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N° 221/03 ryo ku wa 30/09/2016

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ITEKA RYA MINISITIRI W'INTEBE N°221/03
RYO KU WA 30/09/2016 RIGENA
IMBONERAHAMWE Y'IMYANYA
Y'IMIRIMO, IMISHAHARA N'IBINDI
BIGENERWA ABAKOZI B'IKIGO
CY'UBUVUZI CYIGISHA CYA KAMINUZA
(CHU)

PRIME MINISTER'S ORDER N°221/03 OF
30/09/2016 DETERMINING ORGANISATIONAL
STRUCTURE, SALARIES AND FRINGE
BENEFITS FOR EMPLOYEES OF UNIVERSITY
TEACHING HOSPITAL (CHU)

ARRETE DU PREMIER MINISTRE N°221/03
DU 30/09/2016 PORTANT STRUCTURE
ORGANISATIONNELLE, SALAIRES ET
AVANTAGES ACCORDES AU PERSONNEL
DU CENTRE HOSPITALIER
D'ENSEIGNEMENT UNIVERSITAIRE (CHU)

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PRIME MINISTER'S ORDER N°221/03 OF 30/09/2016 DETERMINING ORGANISATIONAL STRUCTURE, SALARIES AND FRINGE BENEFITS FOR EMPLOYEES OF UNIVERSITY TEACHING HOSPITAL (CHU)

ARRETE DU PREMIER MINISTRE N°221/03 DU 30/09/2016 PORTANT STRUCTURE ORGANISATIONNELLE, SALAIRES ET AVANTAGES ACCORDES AU PERSONNEL DU CENTRE HOSPITALIER D'ENSEIGNEMENT UNIVERSITAIRE (CHU)

Minisitiri w'Intebe;

Ashingiye ku Itegeko Nshinga rya Repubulika y'u Rwanda ryo mu 2003 ryavuguruwe mu 2015, cyane cyane mu ngingo zaryo, iya 119, iya 120, iya 122 n'ya 176;

Ashingiye ku Itegeko n° 91 bis/2013 ryo ku wa 22/01/2014 rishyiraho Ikigo cy'Ubuwuzi cyigisha cya Kaminuza (CHU), rikanagena inshingano, imiterere n'imikorere byacyo, cyane cyane mu ngingo yaryo ya 12;

Ashingiye ku Itegeko n° 86/2013 ryo ku wa 11/09/2013 rishyiraho sitati rusange igenga abakozi ba Leta, cyane cyane mu ngingo yaryo ya 52;

Bisabwe na Minisitiri w'Abakozi ba Leta n'Umurimo;

Inama y'Abaminisitiri yateranye ku wa 25/05/2016, imaze kubisuzuma no kubyemeza;

ATEGETSE:

The Prime Minister;

Pursuant to the Constitution of the Republic of Rwanda of 2003 revised in 2015, especially in Articles 119, 120, 122 and 176;

Pursuant to Law n° 91 bis/2013 of 22/01/2014 establishing the University Teaching Hospital (CHU) and determining its mission, organization and functioning, especially in Article 12;

Pursuant to Law n° 86/2013 of 11/09/2013 establishing the general statutes for public service, especially in Article 52;

Upon proposal by the Minister of Public Service and Labour;

After consideration and approval by the Cabinet in its session of 25/05/2016;

HEREBY ORDERS:

Le Premier Ministre;

Vu la Constitution de la République du Rwanda de 2003 révisée en 2015, spécialement en ses articles 119, 120, 122 et 176;

Vu la Loi n° 91 bis/2013 du 22/01/2014 portant création du Centre Hospitalier d'Enseignement Universitaire (CHU) et déterminant ses missions, son organisation et son fonctionnement, spécialement en son article 12;

Vu la Loi n° 86/2013 du 11/09/2013 portant statut général de la fonction publique, spécialement en son article 52;

Sur proposition du Ministre de la Fonction Publique et du Travail;

Après examen et adoption par le Conseil des Ministres en sa séance du 25/05/2016;

ARRETE:

Ingingo ya mbere: Icyo iri teka rigamije

Iri teka rigena imbonerahamwe y'imyanya y'imirimu, imishahara n'ibindi bigenerwa abakozi b'Ikigo cy'Ubuwuzi Cyigisha cya Kaminuza (CHU).

Ingingo ya 2: Imbonerahamwe y'imyanya y'imirimu n'ibisabwa ku myanya y'imirimu

Imbonerahamwe y'imyanya y'imirimu n'ibisabwa ku myanya y'imirimu by'Ikigo cy'Ubuwuzi Cyigisha cya Kaminuza (CHU) biri ku mugereka wa I n'uwa II by'iri teka.

Ingingo ya 3: Igenwa ry'umushahara

Imishahara y'abakozi b'Ikigo cy'Ubuwuzi Cyigisha cya Kaminuza (CHU) igenwa hashingiwe ku mbonerahamwe y'urutonde rw'imirimu kandi hakurikijwe amahame ngenderwaho mu kubara imishahara mu butegesi bwa Leta.

Urwego, umubare fatizo, agaciro k'umubare fatizo n'umushahara mbumbe bigendana na buri mwanya w'umurimo mu Kigo cy'Ubuwuzi Cyigisha cya Kaminuza (CHU) biri ku mugereka wa III w'iri teka.

Ingingo ya 4: Ibigeze umushahara mbumbe

Umushahara mbumbe wa buri kwezi ku mukozo ukubiyemo iby'ingenzi bikurikira:

1 ° umushahara fatizo;

Article One: Purpose of this Order

This Order determines organizational structure, salaries and fringe benefits for employees of the University Teaching Hospital (CHU).

Article 2: Organizational structure and job profiles

The organizational structure and job profiles for the University Teaching Hospital (CHU) are respectively in annex I and II of this Order.

Article 3: Determination of the salary

Salaries for employees of the University Teaching Hospital (CHU) are determined basing on the job classification and in accordance with general principles on salary calculation in public service.

The level, index value and gross salary corresponding to each job position in the University Teaching Hospital (CHU) are in Annex III of this Order.

Article 4: Composition of the gross salary

The monthly gross salary for each employee is mainly composed of the following:

1 ° basic salary;

Article premier: Objet du présent arrêté

Le présent arrêté porte structure organisationnelle, salaires et autres avantages accordés au personnel du Centre Hospitalier d'Enseignement Universitaire (CHU).

Article 2: Structure organisationnelle et profils d'emplois

La structure organisationnelle et les profils d'emplois du Centre Hospitalier d'Enseignement Universitaire (CHU) sont respectivement en annexe I et II du présent arrêté.

Article 3: Détermination du salaire

Les salaires accordés au personnel du Centre Hospitalier d'Enseignement Universitaire (CHU) sont déterminés suivant la classification des emplois et conformément aux principes généraux de fixation des salaires dans la fonction publique.

Le niveau, l'indice, la valeur indiciaire et le salaire brut correspondant à chaque emploi du Centre Hospitalier d'Enseignement Universitaire (CHU) sont en annexe III du présent arrêté.

Article 4: Composition du salaire brut

Le salaire brut mensuel pour chaque agent comprend principalement:

1 ° le salaire de base;

- 2 ° indamunite y'icumbi;
- 3 ° indamunite y'urugendo;
- 4 ° inkunga ya Leta mu bwiteganyirize bw'umukozi;
- 5 ° inkunga ya Leta yo kuvuza umukozi.

Indamunite y'urugendo ivugwa mu gika cya mbere cy'iyi ngingo ntigenerwa abakozi bari ku nzego z'imirimu za E, F, 1.IV na 2.III boroherezwa ingengo hakurikijwe amabwiriza ya Minisitiri ufite gutwara abantu mu nshingano ze, ndetse n'abakozi bari ku rwego rwa "3" bagenerwa indamunite yihariye y'urugendo hakurikijwe amabwiriza ya Minisitiri ufite abakozi ba Leta mu nshingano ze.

Ingingo ya 5: Ibindi bigenerwa Umuyobozi Mukuru wa CHU uri ku rwego rwa E

Umuyobozi Mukuru w'Ikigo cy'Ubuwuzi Cyigisha cya Kaminuza (CHU) agenerwa ibindi bimufasha gutunganya umurimo bikurikira:

- 1 ° amafaranga y'itumanaho rya telefoni yo mu biro angana n'ibihumbi ijana y'u Rwanda (100.000 Frw) buri kwezi, aya interneti igendanwa angana n'ibihumbi mirongo ine (40.000 Frw) buri kwezi, n'ay'irya telefoni igendanwa angana n'ibihumbi ijana na mirongo itanu (150.000 Frw) buri kwezi;

- 2 ° housing allowance;
- 3 ° transport allowance;
- 4 ° State contribution for social security;
- 5 ° State contribution for medical care.

The transport allowance specified in Paragraph One of this Article shall not be granted to officials positioned on levels E, F, 1.IV and 2.III whose transport is facilitated in accordance with instructions of the Minister in charge of transport. It shall not also be granted to public servants positioned on level "3" who are entitled to special transport allowance in accordance with instructions of the Minister in charge of public service.

Article 5: Fringe benefits for the Director General of CHU on E job level

The Director General of the University Teaching Hospital (CHU) is entitled to the following fringe benefits:

- 1 ° one hundred thousand Rwandan francs (Frw 100,000) per month for office land line communication, forty thousand Rwandan francs (Frw 40,000) for wireless internet per month and one hundred fifty thousand Rwandan francs (Frw 150,000) per month for mobile phone communication;

- 2 ° l'indemnité de logement ;
- 3 ° l'indemnité de transport ;
- 4 ° la contribution de l'Etat à la sécurité sociale;
- 5 ° la contribution de l'Etat aux soins médicaux.

L'indemnité de transport dont question à l'alinéa premier du présent article n'est pas allouée aux agents de l'Etat aux postes de niveau E, F, 1.IV et 2.III pour lesquels le transport est facilité selon les instructions du Ministre ayant le transport dans ses attributions, ainsi que ceux aux postes de niveau 3 qui bénéficient de l'indemnité spéciale de transport conformément aux instructions du Ministre ayant la fonction publique dans ses attributions.

