Tikur Anbessa Specialized Hospital
College of Health Sciences, Addis Ababa University

Internal Vacancy Announcement

Job Description: Deputy Chief Executive Officer for Hospital Services (DCEO-HS)

Location: Addis Ababa, Ethiopia

Reports to: Chief Executive Officer-TASH

Employment Type: Full-time (Exclusive – No Academic Engagements, Part-time Jobs, or Moonlighting)

1. **Background**

Tikur Anbessa Specialized Hospital, under the College of Health Sciences, Addis Ababa University (AAU), is the leading national referral, teaching, and research hospital in Ethiopia. As AAU and its College of Health Sciences transition into autonomous institutions, the hospital seeks a visionary and result-oriented Deputy Chief Executive Officer for Hospital Services (DCEO-HS) to lead it toward excellence in clinical care, education, and research—while ensuring operational efficiency and service quality at par with international standards.

2. **Position Summary**

The Deputy Chief Executive Officer (Deputy CEO) for Hospital Services is a key member of the executive leadership team, serving as the system-level strategic leader for all patient care services. This individual is directly responsible for ensuring the delivery of exceptional, high-quality, and financially sustainable healthcare across the entire hospital or health system.

The Deputy CEO provides executive oversight to clinical service lines driving operational excellence, fostering a culture of patient safety, and advancing the organization's strategic goals. As a pivotal leader, this role acts on behalf of the CEO to align hospital services with the mission, vision, and values of the organization, ensuring seamless integration and performance.

3. **Key Duties and Responsibilities:**

As the Deputy Chief Executive Officer for Hospital Services, you will be entrusted with:

1. Strategic Leadership: Contributing to the hospital's strategic plan and leading its execution in service delivery, diagnostics, and patient care models.
2. Operational Excellence: Overseeing and integrating all hospital services—clinical, diagnostic, and therapeutic—to ensure seamless, efficient, and high-quality patient care.

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3. Driving Quality & Safety: Championing a culture of continuous quality improvement, patient safety, and compliance with all regulatory and accreditation standards.
4. Enhancing the Patient Experience: Leading initiatives to improve patient satisfaction, reduce wait times, and ensure a supportive and comfortable environment for patients and their families.
5. Key Service Line Management:

I. Excellence in clinical care and optimization of clinical services making on board all ten directors of all clinical service areas in TASH alongside working with clinical departments in the College of Health Sciences-AAU.

II. Diagnostic Services: Providing direct oversight for Radiology, Laboratory, and Pathology services, integrating advanced technologies, and ensuring accurate, timely diagnostic outcomes.

III. Pharmacy & Medical Supplies: Ensuring the continuous availability of essential drugs and supplies, fostering key partnerships (e.g., with EPSA), and leveraging technology (EMR, APTS) for optimal inventory management

IV. Stakeholder & Resource Management: Optimizing the allocation of staff, equipment, and facilities while collaborating with internal and external partners to advance the hospital's mission.

4. Educational qualifications

- **Required qualification:** A medical Doctor with specialty in clinical medicine. A master's degree in Hospital Administration, Business Administration, Public Health is highly desirable and advantageous.

5. Professional experience

- A minimum of 8 years of progressive leadership and clinical experience out of which at least 4 years in a large, complex tertiary healthcare setting with direct responsibility for clinical operations and leadership.
- Proven expertise in strategic planning, financial management, and quality improvement methodologies.
- Demonstrated success in improving patient satisfaction scores and operational efficiency.
- Strong, collaborative leadership skills with the ability to engage and inspire multidisciplinary teams.
- In-depth knowledge of healthcare regulations, accreditation standards, and modern healthcare technologies.



6. Key skills & competences

- Strong leadership and decision-making skills with integrity and accountability.
- Deep understanding of health systems, hospital operations, and academic medicine.
- Entrepreneurial mindset with the ability to drive efficiency and financial sustainability.
- Excellent communication, negotiation, and stakeholder management skills.
- Ability to build consensus among diverse professionals and manage complex organizations.
- Strategic thinker with results-oriented and data-driven management approach.
- Demonstrated ability to lead change, reform systems, and build institutional resilience.

7. Terms of employment

- Full-time position with exclusive engagement (no concurrent academic or external employment).
- Contract term: Three (3) years, renewable based on performance evaluation.

8. Salary and Benefits

- Competitive, attractive, and negotiable remuneration package commensurate with experience and responsibility.

9. **Application Process**

- Interested applicants should submit a cover letter, detailed CV, and supporting documents outlining their qualifications and vision for leading Tikur Anbessa Specialized Hospital as DCEO-HS to higher standards of excellence to AAU president Office.
- Application due date: 5 days from advertisement