OASIS GENERAL HOSPITAL

VACANCY ANNOUNCEMENT

1. Position: Internist

Required Qualifications:

- Doctor of Medicine (MD) with a Specialty Certificate in Internal Medicine.
- Relevant work experience in the field.

Key Duties and Responsibilities:

- Conduct comprehensive patient assessments, including medical history review and physical examinations.
- Diagnose and manage acute and chronic medical conditions, including diabetes, hypertension, respiratory, cardiovascular, and gastrointestinal diseases.
- Order, interpret, and evaluate diagnostic investigations such as laboratory tests, X-rays, ECGs, and other relevant procedures.
- Develop and implement individualized treatment plans.
- Prescribe medications and monitor treatment outcomes.
- Provide consultation and coordinate patient care with other specialists when required.
- Maintain accurate and timely medical records in accordance with hospital standards.

Required Skills and Competencies:

- Proven clinical experience as an Internist.
- Strong diagnostic and clinical decision-making skills.
- Excellent communication, interpersonal, and patient counseling skills.
- Commitment to quality patient care and professional ethics.

Number Required: 1

Minimum Experience: 2 Years

2. Position: Nurse Director (Matron)

Required Qualifications:

- BSc Degree in Nursing or higher qualification in Nursing
- Valid professional nursing license.
- Relevant training in leadership, healthcare management, or hospital administration is an advantage.
- Relevant work experience in nursing services management.

Key Duties and Responsibilities:
• Lead and oversee all nursing services within the hospital.
• Ensure the delivery of safe, effective, and patient-centered nursing care.
• Develop, implement, and monitor nursing policies, procedures, and standards.
• Supervise, mentor, and evaluate nursing staff performance.
• Coordinate nursing staff schedules and ensure adequate staffing levels.
• Collaborate with physicians and other healthcare professionals to improve patient outcomes.
• Monitor quality assurance and infection prevention practices within the nursing department.
• Identify training needs and facilitate professional development opportunities for nursing staff.
• Participate in hospital management activities, planning, and decision-making processes.
• Maintain accurate nursing records, reports, and departmental documentation.

Required Skills and Competencies:
• Strong leadership and managerial skills.
• Excellent communication and interpersonal abilities.
• Sound knowledge of nursing standards, healthcare regulations, and quality improvement practices.
• Strong organizational and problem-solving skills.
• Ability to work effectively in a multidisciplinary healthcare environment.
• Commitment to professional ethics and quality patient care.

Number Required: 1

Minimum Experience: 5 Years, with at least 2 years in a matron role in a hospital settings.

3. Position: Biomedical Engineer

Required Qualifications:
• BSc Degree or above in Biomedical Engineering .
• Relevant professional certification and training in medical equipment management is an advantage.
• Experience working in a hospital or healthcare facility is highly preferred.

Key Duties and Responsibilities:
• Install, inspect, maintain, calibrate, and repair medical equipment and devices.
• Conduct preventive and corrective maintenance to ensure optimal performance of medical equipment.
• Troubleshoot equipment malfunctions and coordinate repairs as necessary.
• Maintain accurate records of equipment inventory, maintenance schedules, repairs, and service reports.
• Evaluate and recommend the procurement of new medical equipment and technologies.
• Ensure compliance with safety standards, regulatory requirements, and manufacturer specifications.

• Train healthcare staff on the proper use and basic maintenance of medical equipment.
• Coordinate with suppliers and service providers regarding equipment maintenance and warranty services.
• Participate in equipment acceptance testing, commissioning, and quality assurance activities.
• Support patient safety and quality improvement initiatives related to medical equipment management.

Required Skills and Competencies:
• Proven experience in the maintenance and management of medical equipment in a hospital setting.
• Strong technical knowledge of diagnostic, therapeutic, and life-support medical equipment.
• Excellent troubleshooting and problem-solving skills.
• Good communication and interpersonal abilities.
• Strong organizational and documentation skills.
• Ability to work independently and collaboratively within a multidisciplinary healthcare team.
• Commitment to quality, safety, and professional ethics.

Number Required: 1

Minimum Experience: 2 Years of relevant experience as a Biomedical Engineer, preferably in a hospital or healthcare facility.

4. Position: Laboratory Quality Assurance Officer

Required Qualifications:
• BSc Degree in Medical Laboratory Science, Medical Laboratory Technology, or a related field.
• Valid professional license.
• Training in Laboratory Quality Management Systems (LQMS), ISO 15189, or related quality standards is an advantage.
• Experience in laboratory quality assurance and quality management activities.