Article 5: Avantages alloués au Directeur Général de CHU au poste de niveau E

Le Directeur Général du Centre Hospitalier d'Enseignement Universitaire (CHU) bénéficie des avantages suivants:

- 1 ° les frais de communication par téléphone de bureau équivalant à cent mille francs rwandais (100.000 Frw), les frais d'internet sans fil équivalant à quarante mille francs (40.000 Frw) et les frais de communication par téléphone portable équivalant à cent cinquante mille francs rwandais (150.000 Frw) par mois;

2° amafaranga yo kwakira abashyitsi mu kazi angana n'ibihumbi magana atatu y'u Rwanda (300. 000 Frw) buri kwezi anyura kuri konti y'Ikigo;

3° Leta imworohera mu bijyanye n'uburyo bw'ingendo hakurikijwe amabwiriza ya Minisitiri ufite gutwara abantu n'ibintu mu nshingano ze.

2° the office guest's entertainment allowances of three hundred thousand Rwandan francs (Frw 300,000) per month transferred to the institution's account;

3° the Government facilitates his/her transport in accordance with instructions of the Minister in charge of transport.

2° les frais de représentation au service équivalant à trois cent mille francs rwandais (300.000 Frw) chaque mois domiciliés au compte bancaire de l'institution;

3° l'Etat lui facilite le transport conformément aux instructions du Ministre ayant le transport dans ses attributions.

Ingingo ya 6: Ibindi bigenerwa Abayobozi Bakuru ba za Divisions, Abayobozi ba CHUK na CHUB bari ku rwego rwa E

Abayobozi Bakuru ba za *Divisions*, Abayobozi b'Ikigo cy'Ubuwuzi cya Kaminuza cya Kigali (CHUK) n'ab'Ikigo cy'Ubuwuzi cya Kaminuza cya Butare (CHUB) bari ku rwego rwa E bagenerwa, buri wese, ibindi bibafasha gutunganya umurimo ku buryo bukurikira:

1° amafaranga y'itumanaho rya telefoni yo mu biro angana n'ibihumbi ijana y'u Rwanda (100.000 Frw) buri kwezi, aya interneti igendanwa angana n'ibihumbi mirongo ine (40.000 Frw) buri kwezi, n'ay'itumanaho rya telefoni igendanwa angana n'ibihumbi ijana na mirongo itanu (150.000 Frw) buri kwezi;

2° Leta iborohera mu bijyanye n'uburyo bw'ingendo hakurikijwe amabwiriza ya Minisitiri ufite gutwara abantu n'ibintu mu nshingano ze.

Article 6: Fringe benefits for Heads of Divisions, Heads of CHUK and CHUB on E job level

Heads of Divisions, Heads of the University Teaching Hospital of Kigali (CHUK) and the University Teaching Hospital of Butare (CHUB) on E job level are each entitled to fringe benefits as follows:

1° one hundred thousand Rwandan francs (Frw 100,000) per month for office land line communication, forty thousand Rwandan francs (Frw 40,000) for wireless internet per month and one hundred fifty thousand Rwandan francs (Frw 150,000) per month for mobile phone communication;

2° the Government facilitates their transport in accordance with Instructions of the Minister in charge of transport.

Article 6: Avantages alloués aux Chefs de Divisions, Dirigeants de CHUK et CHUB aux postes de niveau E

Les Chefs des Divisions, Dirigeants du Centre Hospitalier Universitaire de Kigali (CHUK) et du Centre Hospitalier Universitaire de Butare (CHUB) aux postes de niveau E bénéficient, pour chacun, des avantages comme suit:

1° les frais de communication par téléphone de bureau équivalant à cent mille francs rwandais (100.000 Frw), les frais d'internet sans fil équivalant à quarante mille francs (40.000 Frw), et les frais de communication par téléphone portable équivalant à cent cinquante mille francs rwandais (150.000 Frw) par mois;

2° l'Etat leur facilite le transport conformément aux instructions du Ministre ayant le transport dans ses attributions.

Buri Muyobozi Mukuru wa *Division* mu mu Kigo cy'Ubuwuzi Cyigisha cya Kaminuza (CHU) uri ku rwego rwa E abona kandi amafaranga yo kwakira abashyitsi mu kazi angana n'ibihumbi magana abiri y'u Rwanda (200. 000 Frw) buri kwezi anyura kuri konti y'Ikigo.

Buri Muyobozi Mukuru w' Ikigo cy'Ubuwuzi cya Kaminuza cya Kigali (CHUK) n'Ikigo cy'Ubuwuzi cya Kaminuza cya Butare (CHUB) uri ku rwego rwa E abona kandi amafaranga yo kwakira abashyitsi mu kazi angana n'ibihumbi magana atatu y'u Rwanda (300.000 Frw) buri kwezi anyura kuri konti y'Ikigo.

Ingingo ya 7: Ibindi bigenerwa Abayobozi Bakuru bari ku rwego rwa F na 1.IV

Abayobozi Bakuru bari ku rwego rwa F n'abari kuri 1.IV bafite itsinda ry'abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe y'urwego bagenerwa, buri wese, ibindi bibafasha gutunganya umurimo bikurikira:

- 1° amafaranga y'itumanaho rya telefoni yo mu biro angana n'ibihumbi ijana y'u Rwanda (100.000 Frw) buri kwezi, n'ay'irya telefoni igendanwa angana n'ibihumbi ijana (100.000 Frw) buri kwezi;
- 2° Leta iborohereza mu bijyanye n'uburyo bw'ingendo hakurikijwe amabwiriza ya

Each Head of Division in the University Teaching Hospita (CHU) on E job level also gets an office guest's entertainment allowances of two hundred thousand Rwandan francs (Frw 200,000) per month transferred to the institution's account.

Each Head of the University Teaching Hospital of Kigali (CHUK) and University Teaching Hospital of Butare (CHUB) on E job level also gets an office guest's entertainment allowances of three hundred thousand Rwandan francs (Frw 300,000) per month transferred to the institution's account.

Article 7: Fringe benefits for Senior Officials on F and 1.IV job levels

Senior Officials on level F and 1.IV job levels with a pool of public servants under their responsibilities in accordance with the approved organizational structure are each entitled to fringe benefits as follows:

- 1° one hundred thousand Rwandan francs (Frw 100,000) each month for office land line communication and one hundred thousand Rwandan francs (Frw 100,000) each month for mobile phone communication;
- 2° the Government facilitates their transport in accordance with Instructions of the Minister in charge of transport.

Chaque Chef de Division au sein du Centre Hospitalier d'Enseignement Universitaire (CHU) au poste de niveau E bénéficie aussi des frais de représentation au service équivalant à deux cent mille francs rwandais (200.000 Frw) chaque mois domiciliés au compte bancaire de l'institution.

Chaque Dirigeant du Centre Hospitalier Universitaire de Kigali (CHUK) et le Centre Hospitalier Universitaire de Butare (CHUB) au poste de niveau E bénéficie aussi des frais de représentation au service équivalant à trois cent mille francs rwandais (300.000 Frw) chaque mois domiciliés au compte bancaire de l'institution.

Article 7: Avantages alloués aux Hauts Cadres aux postes de niveau F et 1.IV

Les Hauts Cadres aux postes de niveau F et 1.IV ayant des agents de l'Etat placés sous leurs responsabilités suivant la structure organisationnelle approuvée bénéficient, pour chacun, des avantages comme suit:

- 1° les frais de communication par téléphone de bureau équivalant à cent mille francs rwandais (100.000 Frw) et les frais de communication par téléphone portable équivalant à cent mille francs rwandais (100.000 Frw) par mois;
- 2° l'Etat leur le transport conformément aux instructions du Ministre ayant le transport dans ses attributions.

Minisitiri ufite gutwara abantu n'ibintu mu nshingano ze.

Ingingo ya 8: Ibindi bigenerwa Abayobozi Bakuru bari ku rwego rwa 2.III

Abayobozi Bakuru bari ku rwego rwa 2.III bafite itsinda ry'abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe bagenerwa, buri wese, ibindi bibafasha gutunganya imirimo mu buryo bukurikira:

- 1° amafaranga y'itumanaho rya telefoni igendanwa angana n'ibihumbi mirongo irindwi y'u Rwanda (70.000 Frw) buri kwezi n'ay'irya rya telefoni yo mu biro angana n'ibihumbi mirongo irindwi y'u Rwanda (70.000 Frw) buri kwezi;
- 2° Leta iborohereza ingendo hakurikijwe amabwiriza ya Minisitiri ufite gutwara abantu n'ibintu mu nshingano ze.

Ingingo ya 9: Ibindi bigenerwa Abayobozi b'amashami n'Abakozi bo mu nzego z'Ubuyobozi bari ku rwego rw'imirimo rwa 3

Abayobozi b'Amashami bafite itsinda ry'abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe y'urwego bakorera hamwe n'Abakozi bo mu nzego z'Ubuyobozi bari ku rwego rw'imirimo rwa 3 bagenerwa buri wese ibindi bibafasha gutunganya imirimo bukurikira:

Article 8: Fringe benefits for Senior Officials on 2.III job level

Senior Officials on level 2.III with a pool of public servants under their responsibilities in accordance with the approved organizational structure are each entitled to fringe benefits as follows:

- 1° seventy thousand Rwandan francs (Frw 70,000) each month for mobile phone communication and seventy thousand Rwandan francs (Frw 70,000) each month for office land line communication;
- 2° the Government facilitates their transport in accordance with instructions of the Minister in charge of transport.

Article 9: Fringe benefits for Directors of Units and Management Staff on 3 job level

Directors of Units with a pool of public servants under their responsibilities in accordance with the approved organizational structure and Management Staff on 3 job level are each entitled to fringe benefits as follows:

Article 8: Avantages alloués aux Hauts Cadres aux postes de niveau 2.III

Les Hauts Cadres aux postes de niveau 2.III ayant des agents de l'Etat placés sous leurs responsabilités suivant la structure organisationnelle approuvée bénéficient, pour chacun, des avantages comme suit:

- 1° les frais de communication par téléphone portable équivalant à soixante-dix mille francs rwandais (70.000 Frw) par mois et les frais de communication par téléphone de bureau équivalant à soixante-dix mille francs rwandais (70.000 Frw) par mois;
- 2° l'Etat leur facilite le transport conformément aux instructions du Ministre ayant le transport dans ses attributions.

