward rounds and outpatient clinic
  - Receiving referrals from colleagues in and out of the hospital
  - Providing on-call support.
- XVII. Provide postgraduate training programme at Connaught Hospital, this includes:
- Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.
  - Actively participating in the postgraduate academic teaching programme
  - Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
  - Liaising with the Ministry of Health & Sanitation, the West African College of Physician (WACP) Sierra Leone chapter on a regular basis, including attendance of the monthly WACP meeting.
- XVIII. Perform Additional academic activities, such as:
- Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
  - Supervising research and clinical audit as appropriate.
- XIX. Clinical service development.

Taking joint responsibility with teaching Hospital management and staff to improve patient care. This could include:

Leading the work for development or updating of clinical guidelines

#### QUALIFICATIONS AND EXPERIENCE:

Minimum Education

Required

- Medical degree from a WHO-recognised medical school

A fellow of the West African College of Physician (Internal Medicine) or Fellow from a college formally recognised by the WACP (such as a certificate of completion of (specialist) training MRCP-UK), American Board Certificate in Internal Medicine.) Other suitable qualifications that are equivalent to FWACP will be considered.

Desirable

Qualification in tropical medicine, public health or clinical education.

Experience

Essential

Practiced as a consultant for a minimum of 10 years

Experience of practicing as a consultant in a developing country

Experience of teaching at postgraduate and undergraduate levels

Desirables

- Experience in leading a team of senior lecturers in the delivery of a postgraduate academic programme at an accredited department of Physician
- Have a minimum of five publications in recognised peer review journals

#### Required Skills and Expertise:

- Understanding of computer software programs and other computer skills including networking, databases, email etc.
- Good time management skills and ability to multi-task
- Ability to write high quality reports and briefing documents

Good communication skills

## 11. Consultant Family Physician

#### BACKGROUND:

This is an example of Public Private Partnership. Blue Shield Hospital received accreditation in 2005 to train Family Physicians for Sierra Leone. Because it is a private hospital, clinical rotation for at least 18 months is done at the Teaching hospitals with Consultant specialist supervising their rotation. The Family Medicine postings and clinical activities are done solely at Blue Shield Hospital.

Blue Shield Hospital is located in the Central part of Freetown with approximately 2000 admissions per year. The Hospital is privately owned and provides medical care for Adults and Children from the western Area and also serves as an accredited Institution to train Family Physicians for Sierra Leone. As a consultant Family Physician, You would have a direct and significant impact on the quality of care provided at the Hospital and also play a crucial role in the development of postgraduate training programme in Family Medicine at Connaught Hospital. It is hoped that Connaught Hospital will gain accreditation for training Family Physicians with the operation of a staff Clinic at the hospital.

#### ROLE SPECIFICATION:

To ensure that the clinical care provided at Blue Shield Hospital is at a level expected of a center of clinical excellence and that a high quality Family Medicine postgraduate training programme is developed at Connaught Hospital to provide care for Staff and their families. This is an opportunity to take a leadership role in establishing Family Medicine postgraduate training program at Connaught Hospital in Sierra Leone.

#### KEY AREAS OF ACCOUNTABILITY:

- XX. Provide general inpatient and outpatient Family Medicine care, such as:
- Engaging in direct clinical work at a consultant level.
  - Receiving referrals from colleagues in and out of the hospital
  - Providing on-call support.
  - Provide postgraduate training programme at Connaught Hospital, this includes:
  - Offering educational support (supervision/mentoring) to Registrars and Senior Registrars.
  - Actively participating in the postgraduate academic teaching programme
  - Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
  - Liaising with the West African College of Physician (WACP) Sierra Leone chapter on a regular basis, including attendance of the monthly WACP meeting.
  - Delivering teaching to doctors, nurses and students at the hospital
  - Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
  - Supervising research and clinical audit as appropriate.

#### QUALIFICATIONS AND EXPERIENCE:

Minimum Education:

Required

- Medical degree from a WHO-recognised medical school
- A fellow of the West African College of Physician (Family Medicine) or Fellow from a college formally recognised by the FWACP (such as a certificate of completion of (specialist) training FRCS-UK), American Board Certificate in Family Medicine.) Other suitable qualifications that are equivalent to FWACP will be considered.

