

# Vacancies: Tropical doctor and Hospital Management Consultant, Mnero Hospital Tanzania

SolMne Foundation seeks an enthusiastic couple to fill the Tropical Doctor and Hospital Management Consultant position.

## Mnero Hospital

Mnero Diocesan Hospital was built almost 74 years ago. With currently 4 doctors and a staff of 65, the Hospital provides many different forms of care. The Hospital has 100 beds and comprises a male, female, maternity, pediatric ward, a TB clinic, CTC and an RCH-clinic. We offer various lab tests, X-ray, ultrasound and dental services. Annually, we perform over 400 surgeries in our major operating theatre, 1,300 in our minor operating theatre and around 800 deliveries and these numbers are growing. We serve a catchment area of around 150,000 people. Annually, we provide care to more than 25,000 people.



The community that we serve are mainly small-scale farmers. Their income depends on their harvest, but generally, they are financially weak. Due to climate change and the disturbance of elephants, they suffer a lot. Little income and small government support bring challenges to running the Hospital, but we are doing a great job with a motivated management team. The Hospital is located in rural south Tanzania ([Mnero Hospital, Nachingwea District](#)), and the next nearby Hospital is about an hour's drive away in the dry season and 1.5 to 2 hours in the rainy season. The Hospital works closely with the German SolMne Foundation and the Dutch Stichting Mnero. It is supported by various foundations that help improve the hospital infrastructure, quality of care and access to healthcare.

## The roles

Because of the remoteness of Mnero Hospital, we are only looking for a couple that want to come and work together. The SolMne Foundation supports the Hospital with various projects and two development worker positions. We have two vacant positions at the moment:

### Tropical Doctor:

In close cooperation with the local staff, you will work in Mnero Hospital as a general medical doctor across all wards and the outpatient department. You will participate in evening, night and weekend shifts (on-call once every 3 weeks), where sound obstetric and surgical experience is required. You will be part of the hospital management team with a strong focus on improving the quality of care in the Hospital. You will perform various outreach activities and on-the-job training of the local Assistant Medical Officer(s), Clinical Officers, nurses and medical attendants. Occasionally you will do a one-week outreach to Kipatimu Hospital, a smaller hospital from the same diocese that needs medical quality support and training.

### Key current tasks

- Performing emergency and elective surgeries (cesarean section, hernia repair, hysterectomy, amputation, emergency laparotomy, wound care, etc.)
- Out Patient Department care: consultations and ultrasound investigations, supervision of clinical officers.
- Daily ward-round with clinical staff, in-charge of maternity ward, supervision and training of midwives, supervision NICU-care.

- Coordination of outreach activities
- Further improve quality of healthcare, organization and training of staff

Qualifications:

- Tropical doctor with training and experience in surgery and obstetrics, with also interest in pediatrics, non-communicable disease, management and training.
- Able to work in a remote-setting and adapt to local culture and beliefs.
- Able to speak Swahili Language is an advantage (the management team members, colleague doctors and a few nurses speak English, but patients and other staff speak Kiswahili only.)

### **Hospital Management Consultant:**

You will work in Mnero Hospital as a Hospital Management Consultant. In this role, you will be part of the management team and facilitate them to support various topics. Such as long-term strategy implementation, excellence in quality care, monitoring hospital finances budget, and hiring and retaining staff. You will work in cooperation with the owner of the place – the catholic diocese of Lindi- and the government and strengthen relationships with these stakeholders. Another essential part of your role is to seek funding in Europe, work with various donors, and communicate about the progress of improvement projects. Lastly, you will be the project manager of multiple tasks within the Hospital to further improve the facility. Occasionally, you will do a one-week outreach to Kipatimu Hospital, a smaller hospital from the same diocese that needs management support.

Key current tasks

- Continue and embed the ongoing change process.
- Source more funding for projects to improve the Hospital.
- Further improve the quality of healthcare and development of the workforce.
- Develop together with the team a long-term development plan for the Hospital to attract more patients.
- Support and supervise the budgeting process and the management of income and expenditure for the hospital proper and for project funds.
- Invest in closer cooperation with Kipatimu Hospital Management Team.

Qualifications

- Experience in a management role.
- A coaching and supportive management style balanced with firm leadership to provide direction and implement change.
- Knowledge of clinical and non-clinical operational activities within a health sector organization is a pre.
- The ability to speak Swahili Language is an advantage.

### **About SolMne**

29 years ago, the former German Development Service DED (now merged with GIZ) sent the first volunteer workers to Mnero Hospital to help improve its services. Before that, the Hospital had not had a resident doctor for many years. The volunteers stayed for 2-3 years each and succeeded each other without interruption for the subsequent 18 years. Together with their Tanzanian partners, they reestablished and ran appropriate medical services. In 1994, they started a small charity in Germany called "Solidarity Mnero" (SolMne), which has been active until now. It was founded to assist the Hospital in terms of support and advice and with funds for improving infrastructure, education, medical equipment and pharmaceuticals. Over time, the activities extended to other health-related fields like reforestation, support of local schools or village water supply.

## Conditions

- We provide a monthly allowance of € 1.000 per person, which is supposed to cover all your expenses (including health insurance and retirement funds).
- Housing will be provided free on the hospital compound.
- We would give a one-time lump sum of € 500 per person for personal expenses, including furniture and appliances for the house.
- We cover the flight to and from Tanzania at the beginning of the contract and its end.
- To enable you to visit your family, we pay an additional lump sum of € 500 per person for travel expenses after the first year, second year, etc., provided another year of contract follows.
- We cover the costs incurred to get a work- and residence permit.
- We require a two-year contract – with the option of extension if both sides agree.
- It would help if you learned intensively Swahili as soon as it becomes clear that we agree with each other. We contribute € 500 per person for a language training course in the country.

## Procedure

If you are interested in these two interesting and demanding positions, please provide your detailed CVs and motivation letters to Dr. Stefan Kaiser, chairman of the SolMne Board (stefan.kaiser.konstanz@gmail.com). Sending your data includes permission for us from SolMne to confidentially share this information for discussion within the SolMne Board and Mnero Hospital. We then would reply to you by mail, and if we are interested, we would invite you to two video calls. One with the SolMne Board – we would also consider a personal interview if feasible- and one with the Mnero Management Team. After agreeing, we will send you your contracts, inform you about the situation, and prepare you for your new positions.

Please be aware that you will sign a contract with SolMne, and another working agreement will be made with the Catholic Diocese of Lindi.

**Application deadline:** 15 November 2023

Interviews: from end-November 2023 onwards

Two-week Swahili Language course in Tanzania: first quarter 2024

Starting date: Feb/March/April 2024 (initial period of two weeks with predecessors)

More information can be found at <http://www.mnero.de/> or [www.mnero.nl](http://www.mnero.nl)