Article 9: Avantages alloués aux Directeurs d'Unités et Hauts Cadres de direction aux postes de niveau 3

Les Directeurs d'Unités ayant des agents de l'Etat placés sous leurs responsabilités suivant la structure organisationnelle approuvée ainsi que les Hauts Cadres de direction aux postes de niveau 3 bénéficient chacun d'autres avantages comme suit:

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1° amafaranga y’itumanaho rya telefoni igendanwa angana n’ibihumbi mirongo itatu y’u Rwanda (30.000 Frw) buri kwezi;

2° indamunite yihariye y’urugendo hakurikijwe amabwiriza ya Minisitiri ufite abakozi ba Leta mu nshingano ze.

1° a mobile phone communication allowances of thirty thousand Rwandan francs (Frw 30,000) per month;

2° a special transport allowance as determined by Instructions of the Minister in charge of public service.

1° les frais de communication par téléphone portable équivalant à trente mille francs rwandais (30.000 Frw) par mois;

2° l’indemnité spéciale de transport conformément aux instructions du Ministre ayant la fonction publique dans ses attributions.

Abayobozi b’Amashami bari ku rwego rwa 3 bafite itsinda ry’abakozi ba Leta bayobora hashingiwe ku mbonerahamwe yemewe y’urwego bakorera bagenerwa kandi amafaranga ibihumbi ijana y’u Rwanda (100.000Frw) buri kwezi y’itumanaho rya telefoni yo mu biro.

Directors of Units on 3 job level with a pool of public servants under their responsibilities in accordance with the approved organizational structure are also entitled to one hundred thousand Rwandan francs (Frw 100,000) each month for office land line communication.

Les Directeurs d’Unités au poste de niveau 3 ayant des agents de l’Etat placés sous leurs responsabilités suivant la structure organisationnelle approuvée, bénéficient aussi des frais de communication par téléphone de bureau équivalant à cent mille francs rwandais (100.000 Frw) pour chacun chaque mois.

Ingingo ya 10: Indamunite z’urugendo rw’imodoka

Iyo Abayobozi Bakuru bari ku rwego rwa E, F, 1.IV na 2.III bagiye mu butumwa imbere mu gihugu bakoresheje imodoka zabo, Leta ibagenera indamunite y’urugendo hakurikijwe ibiteganywa n’amabwiriza ya Minisitiri ufite gutwara abantu mu nshingano ze.

Article 10: Mileage allowances

When Senior Officials on levels E, F, 1.IV and 2.III go on official mission inside the country by using their vehicles, the State pays them mileage allowances specified in Ministerial Instructions issued by the Minister in charge of transport.

Article 10: Indemnités kilométriques

Lorsque les Cadres Supérieurs aux postes de niveaux E, F, 1.IV et 2.III vont en missions officielles à l’intérieur du pays en utilisant leurs véhicules, l’Etat leur octroie des indemnités kilométriques conformément aux instructions du Ministre ayant le transport dans ses attributions.

Ingingo ya 11: Abashinzwe gushyira mu bikorwa iri teka

Minisitiri w’Abakozi ba Leta n’Umurimo, Minisitiri w’Ubutegetsi bw’Igihugu, Minisitiri w’Ibikorwaremezo na Minisitiri w’Imari n’Igenamigambi bashinzwe gushyira mu bikorwa iri teka.

Article 11: Authorities responsible for the implementation of this Order

The Minister of Public Service and Labour, the Minister of Local Government, the Minister of Infrastructure and the Minister of Finance and Economic Planning are entrusted with the implementation of this Order.

Article 11: Autorités chargées de l’exécution du présent arrêté

Le Ministre de la Fonction Publique et du Travail, le Ministre de l’Administration Locale, le Ministre des Infrastructures et le Ministre des Finances et de la Planification Economique sont chargés de l’exécution du présent arrêté.

Ingingo ya 12: Ivanwaho ry'ingingo zinyuranyije n'iri teka

Ingingo z'amateka abanziriza iri kandi zinyuranyije na ryo zivanyweho.

Ingingo ya 13: Igihe iteka ritangira gukurikizwa

Iri teka ritangira gukurikizwa ku munsu ritangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda.

Kigali, ku wa **30/09/2016**

(sé)
MUREKEZI Anastase
Minisitiri w'Intebe

(sé)
UWIZEYE Judith
Minisitiri w'Abakozi ba Leta n'Umurimo

Bibonywe kandi bishyizweho Ikirango cya Repubulika:

(sé)
BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

Article 12: Repealing provision

All prior provisions contrary to this Order are repealed.

Article 13: Commencement

This Order comes into force on the date of its publication in the Official Gazette of the Republic of Rwanda.

Kigali, on **30/09/2016**

(sé)
MUREKEZI Anastase
Prime Minister

(sé)
UWIZEYE Judith
Minister of Public Service and Labour

Seen and sealed with the Seal of the Republic:

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

Article 12: Disposition abrogatoire

Toutes les dispositions antérieures contraires au présent arrêté sont abrogées.

Article 13: Entrée en vigueur

Le présent arrêté entre en vigueur le jour de sa publication au Journal Officiel de la République du Rwanda.

Kigali, le **30/09/2016**

(sé)
MUREKEZI Anastase
Premier Ministre

(sé)
UWIZEYE Judith
Ministre de la Fonction Publique et du Travail

Vu et scellé du Sceau de la République:

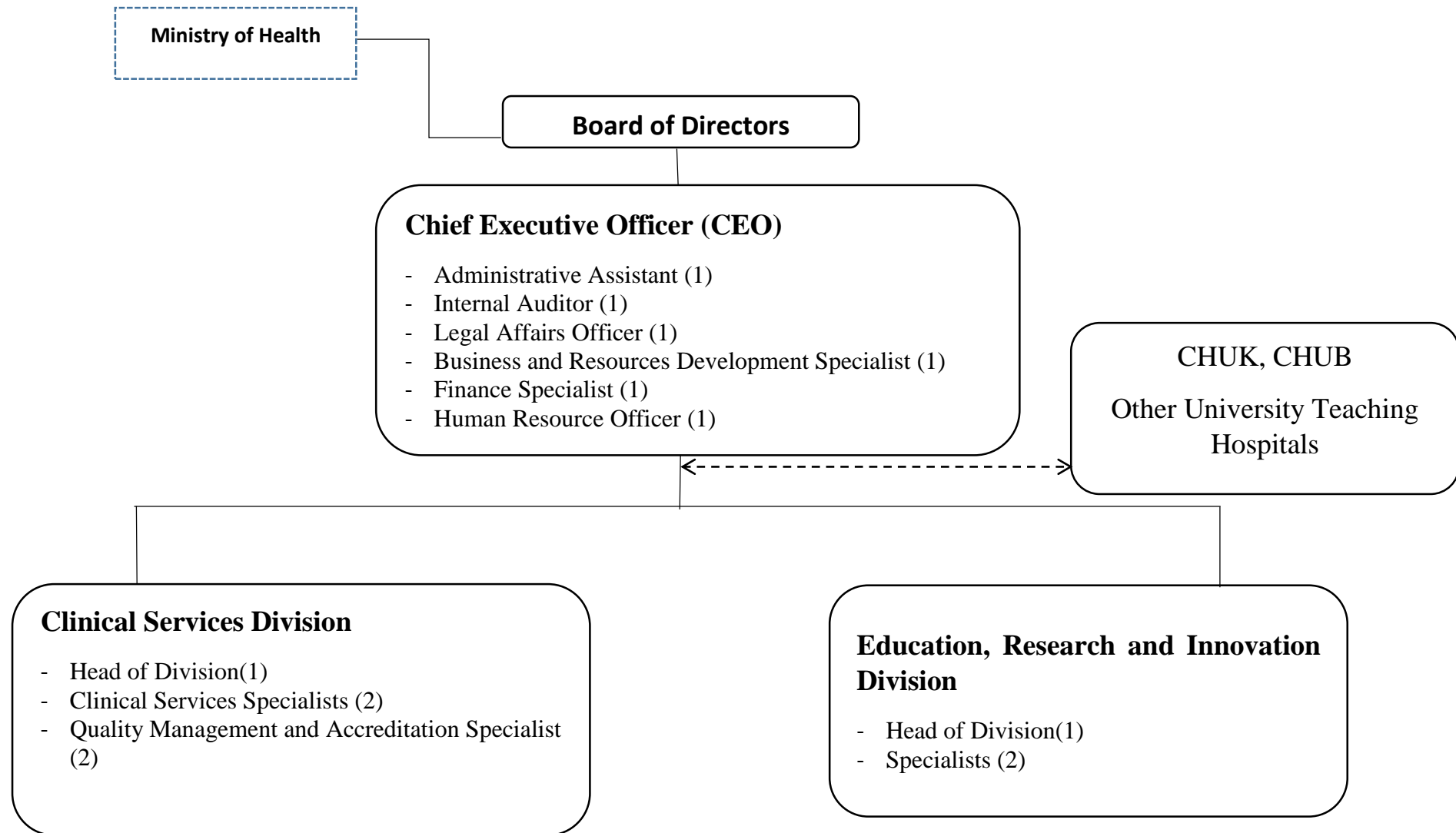
(sé)
BUSINGYE Johnston
Ministre de la Justice/Garde des Sceaux

UMUGEREKA WA I W'ITEKA RYA
MINISITIRI W'INTEBE N°221/03 RYO
KU WA 30/09/2016 RIGENA
IMBONERAHAMWE Y'IMYANYA
Y'IMIRIMO, IMISHAHARA N'IBINDI
BIGENERWA ABAKOZI MU KIGO
CY'UBUVUZI CYIGISHA CYA
KAMINUZA (CHU)