Desirable

Qualification in tropical medicine, public health or clinical education.

Experience:

Five years of clinical practices in a developing country

Required Skills and Expertise:

- Understanding of computer software programs and other computer skills including networking, databases, email etc.
- Good time management skills and ability to multi-task
- Ability to write high quality reports and briefing documents

Good communication skills

## 12. Consultant in Medical Microbiology

As a Consultant Microbiologist You would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leones first ever postgraduate training programme, producing the country's future leaders in Medicine.

#### ROLE SPECIFICATION:

To set up a Medical Microbiology Lab at the Connaught Hospital and to ensure that the Microbiology Services provided at Connaught Hospital is at a level expected of a center of clinical excellence and that a high quality postgraduate training programme is delivered at the hospital.

#### KEY AREAS OF ACCOUNTABILITY:

- XXI. Ensure the provision of inpatient and outpatient Microbiological Services such as:
- Engaging in direct clinical work at a consultant level in the wards and in the Laboratory
  - Receiving referrals from colleagues in and out of the hospital
  - Providing on-call support
- XXII. Provide postgraduate and undergraduate training programme at Connaught Hospital, this includes:
- Offering educational support (supervision/mentoring) to residents, house officers, medical students and Laboratory Technologists.
  - Actively participating in the postgraduate academic teaching programme
  - Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
  - Liaising with the Ministry of Health & Sanitation, the West African College of Physician (WACP) Sierra Leone chapter on a regular basis, including attendance of the monthly WACP meeting.
- XXIII. Perform Additional academic activities, such as:
- Delivering teaching to doctors, nurses and students at the hospital
  - Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
  - Participating research and laboratory quality assurance program as appropriate.
- XXIV. Laboratory Service development.
- Taking joint responsibility with teaching Hospital management and staff to improve laboratory services. This could include: advising on the appropriate equipping of hospital Laboratories

#### QUALIFICATIONS AND EXPERIENCE:

Minimum Education:

Required

- Medical degree from a WHO-recognised medical school
- A fellow of the West African College of Physician (Microbiologist) or Fellow from a college formally recognised by the WACP (such as a certificate of completion of (specialist) training MRCP UK), American Board Certificate in Medical Microbiologist.) Other suitable qualifications that are equivalent to FWACP (Lab Med) will be considered.

Desirable

Qualification in tropical medicine, public health

Experience: Five years of clinical practices in a developing country

Required Skills and Expertise:

- Understanding of computer software programs and other computer skills including networking, databases, email etc.
- Good time management skills and ability to multi-task
- Ability to write high quality reports and briefing documents

Good communication skills



### 13. Consultant Obstetrician Gynaecologist

NUMBER OF POSTS: TWO (2)

Contract Duration: One year, renewable based on performance and funding availability

#### BACKGROUND:

The Princess Christian Maternity Hospital (PCMH) is located in the eastern part of Freetown with approximately 10,000 admissions per year. The hospital provides medical care for Pregnant and Lactating mothers in the western Area but also serves as the only tertiary referral Centre for obstetrics and Gynaecology for the country. The hospital was granted temporary accreditation by the West African college of physicians in November 2013. As a Consultant Obstetrician and Gynecologist, you would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leones first ever postgraduate training programme, producing the country's future leaders in Maternal health.

#### ROLE SPECIFICATION:

To ensure that the clinical care provided at PCMH is at a level expected of a Centre of clinical excellence and that a high quality OBGYN postgraduate training programme is delivered. This is an opportunity to take a leadership role in establishing the first OBGYN postgraduate training program in Sierra Leone.

