

05 October 2023

Vacancy (Shifa Private Hospital - KZN)

Hospital Manager | Shifa Private Hospital (D4)

Lenmed is seeking a seasoned Hospital Manager, to drive the execution of all strategic and operational objectives, clinical governance, quality management, and coordination of all related hospital activities.

About us:

Lenmed Health is a global provider of innovative healthcare solutions across a diverse range of clients. We pride ourselves as being a leader in the delivery of state-of-the-art healthcare solutions who believes passionately in using business as a force for good in everything we do.

Our competitive advantage lies in our agility, management expertise and the quality of our team. We pride ourselves on a customer-centric approach and a 'can do' attitude.

Today, we operate across South Africa, Mozambique and Botswana.

Lenmed commits to be a relevant and growing healthcare group championing exceptional patient experiences and clinical outcomes; remaining true to our roots, the communities and people we serve.

Role Summary:

Reporting to the Head of Operations, this is a critical role to lead a high-performing team in managing the hospital platform and executing the strategy to ensure the success and sustainability of the business for the benefit of all its stakeholders. You will work closely with a range of internal and external stakeholders including the Doctors, Group Managers and the Executive team to maintain and implement growth initiatives, drive innovation and enable digital transformation, providing leadership and creating alignment to the strategic imperatives set.

Lenmed Health Management Company (Pty) Ltd

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Key Performance Areas:

The successful incumbent will be accountable to the Head of Operations and will be responsible to lead, manage and develop all departments within the hospital to create a world class facility that meets regulatory, financial, quality, clinical and patient-centred objectives.

The successful incumbent should perform, inter alia, the following key performance areas:

- Contributes to shaping organisational strategy
- Takes responsibility for setting and executing strategy within a function
- Spot and follow-through on opportunities for improvement and innovation.
- Drive key financial and quality metrics in line with the strategic imperatives of the business.
- Continually survey the market environment to identify strengths, weaknesses, opportunities and threats.
- Oversee the recruiting and marketing of new doctors in line with the hospital's vision and strategic objectives.
- Collaborate with business to implement new ways of business and manage issues around the implementation, alignment, integration and leveraging of the technical implementation of new technology;
- Build & manage relationships with medical professionals & other key stakeholders to ensure growth and brand loyalty;
- Ensure quality customer service is aligned with the mission, vision and values of the Group;
- Ensure operational practices are aligned with the operating model of the organisation;
- Ensure adherence to ethical & clinical standards;
- Ensure uncompromising quality nursing care;
- Achieve financial targets that meet the growth agenda;
- Effective management of productivity and cost efficiency;
- Effective leadership and people management;
- Remain abreast of industry developments and identify and manage issues relating to the alignment, integration and leveraging of technologies;
- Oversee technology health of all applications and infrastructure;
- Proactively identify and resolve ongoing bottlenecks and obstacles and drive the quality of delivery to business and user adoption;
- Oversee vendor compliance and performance and take remedial action where necessary;
- Drive compliance to regulatory and legislative standards;
- Track and report on Key Risk Indicators for systems stability

Qualities of the successful candidate:

The successful candidate will embody personal attributes that will enable them to quickly add value to our Vision, including:

- To perform effectively as a leader, the Hospital Manager will need the requisite leadership and interpersonal skills, including communication, strategic thinking, change management, emotional intelligence and decision-making skills
- Passion - wants to make an impact and cares about the business and brand
- Curiosity - wants to understand how things work and how to make them better
- Drive - self-starter, who is able to undertake multiple priorities across the business
- Analytics and Resilience - bring an analytical perspective to solve business challenges
- Judgement - applies experience, facts, and intuition to assess situations and define solutions
- Influence - ability to relate to and influence across the organization
- Innovation – ability to take the finance function to the next level
- Growth Champion - a strong leader with experience in guiding, driving, connecting and inspiring people
- High level of integrity and dependability with a strong sense of urgency and results-driven

Minimum Required Education:

- Relevant University Degree
- A post-graduate business qualification will be an advantage

Inherent Requirements:

- Minimum of 10 years' experience in a leadership role with a track record of successfully delivering results and managing a team;
- Prior healthcare experience, in a senior management capacity, will be an advantage;
- Demonstrated ability of driving strategy and innovation in the business is essential;
- Excellent stakeholder management skills with high levels of interpersonal agility
- Well-developed business, commercial and financial acumen with strong budget management skills
- Drives continuous improvement;
- Ability to Integrate across teams, processes and organisational layers;
- Requires parallel processing thinking (i.e. thinking on a number of levels simultaneously);
- Managing delivery at this level requires a strong capacity to lead change;
- Entrepreneurial mindset
- Proven ability to manage operational business requirements to ensure systems, people and processes are optimised;

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Application Process:

Candidates that meet the minimum criteria will be subjected to an interview and evaluation process and must be aware that previous employers and references will be contacted and their qualifications, credit and criminal records will be verified. The candidates will be required to disclose all financial interests.

The application must be accompanied with a covering letter, comprehensive CV, original certified copies of qualifications, ID document, driver's license and the names of three`

Applications must be submitted via e-mail to Jackie Naicker on :
grouphr.administrator@lenmed.co.za

Closing Date for applications – 15 October 2023

Correspondence will be limited to shortlisted candidates only. If you do not receive a response within 3 months from date of advert, please accept that your application was unsuccessful.