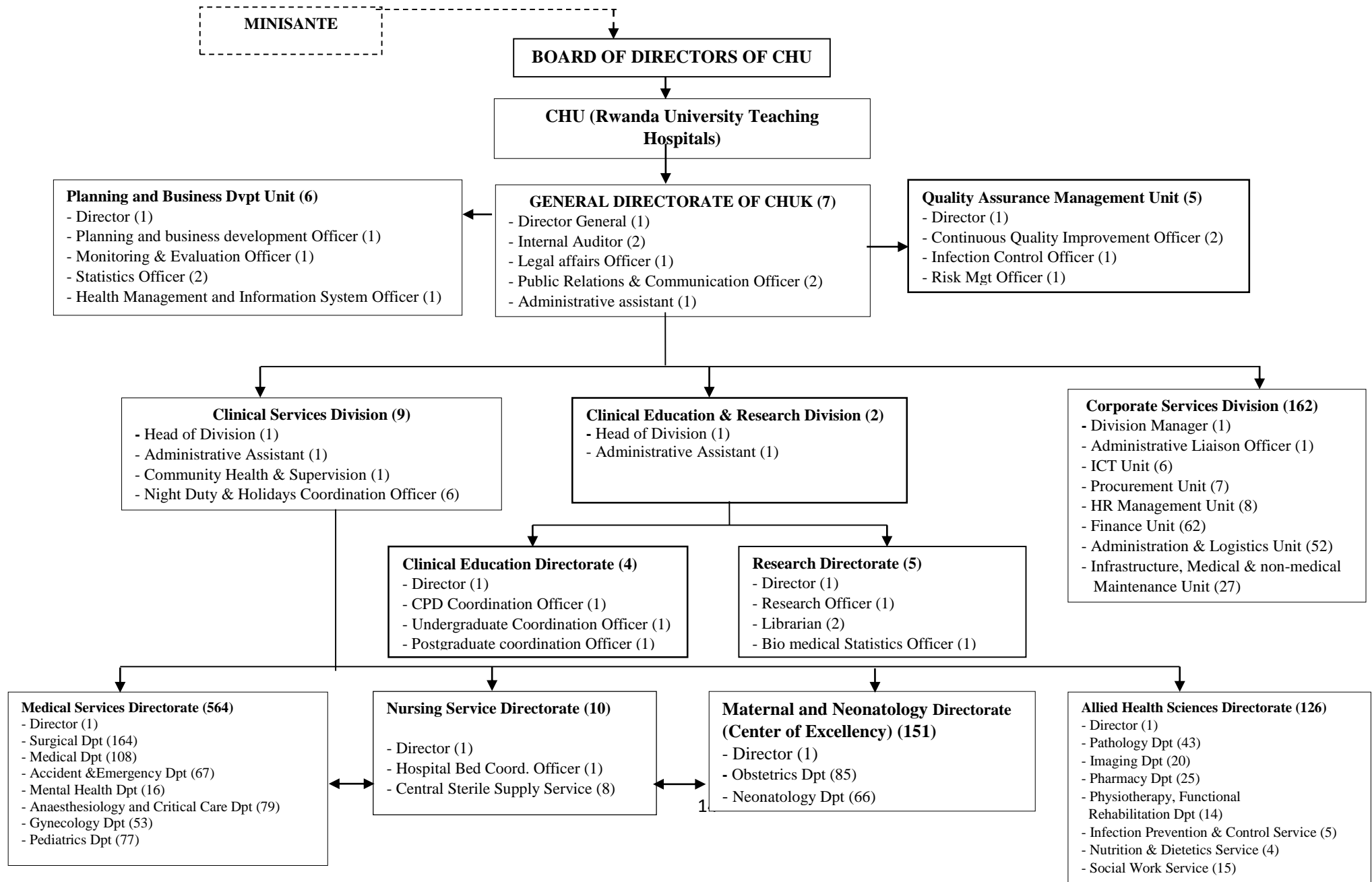
ANNEX I TO PRIME MINISTER'S ORDER
N°221/03 OF 30/09/2016 DETERMINING
ORGANISATIONAL STRUCTURE,
SALARIES AND FRINGE BENEFITS FOR
EMPLOYEES OF UNIVERSITY TEACHING
HOSPITAL (CHU)

ANNEXE I A L'ARRETE DU PREMIER
MINISTRE N°221/03 DU 30/09/2016 PORTANT
STRUCTURE ORGANISATIONNELLE,
SALAIRES ET
AVANTAGES ACCORDES AU PERSONNEL
DU CENTRE HOSPITALIER
D'ENSEIGNEMENT UNIVERSITAIRE (CHU)

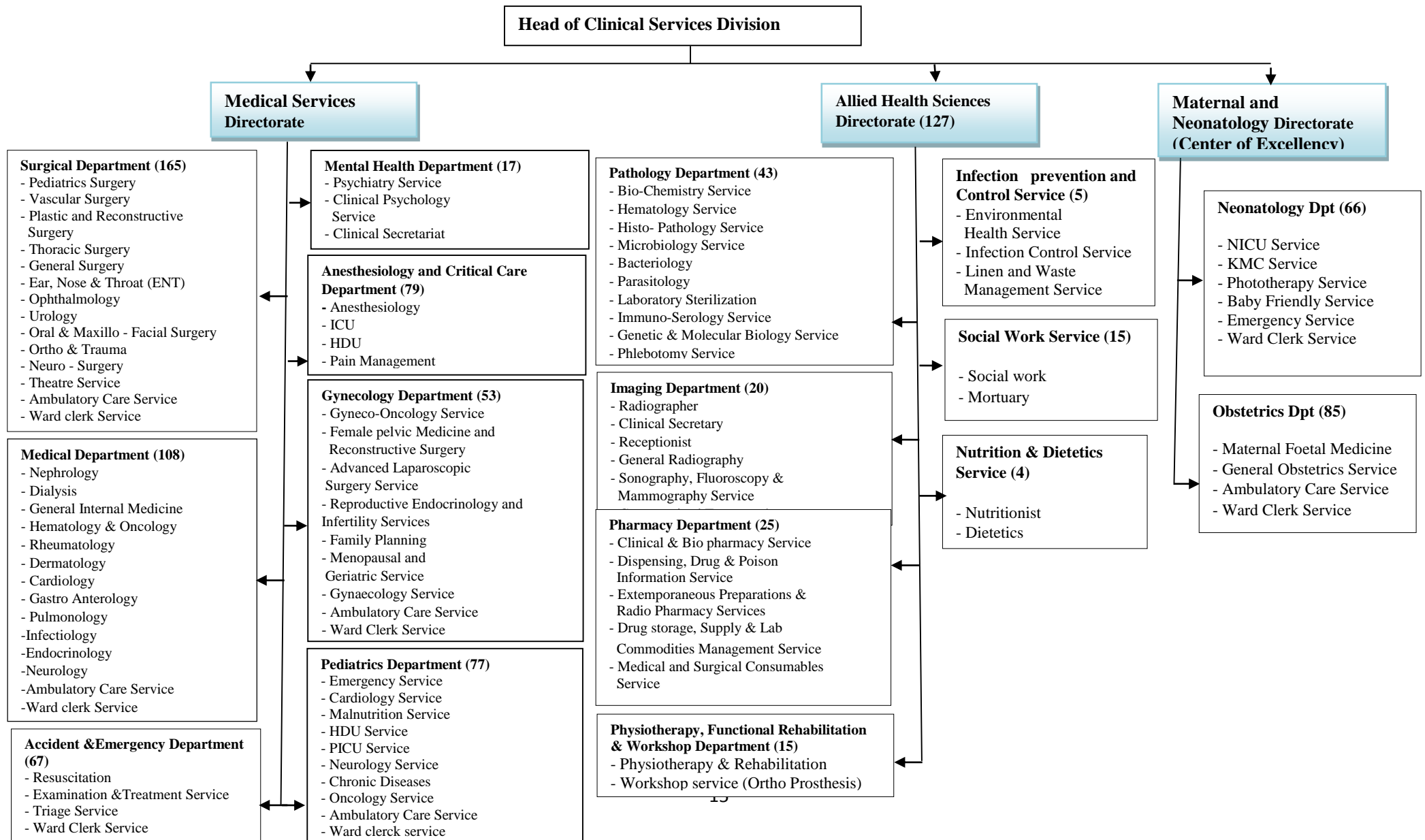
CHUs Organizational Structure 2016 (15 Staff)