#### KEY AREAS OF ACCOUNTABILITY:

- I. Provide general inpatient and outpatient OBGYN care, such as:
  - Engaging in direct clinical work at a consultant level
  - Running specialist ward and outpatient clinic
  - Receiving referrals in sub- specialty areas from colleagues in the hospital
  - Providing on-call support by telephone
- II. Take the lead in establishing the postgraduate training programme at PCMH, this includes:
  - Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.
  - Actively participating in the postgraduate academic teaching programme
  - Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
  - Liaising with the Ministry of Health & Sanitation, the West African College of Surgeons (WACS) Sierra Leone chapter on a regular basis, including attendance of the monthly WACS meeting.
- III. Perform Additional academic activities, such as:
  - Delivering teaching to doctors, nurses and students at the hospital
  - Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
  - Participating research and clinical audit as appropriate.
- IV. Clinical service development.
  - Taking joint responsibility with teaching Hospital management and staff to improve patient care. This could include: lead the development and updating of clinical guidelines for the hospital, developing sub-specialist Obstetric services by running specialty clinic, advising on the

appropriate equipping of hospital facilities and improving clinical care pathways relevant to the sub-specialty; advice on strategic staff hiring and development.

- Liaise with senior hospital management and senior clinicians on all aspects of service delivery.

#### Minimum Education

##### Required

Medical degree from a WHO-recognised medical school A fellow of the West African College of Surgeons (OBGYN) or Fellow from a college formally recognised by the WACS (such as a certificate of completion of (specialist) training (RCPCH-UK), RCOG, American Academy of Board Certificate in Obst/Gynae.) Other suitable qualifications that are equivalent to FWACS will be considered.

##### Desirable

Qualification in tropical medicine, public health or clinical education.

##### Experience:

###### Essential

Practiced as a consultant for a minimum of 10 years

Experience of practicing as a consultant in a developing country

- Experience of teaching at postgraduate and undergraduate levels. Desirables
- Experience in leading a team of senior lecturers in the delivery of a postgraduate academic programme at an accredited department of OBGYN
- Have a minimum of five publications in a recognised peer review journal

Demonstrable sub-specialisation or special interest within OBGYN.

##### Required Skills and Expertise:

- Understanding of computer software programs and other computer skills including networking, databases, email etc.
- Good time management skills and ability to multi-task
- Ability to write high quality reports and briefing documents

Good communication skills.

## 14. Consultant Gastroenterologist

The Connaught Hospital is located in the Central part of Freetown with approximately 5,000 admissions per year. The Hospital provides medical care for Adults from the western Area and also serves as the only Tertiary referral Hospital for the country. As a Consultant Physician in Internal Medicine, You would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leones first ever postgraduate training programme, producing the country's future leaders in Internal Medicine.

### ROLE SPECIFICATION:

To ensure that the clinical care provided at Connaught Hospital is at a level expected of a Centre of clinical excellence and that a high quality Internal Medicine postgraduate training programme is delivered. This is an opportunity to take a leadership role in establishing the first Internal Medicine postgraduate training program in Sierra Leone.

### KEY AREAS OF ACCOUNTABILITY:

- V. Provide general inpatient and outpatient Internal Medicine care, such as:
  - Engaging in direct clinical work at a consultant level
  - Running specialist ward rounds and outpatient clinics
  - Receiving referrals from colleagues in and out of the hospital
  - Providing on-call support.
- VI. Provide postgraduate training programme at Connaught Hospital, this includes:
  - Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.
  - Actively participating in the postgraduate academic teaching programme
  - Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
  - Liaising with the Ministry of Health & Sanitation, the West African College of Physician (WACP) Sierra Leone chapter on a regular basis, including attendance of the monthly WACP meeting.
- VII. Perform Additional academic activities, such as:
  - Delivering teaching to doctors, nurses and students at the hospital
  - Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
  - Supervising research and audit as appropriate.
- VIII. Clinical service development.
  - Taking joint responsibility with teaching Hospital management and staff to improve patient care. This could include: developing clinical guidelines for the hospital, developing specialist gastroenterology services by running specialty clinics, advising on the appropriate equipping of hospital facilities and improving clinical care pathways relevant to the sub-specialty.

### QUALIFICATIONS AND EXPERIENCE:

Minimum Education:

Required

- Medical degree from a WHO-recognised medical school

A fellow of the West African College of Physician (Internal Medicine) or Fellow from a college formally recognised by the WACP (such as a certificate of completion of (specialist) training MRCP-UK), American Board Certificate in Internal Medicine.) Other suitable qualifications that are equivalent to FWACP will be considered.

Desirable

Qualification in tropical medicine, public health or clinical education.