Key Duties and Responsibilities:
• Develop, implement, monitor, and maintain the laboratory quality management system.
• Ensure compliance with national regulatory requirements, accreditation standards, and laboratory policies.
• Monitor quality indicators and identify opportunities for continuous improvement.
• Coordinate internal quality control (IQC) and external quality assessment (EQA) programs.
• Conduct internal audits and follow up on corrective and preventive actions (CAPA).
• Review laboratory procedures, documentation, and records to ensure compliance with quality standards.
• Investigate non-conformities, customer complaints, and quality incidents and recommend corrective actions.
• Support laboratory accreditation and certification activities.
• Provide quality-related training and guidance to laboratory personnel.
• Prepare and submit quality performance reports to laboratory and hospital management.

Required Skills and Competencies:
• Strong knowledge of Laboratory Quality Management Systems and quality assurance principles.
• Familiarity with ISO 15189 standards and accreditation requirements.
• Experience in internal auditing, quality control, and quality improvement processes.
• Excellent analytical, problem-solving, and organizational skills.
• Strong communication, report-writing, and interpersonal abilities.
• Proficiency in documentation and record management.
• Commitment to quality, patient safety, and professional ethics.

Number Required: 1

Minimum Experience: 2 Years of relevant experience in laboratory quality assurance, quality management, or related laboratory services, preferably in a hospital or accredited laboratory setting.

5. Position: Scrub Nurse (OR Nurse)

Required Qualifications:
• BSc Degree or Diploma in Nursing from a recognized institution.
• Valid professional nursing license.
• Training in Operating Room Nursing or related fields is an advantage.
• Relevant experience in an operating room or surgical setting.

Key Duties and Responsibilities:
• Prepare the operating room, surgical instruments, equipment, and supplies before surgical procedures.
• Assist surgeons and other members of the surgical team during operations by providing sterile instruments and supplies.
• Maintain strict aseptic and infection prevention practices throughout surgical procedures.
• Ensure all surgical instruments, sponges, needles, and supplies are accurately counted before, during, and after surgery.
• Anticipate the needs of the surgical team and provide timely support during procedures.
• Assist in patient preparation and positioning for surgery.
• Monitor and maintain the sterile field throughout operations.
• Ensure proper handling, sterilization, and storage of surgical instruments and equipment.
• Document perioperative nursing activities and maintain accurate records.
• Collaborate effectively with surgeons, anesthetists, and other healthcare professionals to ensure patient safety and quality care.

Required Skills and Competencies:
• Strong knowledge of surgical procedures, aseptic techniques, and infection prevention protocols.
• Excellent understanding of operating room equipment and surgical instruments.
• Ability to work effectively in a fast-paced and high-pressure environment.

• Strong attention to detail and organizational skills.
• Excellent communication and teamwork abilities.
• Commitment to patient safety, quality care, and professional ethics.

Number Required: 1

Minimum Experience: 2 Years of relevant experience as a Scrub Nurse or Operating Room Nurse in a hospital setting.

6. Position: HR Expert

Required Qualifications:
• BA Degree or above in Human Resource Management, Management, Business Administration, Public Administration, or a related field from a recognized institution.
• Knowledge of Ethiopian labor laws, employment regulations, and HR best practices.
• Experience in a healthcare or hospital setting is an advantage.
• Proficiency in Microsoft Office applications and HR information systems.

Key Duties and Responsibilities:
• Manage recruitment, selection, onboarding, and orientation processes for hospital staff.
• Maintain employee records and ensure accurate and up-to-date HR documentation.
• Administer employee contracts, promotions, transfers, leave management, and separation processes.
• Ensure compliance with labor laws, organizational policies, and healthcare sector regulations.
• Coordinate performance management activities, including performance appraisals and employee development plans.
• Support training and capacity-building programs for hospital employees.
• Assist in developing and implementing HR policies, procedures, and guidelines.
• Address employee relations issues and provide guidance on workplace concerns and disciplinary matters.
• Prepare HR reports, workforce statistics, and other management information as required.
• Coordinate payroll-related HR activities and employee benefits administration.
• Promote a positive work environment and support employee engagement initiatives.
• Collaborate with department heads to identify staffing needs and workforce planning requirements.
• Maintain confidentiality of employee information and sensitive organizational data.

Required Skills and Competencies:
• Strong knowledge of human resource management principles and practices.
• Good understanding of labor laws, employment regulations, and HR compliance requirements.
• Excellent communication, interpersonal, and conflict-resolution skills.
• Strong organizational, planning, and record-keeping abilities.
• Ability to handle confidential information with professionalism and integrity.
• Proficiency in HR software, databases, and Microsoft Office applications.
• Strong analytical, problem-solving, and decision-making skills.

• Ability to work effectively in a fast-paced healthcare environment.
• Commitment to professionalism, teamwork, and continuous improvement.

Number Required: 1

Minimum Experience: 3 Years of relevant experience in Human Resources Management, preferably in a hospital, healthcare institution, or similar organization.

Application Deadline: June 18, 2026

Salary is negotiable for all positions

How to Apply:
Interested applicants are invited to submit their application and supporting documents in person or via email:

oasisgeneralhospital@gmail.com

OASIS General Hospital

Address Bethel, previous Begtera