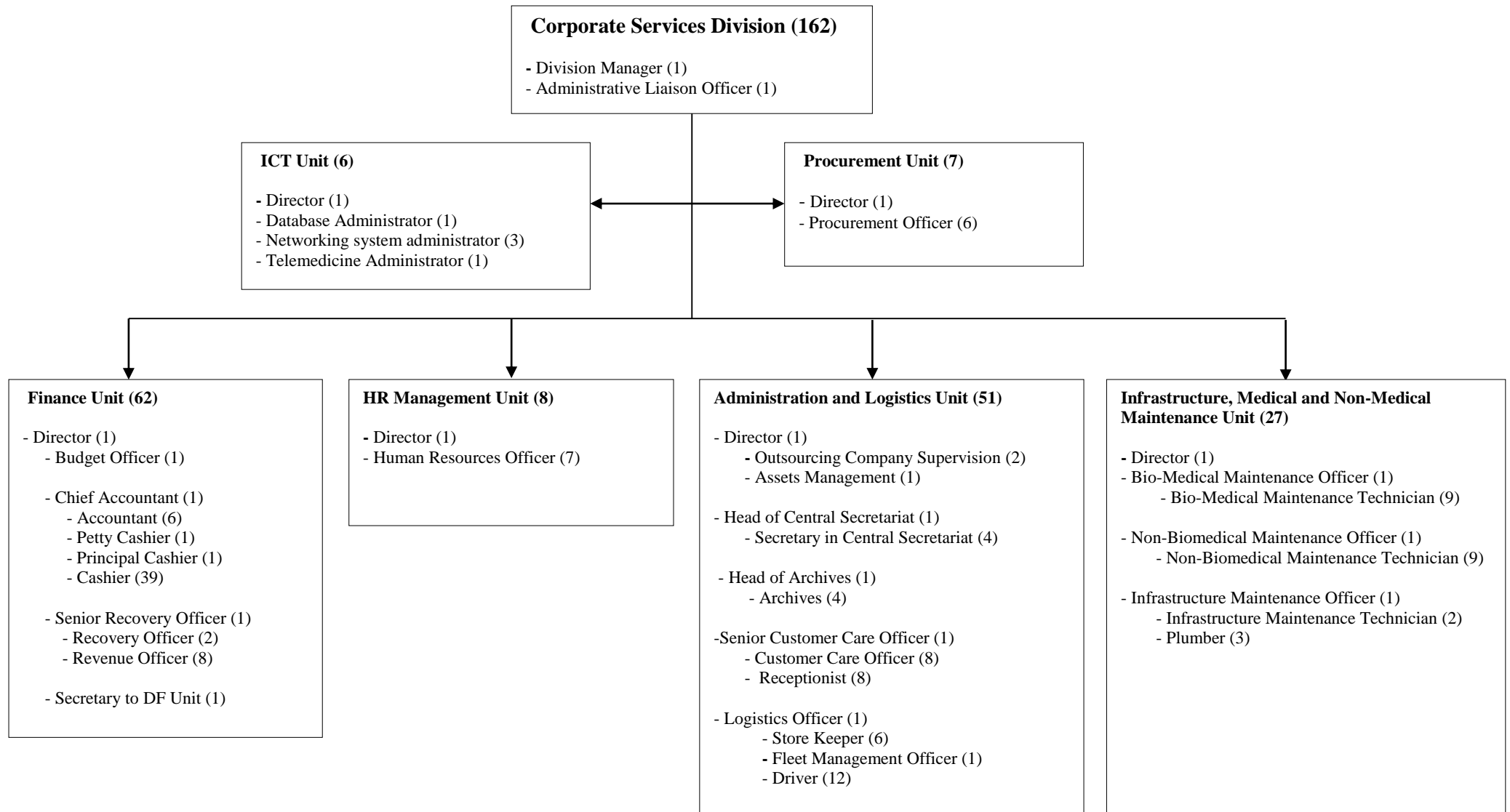
ORGANIZATIONAL STRUCTURE FOR CHUK



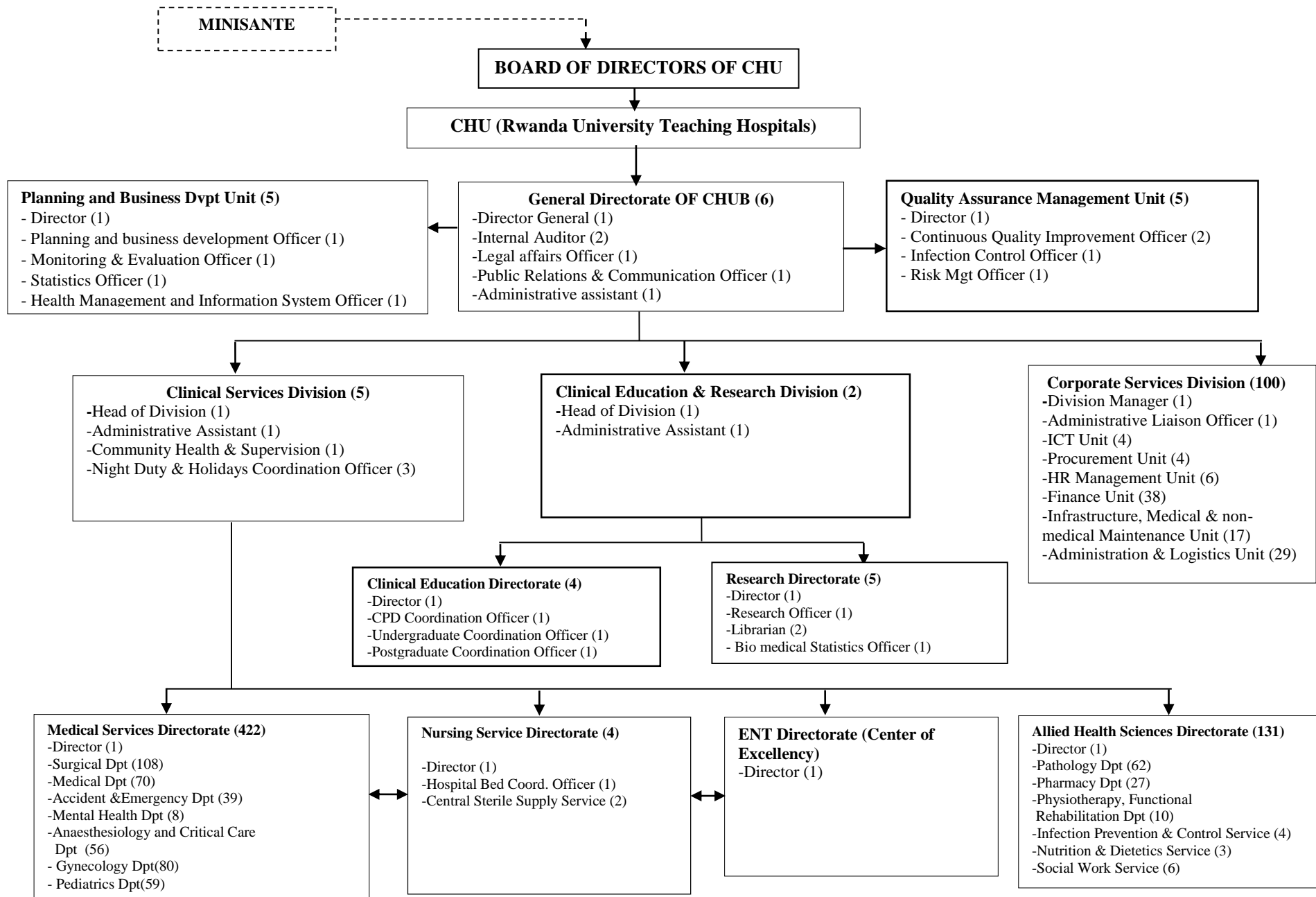
ORGANIZATIONAL STRUCTURE FOR CHUK



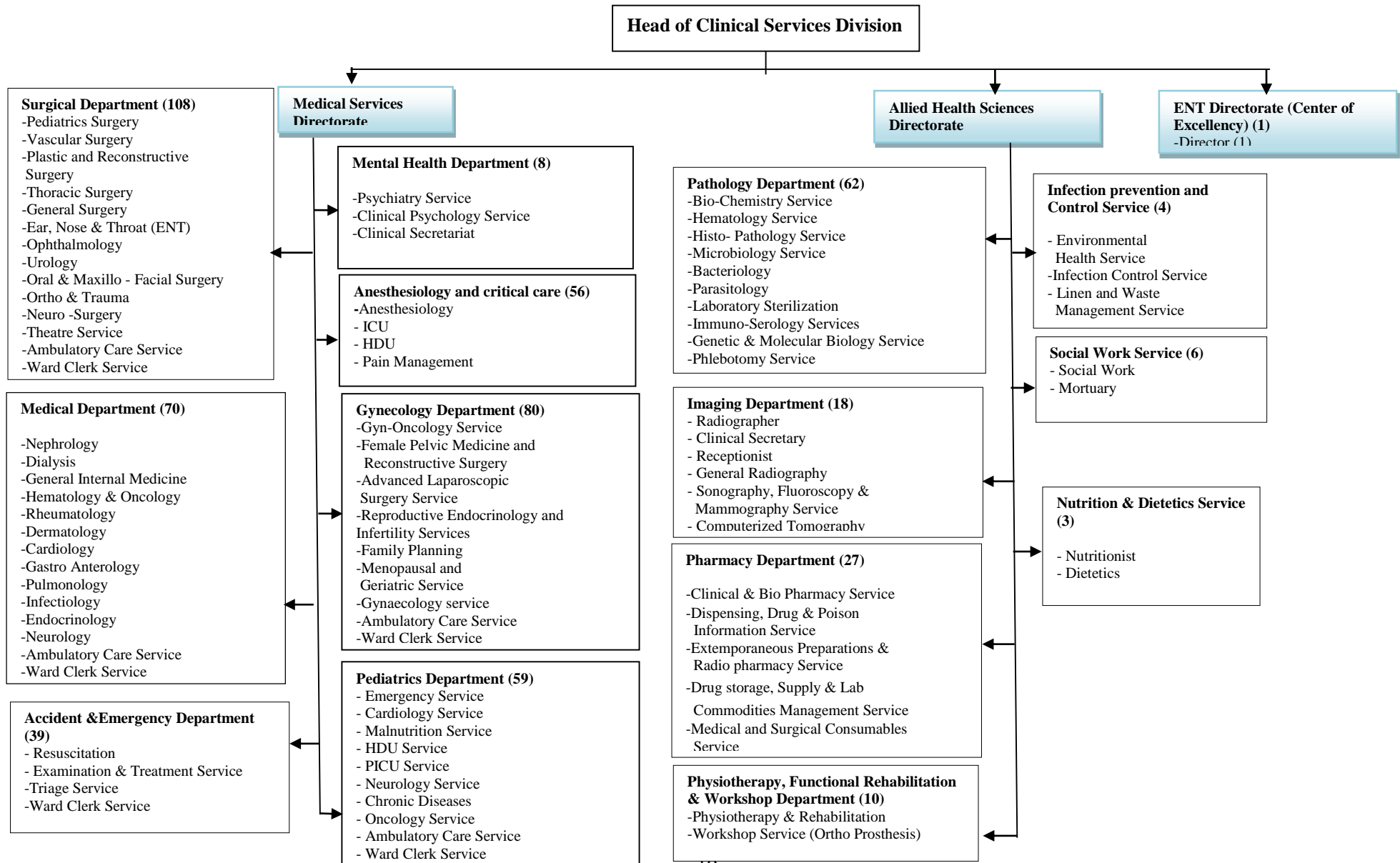
ORGANIZATIONAL STRUCTURE FOR CHUK



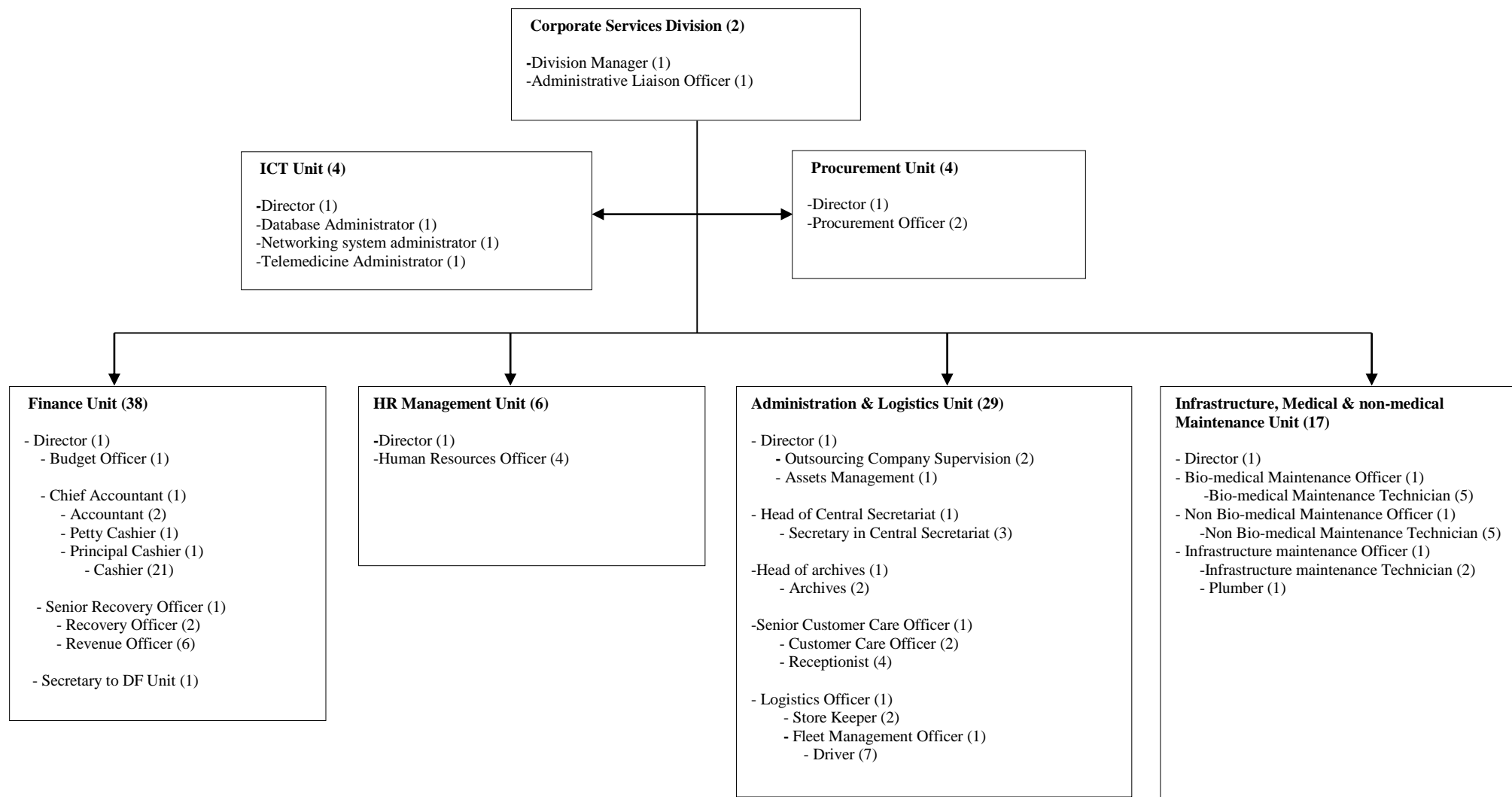
ORGANIZATIONAL STRUCTURE FOR CHUB



ORGANIZATIONAL STRUCTURE FOR CHUB



ORGANIZATIONAL STRUCTURE FOR CHUB



Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe n°221/03 ryo ku wa 30/09/2016 rigena imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi mu Kigo cy'Ubuwuzi cyigisha cya Kaminuza (CHU)

Kigali, ku wa 30/09/2016

(sé)
MUREKEZI Anastase
Minisitiri w'Intebe

(sé)
UWIZEYE Judith
Minisitiri w'Abakozi ba Leta n'Umurimo

Bibonywe kandi bishyizweho Ikirango cya Repubulika :

(sé)
BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

Seen to be annexed to the Draft Prime Minister's Order n°221/03 of 30/09/2016 determining organizational structure, salaries and fringe benefits for employees of University Teaching Hospital (CHU)

Kigali, on 30/09/2016

(sé)
MUREKEZI Anastase
Prime Minister

(sé)
UWIZEYE Judith
Minister of Public Service and Labour

Seen and sealed with the Seal of the Republic:

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

Vu pour être annexé à l'Arrêté du Premier Ministre n°221/03 du 30/09/2016 portant structure organisationnelle, salaires et avantages accordés au personnel du Centre Hospitalier d'enseignement Universitaire (CHU)

Kigali, le 30/09/2016

(sé)
MUREKEZI Anastase
Premier Ministre

(sé)
UWIZEYE Judith
Ministre de la Fonction Publique et du Travail

Vu et scellé du Sceau de la République :

(sé)
BUSINGYE Johnston
Ministre de la Justice/Garde des Sceaux

**UMUGEREKA WA II W'ITEKA RYA
MINISITIRI W'INTEBE N°221/03 RYO
KU WA 30/09/2016 RIGENA
IMBONERAHAMWE Y'IMYANYA
Y'IMIRIMO, IMISHAHARA N'IBINDI
BIGENERWA ABAKOZI MU KIGO
CY'UBUVUZI CYIGISHA CYA
KAMINUZA (CHU)**

**ANNEX II TO PRIME MINISTER'S ORDER
N°221/03 OF 30/09/2016 DETERMINING
ORGANISATIONAL STRUCTURE,
SALARIES AND FRINGE BENEFITS FOR
EMPLOYEES OF UNIVERSITY TEACHING
HOSPITAL (CHU)**

**ANNEXE II A L'ARRETE DU PREMIER
MINISTRE N°221/03 DU 30/09/2016 PORTANT
STRUCTURE ORGANISATIONNELLE,
SALAIRES ET AVANTAGES ACCORDES AU
PERSONNEL DU CENTRE HOSPITALIER
D'ENSEIGNEMENT UNIVERSITAIRE (CHU)**

CHU JOB PROFILES

Administrative Unit	Job Title	Title of Job positions linked to the Job	Job Profile	Proposed Jobs
Office of the Chief Executive Officer (CEO)	Chief Executive Officer	Chief Executive Officer	Political Appointee	1
	Administrative Assistant	Administrative Assistant	<p>A1 in Secretarial Studies, Office Management or A0 in Public Administration, Administrative Sciences, Management, Sociology, Social Work, Law</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none">- Office Management Skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge (Work Processing, Power Point and Internet)- Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage	1

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	Legal Affairs Officer	Legal Advisor	<p>A0 in Law</p> <p><u>Key technical skills and knowledge required :</u></p> <ul style="list-style-type: none">- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems;- Judgment and Decision Making skills- Considering the relative costs and benefits of potential actions to choose the most appropriate one;- Negotiation skills;- Analytical and problem solving skills;- Attention to detail and high level of accuracy;- Very effective organizational skills;- Ability to demonstrate confident and offer pragmatic and logical judgment.- Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage.	1