Essential

- Practiced as a consultant for a minimum of 10 years

- Experience of practicing as a consultant in a developing country
- Experience of teaching at postgraduate and undergraduate levels experience. Desirables
- Experience in leading a team of senior lecturers in the delivery of a postgraduate academic programme at an accredited department of Physician
- Have a minimum of five publications in a recognised peer review journal  
Demonstrable sub-specialisation or special interest within Internal Medicine.

### Required Skills and Expertise:

- Understanding of computer software programs and other computer skills including networking, databases, email etc.
- Good time management skills and ability to multi-task
- Ability to write high quality reports and briefing documents

Good communication skills

## 15. Consultant Respiratory Physician

The Connaught Hospital is located in the Central part of Freetown with approximately 5,000 admissions per year. The Hospital provides medical care for Adults from the western Area and also serves as the only Tertiary referral Hospital for the country. As a Consultant Physician in Internal Medicine, You would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leones first ever postgraduate training programme, producing the country's future leaders in Internal Medicine

### ROLE SPECIFICATION:

To ensure that the clinical care provided at Connaught Hospital is at a level expected of a Centre of clinical excellence and that a high quality Internal Medicine postgraduate training programme is delivered. This is an opportunity to take a leadership role in establishing the first Internal Medicine postgraduate training program in Sierra Leone.

### KEY AREAS OF ACCOUNTABILITY:

- IX. Provide general inpatient and outpatient Internal Medicine care, such as:
  - Engaging in direct clinical work at a consultant level
  - Running specialist ward rounds and outpatient clinics
  - Receiving referrals from colleagues in and out of the hospital
  - Providing on-call support.
- X. Provide postgraduate training programme at Connaught Hospital, this includes:
  - Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.
  - Actively participating in the postgraduate academic teaching programme
  - Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
  - Liaising with the Ministry of Health & Sanitation, the West African College of Physician (WACP) Sierra Leone chapter on a regular basis, including attendance of the monthly WACP meeting.
- XI. Perform Additional academic activities, such as:
  - Delivering teaching to doctors, nurses and students at the hospital
  - Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
  - Supervising research and audit as appropriate.
- XII. Clinical service development.

Taking joint responsibility with teaching Hospital management and staff to improve patient care. This could include: developing clinical guidelines for the hospital, developing specialist Respiratory services by running specialty clinics, advising on the appropriate equipping of hospital facilities and improving clinical care pathways relevant to the sub-specialty.

#### QUALIFICATIONS AND EXPERIENCE:

##### Required

- Medical degree from a WHO-recognised medical school

##### Desirable

A fellow of the West African College of Physician (Internal Medicine) or Fellow from a college formally recognised by the WACP (such as a certificate of completion of (specialist) training MRCP-UK), American Board Certificate in Internal Medicine.) Other suitable qualifications that are equivalent to FWACP will be considered.

##### Desirable

Qualification in tropical medicine, public health or clinical education.

##### Experience

##### Essential

- Practiced as a consultant for a minimum of 10 years
- Experience of practicing as a consultant in a developing country
- Experience of teaching at postgraduate and undergraduate levels. Desirables
- Experience in leading a team of senior lecturers in the delivery of a postgraduate academic programme at an accredited department of Physician
- Have a minimum of five publications in a recognised peer review journal

Demonstrable sub-specialisation or special interest within Internal Medicine.

#### Required Skills and Expertise:

- Understanding of computer software programs and other computer skills including networking, databases, email etc.
- Good time management skills and ability to multi-task
- Ability to write high quality reports and briefing documents

Good listening skills

### 16. Consultant Psychiatrist

As a consultant – Psychiatrist You would have a direct and significant impact on the quality of care provided at the Hospital and play a crucial role in the development of Sierra Leones first ever postgraduate training programme, producing the country's future leaders in Psychiatry.