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	Business and Resources Development Specialist	Business and Resources Development Specialist	<p>A0 in Health Economics, Finance, Management, Economics, Business Administration with 3 years of working experience in a Business Development or Business Consulting role or a Master's Degree in Business Administration, Finance, Management, Economics</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Health system; - Good knowledge of financial processes; - Planning & Organizational Skills; - Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills; - Interpersonal Skills; - Effective communication skills; - Time Management Skills; - Computer Skills; - Judgment & Decision making skills; - Complex Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1
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Official Gazette n° 41 bis of 10/10/2016

	Finance Specialist	Finance Specialist	<p>A0 in Accounting, Finance with ACCA, CPA, CIMA or a Masters Degree in Finance, Accounting , Finance, Accounting with 1 year experience in financial management and in the public sector or multinational organization</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Health system - Good knowledge of government policy-making and financial processes; - Detailed knowledge of financial and Audit Standards, Regulations & Procedures; - Knowledge of Financial software; - Leadership skills; - High analytical skills; - Report writing and presentation skills; - Computer Literacy; -Coordination, planning and organizational skills; - Interpersonal skills; -Collaboration and team working skills; -Effective communication skills; -Administrative skills; -Time management skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1
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Official Gazette n° 41 bis of 10/10/2016

	Internal Auditor	Internal Auditor	<p>A0 in Finance, Accounting or Management with specialization Finance / Accounting</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none">- Detailed knowledge of financial and Audit Standards, HR & Financial regulations, Procedures and Financial software;- Planning Skill;- High Analytical skills;- Report writing and presentation skills.- Time management skills;- Excellent problem-solving skills and clear logical thinking;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage	1
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	Human Resource Officer	Human Resource Officer	<p>A0 in Human Resources Management ,Management, Public Administration, Administrative Sciences</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> -Deep knowledge of Rwandan public service and labor laws; - Knowledge in Conflict Management; - knowledge of the regulations applying to payroll procedures; - Knowledge of human resource concepts, practices, policies, and Procedures; - Problem Solving Skills; - Computer Skills; - Judgment & Decision Making Skills; - Time management Skills; - Interview Skills; - High analytical Skills; - Teamworking Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1
S/Total				7

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Clinical Services Division	Division Manager	Clinical Services Division Manager	<p>Specialised Doctor, PhD in Medecine, Master's Degree or Equivalent in Medecine, Public Health, Health Administration, Hospital Administration with 6 years of working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Health system; - Strong leadership skills; - Excellent Organizational Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills; - Interpersonal Skills - Strong communication skills; - Time Management Skills; - Decision making Skills; - Computer Skills; - Judgment & Decision making skills; - Complex Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1
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Official Gazette n° 41 bis of 10/10/2016

	Clinical Services Specialist	Clinical Services Specialist	<p>Master's Degree or Equivalent in Medecine, Nursing, any health allied sciences, Public Health, Health Administration, Hospital Administration. A0 in Medecine, Nursing, any health allied sciences, Public Health, Health Administration, Hospital Administration with 3 years of working experience in Medecine, Nursing, any health allied sciences, Public Health, Health Administration, Hospital Administration</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the RwandanHealth system; - Excellent leadership skills; - Organizational Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills; - Interpersonal Skills - Effective communication skills; - Time Management Skills; - Decision making Skills; - Computer Skills; - Judgment & Decision making skills; - Complex Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	2
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	Quality Management and Accreditation Specialist	Quality Management and Accreditation Specialist	<p>Masters Degree in Medecine, Nursing, any allied health science, Public Health or A0 in Medecine, Nursing, any allied health science, Public Health with 3 years of working Experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the Rwandan Health system; - have basic to moderate experience in research, statistics, analysis; - Information management systems skills; - Excellent leadership skills; - Organizational Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills; - Interpersonal Skills - Effective communication skills; - Time Management Skills; - Decision making Skills; - Computer Skills; - Judgment & Decision making skills; - Complex Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	2
S/Total				5

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Education, Research and Innovation Division	Division Manager	Education, Research and Innovation Division Manager	<p>Specialised Doctor, PhD in Medecine, Master's Degree or Equivalent in Medecine, Public Health or Medecine Research with 6 years of working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Having served as an educator at university level in health and willing to be part of faculty at the UR college of Medicine and other allied health sciences. Extensive knowledge and understanding of the RwandanHealth system; - Strong leadership skills; - Excellent Organizational Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills; - Interpersonal Skills - Strong communication skills; - Time Management Skills; - Decision making Skills; - Computer Skills; - Judgment & Decision making skills; - Complex Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1
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Official Gazette n° 41 bis of 10/10/2016

	Education, Research and Innovation Specialist	Education, Research and Innovation Specialist	<p>Master's Degree in Medecine, Public Health or Allied Sciences or A0 in Medecine, Public Health or Allied Sciences with 3 years of working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Extensive knowledge and understanding of the RwandanHealth system; - Excellent leadership skills; - Organizational Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills; - Interpersonal Skills - Effective communication skills; - Time Management Skills; - Decision making Skills; - Computer Skills; - Judgment & Decision making skills; - Complex Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	2
Sub/Total				3
CHU TOTAL STAFF				15

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Administrative Unit	JOB TITLE	TITLE OF JOB POSITION LINKED TO THE JOB	Job Profile	CHUK	CHUB
Office of the Director General	General Directorate	Director General	Political Appointee	1	1

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	Administrative Assistant	Administrative Assistant	<p>A1 in Secretarial Studies, Office Management or A0 in Public Administration, Administrative Sciences, Management, Sociology, Social Work, Law</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Office Management Skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge (Work Processing, Power Point and Internet)- Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
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Official Gazette n° 41 bis of 10/10/2016

	Legal affairs	Legal affairs Officer	<p>A0 in Law</p> <p><u>Key Technical skills and Knowledge required :</u></p> <ul style="list-style-type: none"> - Deep knowledge of Rwandan public service and labor law; - High analytical and problem solving skills; - Legal research and analysis in complex areas of law; - Knowledge of Substantive Law and Legal Procedures; - Decision making skills; - Experience in contract drafting and negotiation; - Excellent communication skills ; - Very effective organization skills; - Team working skills; - Computer skills; - Fluent in Kinyarwanda, English and/or French. 	1	1
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	Internal Audit	Internal Audit Officer	<p>A0 in Finance, Accounting or Management with specialization in Finance/ Accounting. Professional qualifications such as ACCA, CPA, CIA are an added value</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Detailed knowledge of financial and Audit Standards, HR & Financial regulations, Procedures and Financial software;- Planning Skill;- High Analytical skills;- Report writing and presentation skills.- Time management skills;- Excellent problem-solving skills and clear logical thinking;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	2	2
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	Public Relation Communication	Public Relation and Communication Officer	<p>A0 in Communication, Public Relation, International Relations, Journalism, Marketing, Linguistics and Literature.</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Excellent communication skills both oral and in writing- Excellent interpersonal skills- Report writing & Presentation skills;- Creativity & Initiative skills- Good Organizational and Time-management Skills,- Teamworking Skills;- Effective Public relations & Public speaking skills;- Interviewing Skills- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	2	1
Sub Total				7	6

Quality Assurance Management Unit	Quality Assurance Management	Director of Unit	<p>Masters, or A0 in health service administration, Community health, Nursing administration, Hospital management, Public Health, Quality Management and Improvement with 3 years working experience in the related field.</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Knowledge of health System in Rwanda- Ability to plan, analyse and implement sound practices and procedures- Monitoring and evaluation skills- Analytical and problem solving skills;- Functional skills and knowledge- Time management skills- Communication skills- Computer skills- Respecting & proving individual & culture defferencies- Encourages colleagues and team members to meet challenges and achieve objectives- Technical skills- Personal qualities- Key responsibilities handled- Team working skills- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
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	Continuous quality improvement	Continuous Quality Improvement Officer	<p>A0 in Hospital management, Nursing, Public Health, Allied sciences</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- knowledge of health System in Rwanda- Ability to plan, analyse and implement sound practices and procedures- Monitoring and evaluation skills- Analytical and problem solving skills;- Functional skills and knowledge- Time management skills- Communication skills- Computer skills- Respecting & proving individual & culture defferencies- Encourages colleagues and team members to meet challenges and achieve objectives- Technical skills- Personal qualities- Key responsibilities handled- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	2	2
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	Infection Control	Infection Control Officer	<p>Master in infection control and prevention or A0 in General Nursing or Allied sciences</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Technical skills - Personal qualities - Key responsibilities handled - Excellent Communication, Organizational, Interpersonal Skills; - Computer knowledge - Team working skills - Analytical and problem solving skills; - Critical thinking skills -Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>knowledge of all is an advantage</p>	1	1
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	Risk Management	Risk Management Officer	<p>A0 in occupation health, General nursing or allied health sciences</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Risk Management Frameworks skills- Background in Risk policy, governance and processes- Understanding of Operational Risk management - Understanding of Operational Risk frameworks Technical skills- Personal qualities- Key responsibilities handled- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge - Team working skills- Analytical and problem solving skills;- Critical thinking skills-Time management skills;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
Sub Total				5	5

Planning and Business Development Unit	Planning and Business Development	Director of Unit	<p>Masters, or A0 in Hospital management, Public health, Economics, Project Management with 3 years working experience in planning</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Planning & Organizational Skills;- Leadership Skills- Monitoring and evaluation skills- Prioritization of multiple work streams- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
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		<p>Planning and Business Development Officer</p>	<p>A0 in Hospital Management, Public Health, Economics, Management, Development Studies option Project Management, Project Management, Business Administration</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Planning & Organizational Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Monitoring and evaluation skills- Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
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	Monitoring and Evaluation	Monitoring and Evaluation Officer	<p>A0 in Hospital management, Public health, Economics, Project Management.</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Planning & Organizational Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills; - Monitoring and evaluation skills - Interpersonal Skills - Effective communication skills; - Time Management Skills; - Computer Skills; - Judgment & Decision making skills; - Complex Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
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	Statistics	Statistics Officer in planning and business development unit	<p>A0 in Bio-medical statistics, Health informatics, Epidemiology, Demography or statistics with 2 years working experience in health sector</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Planning & Organizational Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	2	1
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	Health Management Information System	Health Management Information System Officer	<p>Masters or A0 in Health Informatics, Epidemiology, Public Health or statistics</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Planning & Organizational Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills; - Interpersonal Skills - Effective communication skills; - Time Management Skills; - Computer Skills; - Judgment & Decision making skills; - Complex Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
Sub Total				6	5

CORPORATE DIVISION	Corporate Division	Division Manager of Corporate Services	<p>Master's in Finance, Accounting, Business administration, Human Resource Management, Public Administration or Hospital management with 3 years of working experience in related field.</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Knowledge of Human Resources Policy and procedures;- Knowledge of Accounting principles and practices and financial data reporting.- Knowledge of Rwanda Public Servant & Labour laws and Financial Law;- Knowledge of Electronic equipment and computer hardware and software;- Leadership skills;- Coordination, Planning & Organizational Skills;- Interpersonal Skills;- Effective Communication Skills;- Judgment and Decision Making Skills;- Complex Problem Solving;- Negotiation Skills;- Time Management Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage.</p>	1	1
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Official Gazette n° 41 bis of 10/10/2016

	Administrative Liaison	Administrative Liaison Officer	<p>A1 in Secretarial Studies, Office Management or A0 in Public Administration, Administrative Sciences, Management, Sociology, Social Work, Law</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Office Management Skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge (Work Processing, Power Point and Internet)- Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
Sub Total				2	2

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Procurement Unit	Procurement	Director of Unit	<p>Masters, or A0 in Procurement, Supply chain management, Business administration, Public administration, Administration, Economic, Finance, Law and management with 3 years working experience in procurement management</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - High Analytical Skills; - Knowledge of basic business and purchasing practices; - Excellent Communication Skills; - Knowledge of state contracting laws, regulations and procedures; - Knowledge of grades, qualities, supply and price trends of commodities; - Time Management Skills; - Decision making Skills; - Computer Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
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		Procurement Officers	<p>A0 in Procurement, Management, Accounting, Law, Public Finance, Economics.</p> <p><u>Key technical skills and knowledge required:</u></p> <p>- High analytical skills; - Knowledge of basic business and purchasing practices - Knowledge of state contracting law, regulations and procedures- Knowledge of grade, qualities, suppliers and prices trends of commodities;</p> <p>- Knowledge in contract drafting and negotiation - Category management skills- Time management skills- Decision making skills- Excellent communication skills. - Computer skills.- Fluent in Kinyarwanda, English and/or French.</p>	6	3
Sub Total				7	4