#### ROLE SPECIFICATION:

To ensure that the Psychiatry care provided at Connaught Hospital is at a level expected of a center of clinical excellence and that a high quality postgraduate training programme is delivered

#### KEY AREAS OF ACCOUNTABILITY:

- XIII. Provide general inpatient and outpatient Psychiatry care, such as:
  - Engaging in direct clinical work at a consultant level
  - Running specialist ward rounds and outpatient clinics
  - Receiving referrals from colleagues in and out of the hospital
  - Providing on-call support.
- XIV. Provide postgraduate training programme at Connaught Hospital, this includes:

- Offering educational support (supervision/mentoring) to (medical officers) residents, house officers and medical students.
- Actively participating in the postgraduate academic teaching programme
- Facilitating placements/rotations and carrying out evaluations at the end of rotations/posting
- Liaising with the Ministry of Health & Sanitation, the West African College of Physician (WACP) Sierra Leone chapter on a regular basis, including attendance of the monthly WACP meeting.

#### XV. Perform Additional academic activities, such as:

- Delivering teaching to doctors, nurses and students at the hospital
  - Involvement with relevant national academic programmes at the College of Medicine and Allied Health Sciences (COMAHS)
  - Supervising research and clinical audit as appropriate.
- XVI. Clinical service development.
- XVII. Taking joint responsibility with teaching Hospital management and staff to improve patient care.

#### QUALIFICATIONS AND EXPERIENCE:

Minimum Education and experience:

##### Required

- Medical degree from a WHO-recognised medical school

A fellow of the West African College of Physician (Psychiatrist) or Fellow from a college formally recognised by the WACP (such as a certificate of completion of (specialist) training MRCP-UK), American Board Certificate in Internal medicine.) Other suitable qualifications that are equivalent to FWACP will be considered.

Qualification in tropical medicine, public health or clinical education

##### Essential

- Practiced as a consultant for a minimum of 10 years
- Experience of practicing as a consultant in a developing country

Experience of teaching at postgraduate and undergraduate levels

##### Desirables

- Experience in leading a team of senior lecturers in the delivery of a postgraduate academic programme at an accredited department of Surgery
- Have a minimum of five publications in a recognised peer review journal

Demonstrable sub-specialisation or special interest within Psychiatry.

### 17. Director of Administration

The Teaching Hospital Complex Administration Act was passed in March 2016 ushering in a Hospital Board with autonomy. This ushers in a new system of administration in the hospitals.

The Teaching Hospitals are located in Freetown with approximately 10,000 admissions per year. The hospitals provides medical care for adults and children from the western Area and also serves as the only tertiary hospital in Sierra Leone

#### ROLE SPECIFICATION:

Under the strategic direction of the Chief Medical Director, the Director of Administration should ensure a smooth administration and management system of the hospitals. The person will be responsible for all non- clinical arm of the Hospitals

Under the strategic direction of the Chief Medical Director, The Director of Administration is responsible for the day to day running of

the non- clinical sections of the Hospital. Supervises the non-clinical directors of the hospital

#### KEY AREAS OF ACCOUNTABILITY:

- Supervises and manages a smooth transition from Civil Service to Staff of the THCA.
- Be responsible to the Chief Medical Director for the effective functioning of all the administrative divisions of non-clinical departments of the Teaching Hospitals Complex;
- Creates a team of workers to work under his or her supervision in the non-clinical arm of the Teaching hospital Administration
- Recommend staff and Positions for employment for successful running of the hospital.
- Supervises deputy director like HRH, Finance Directors Etc.

#### QUALTIFICATIONS AND EXPERIENCE:

##### Minimum Education:

- Holds an advance Degree in Management and Administration.
- Considerable experience in tertiary hospital management.

##### Experience:

- At least 10years working experience in a tertiary Hospital
- Must have skills in Governance
- Has worked for public sector institutions

##### Required Skills and Expertise:

- Understanding of computer software programs and other computer skills including networking, databases, email etc.
  - Good time management skills and ability to multi-task
  - Ability to write high quality reports and briefing documents
- Good listening skills

**Note:** *These positions are open to all nationalities. Qualified Sierra Leoneans in the diaspora are strongly encouraged to apply.*

To apply, please send your application that includes (a mandatory cover letter and an updated CV with at least 3 references) with **position title** in the Subject Line to the following email address: [sierraleonerecruitment@gmail.com](mailto:sierraleonerecruitment@gmail.com)

**Closing date: Monday, 30 June 2016 (23:59 SL time)**