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ICT Unit	ICT	Director of ICT Unit	<p>Masters, or A0 in Computer Science, Information Technology, Computer Engineering, Information and Communication Technology , Business information technology with 3 years working experience Certifications in A+, N+ or CCNA, MCSE, MCSA, MCTs (.NET), LAMP/WAMP Framework or MCITP are an added value</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Knowledge of Rwanda's ICT Policies and Strategies;- Good leadership, management, strategic planning and organization skills - Critical thinking and problem solving skills- Communication and interpersonal skills- Financial and business mindset- Ability to apply information- Team building skills- Information management skills- Networking skills- Database management skills- Ability to monitor and report on network performance and usage- Ability to implement network security measures- Ability to manage network growth and development- Ability to assess a client's network requirements- Excellent IT skills and technical knowledge- Good negotiation skills- The ability to take decision - The ability to work under pressure and to deadlines- A commitment to keep up-to-date with IT trends and developments- The ability to work within a budget.- Fluent in Kinyarwanda, English and/or French. Knowledge of all is an advantage</p>	1	1
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	Database and Networking System	Database Administrator	<p>A0 in Computer Science, Software Engineering, Computer Engineering, Information and Communication Technology, Information Management System, Electronics and Telecommunication Engineering, Information System or A1 in Computer Science, Software Engineering, Computer Engineering, Information and Communication Technology, Information Management System, Electronics and Telecommunication Engineering, Information System with a Certifications in A+, N+ is required; Certifications in CCNA, MCSE, MCSA, MCTs (.NET), LAMP/WAMP Framework or MCITP are an added advantage</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Knowledge of Rwanda's ICT Policies and Strategies;-Proficiency in web application security and database security;- Knowledge of all database vendor versions;- Proficiency in designing, writing, editing, and debugging programs and databases;- Interpersonal Skills;- Communication skills - Negotiation Skills;- Problem-solving skills;- Analytical skills a- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage.</p>	1	1
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		Networking system administrator	<p>A0 in Computer Science, Computer Engineering, Information Technology, Information and Communication Technology, Electronics and Telecommunication Engineering, Network and communication and other related field Certifications in A+, N+ is required; Certifications in CCNA, MCSE, MCSA, MCTs (.NET), LAMP/WAMP Framework or MCITP are an added value</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Knowledge of Rwanda's ICT policies and strategies;- Highly proficient with Microsoft Windows operating systems- Proficient in Microsoft Office products- Proficient in basic networking protocols and standards- Knowledge of AD, Exchange, VPN, routers, and wireless internet access;- Knowledge of circuit boards, processors, electronic equipment, and computer hardware and software, including applications and programming;- Interpersonal Skills;- Communication skills - Negotiation Skills;- Problem-solving skills;- Analytical skills- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage.</p>	3	1
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		Telemedicine administrator	<p>A0 in Computer Science, Computer Engineering, information Technology, Information and Communication Technology, Electronics and Telecommunication Engineering, Network and communication and other related field Certifications in A+, N+ is required; Certifications in CCNA, MCSE, MCSA, MCTs (.NET), LAMP/WAMP Framework or MCITP are an added value</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Knowledge of Rwanda's ICT policies and strategies;- Highly proficient with Microsoft Windows operating systems- Proficient in Microsoft Office products- Proficient in basic networking protocols and standards- Knowledge of AD, Exchange, VPN, routers, and wireless internet access;- Knowledge of circuit boards, processors, electronic equipment, and computer hardware and software, including applications and programming;- Interpersonal Skills;- Communication skills - Negotiation Skills;- Problem-solving skills;- Analytical skills- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage.</p>	1	1
Sub Total				6	4

Infrastructure, Medical & non medical Maintenance Unit	Infrastructure , Medical & non medical Maintenance	Director of Infrastructure, Medical & non medical Maintenance Unit	<p>Masters, or A0 in Biomedical engineering, Healthcare technology, electromechanical engineering, electronic and telecommunication, Information Technology with experience of 3 years working in Bio-medical maintenance</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Knowledge in the Rwanda Infrastructure Sector;- Demonstrated deep knowledge in infrastructure technologies; - knowledge of the principles and practices of urban planning and policy making, - Understanding of Civil engineering and physical designs; - Knowledge in implementing the master plan;- Knowledge in identifying potential sites for development; - Knowledge in standards required to preserve the Master Plan; - Master planning skills; - Budgeting skills; - Presentation skills; - Demonstrated expertise across operations, engineering and architecture; - Knowledge of infrastructure deployment, testing and deployment processes; - Demonstrated knowledge implementing Disaster Recovery configurations and approaches; - Understanding of the legal framework relevant to urban planning and construction; - Quality Control Analysis Skills; -High Critical Thinking Skills; - Complex Problem Solving Skills; - Judgment and Decision Making Skills;- Planning & Organizational Skills;- Research Skills & Writing Skills;- Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage.</p>	1	1
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	Bio-medical maintenance	Bio-medical maintenance officer	<p>Masters or A0 in Biomedical engineering, Healthcare technology, electromechanical engineering, electronic and telecommunication, Information technology with experience of 3 years working in Bio-medical maintenance</p> <p><u>Key Technical Skills and Knowledge:</u></p> <ul style="list-style-type: none"> - Knowledge in the Rwanda Health Sector; - Knowledge in maintenance Strategy; - Knowledge in developing maintenance plans; - Demonstrated deep knowledge in supply chain management; - Knowledge in Equipment Control & Asset Management; - Data Quality Management skills; - Medical Equipment Maintenance Management skills; - Risk Management skills; - Knowledge in standards required to preserve the Medical equipment; - Knowledge in Medical Equipment Applications, and Quality Assurance; - High Critical Thinking Skills; - Complex Problem Solving Skills; - Judgment and Decision Making Skills; - Planning & Organizational Skills; - Interpersonal Skills- Effective communication skills; - Time Management Skills; - Computer Skills; - Complex Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	1
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		<p>Bio-medical maintenance technician</p> <p>A0 or A1 in Biomedical technician, electricity, electromechanical, electronics technician</p> <p><u>Key Technical Skills and Knowledge:</u></p> <ul style="list-style-type: none"> - Knowledge in the Rwanda Health Sector; - Knowledge in maintenance Strategy; - Knowledge in developing maintenance plans; - Knowledge in Equipment Control & Asset Management; - Data Quality Management skills; - Medical Equipment Maintenance Management skills; - Risk Management skills; - Knowledge in standards required to preserve the Medical equipment; - Knowledge in Medical Equipment Applications, and Quality Assurance; - High Critical Thinking Skills; - Complex Problem Solving Skills; - Planning & Organizational Skills; - Interpersonal Skills- Effective communication skills; - Time Management Skills; - Computer Skills; - Complex Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	9	5
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	Non Bio-medical maintenance	Non Bio-medical maintenance officer	<p>Masters or A0 in electromechanical engineering, electronic and telecommunication, Electricity and Information technology with experience of 3 years working in Non Bio-medical maintenance</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge in the Rwanda Health Sector; - Knowledge in maintenance Strategy; - Knowledge in developing maintenance plans; - Knowledge in Equipment Control & Asset Management; - Data Quality Management skills; - Non Medical Equipment Maintenance Management skills; - Risk Management skills; - Knowledge in standards required to preserve the Non Medical equipment; - Knowledge in Non Medical Equipment Applications, and quality Assurance; - Working well under pressure- Relevant technical knowledge- Good practical and technical skills- Ability in IT- Good communication skills- An understanding of engineering drawings and principles- Team working skills- Good problem-solving skills- The ability to manage a varied workload- An awareness of health and safety legislation.- Fluency in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	1	1
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		Non Bio-medical maintenance Technician	<p>A1 in electromechanical, electronics or electrical technician</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge in the Rwanda Health Sector; - Knowledge in maintenance Strategy; - Knowledge in developing maintenance plans; - Knowledge in Equipment Control & Asset Management; - Data Quality Management skills; - Non Medical Equipment Maintenance Management skills; - Risk Management skills; - Knowledge in standards required to preserve the Non Medical equipment; - Knowledge in Non Medical Equipment Applications, and quality Assurance; - Working well under pressure- Relevant technical knowledge- Good practical and technical skills- Ability in IT- Good communication skills- An understanding of engineering drawings and principles- Team working skills- Good problem-solving skills- The ability to manage a varied workload- An awareness of health and safety legislation- Fluency in Kinyarwanda, English and/or French; knowledge of all is an advantage. 	9	5
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	Infrastructure Maintenance	Infrastructure Maintenance Officer	<p>A0 in Civil Engineering</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge in the Rwanda Infrastructure Sector; - Demonstrated deep knowledge in infrastructure technologies; - knowledge of the principles and practices of urban planning and policy making, - Understanding of Civil engineering and physical designs; - Knowledge in implementing the master plan;- Knowledge in identifying potential sites for development; - Knowledge in standards required to preserve the Master Plan; - Master planning skills; - Budgeting skills; - Presentation skills; - Demonstrated expertise across operations, engineering and architecture; - Knowledge of infrastructure deployment, testing and deployment processes; - Demonstrated knowledge implementing Disaster Recovery configurations and approaches; - Understanding of the legal framework relevant to urban planning and construction; - Quality Control Analysis Skills; - High Critical Thinking Skills; - Complex Problem Solving Skills; - Judgment and Decision Making Skills;- Planning & Organizational Skills;- Research Skills & Writing Skills;- Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	1
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		Infrastructure maintenance Technician	<p>A1 in civil Engineering</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge in the Rwanda Infrastructure Sector; - Knowledge in infrastructure technologies; - Knowledge in identifying potential sites for development; - Quality Control Analysis Skills; - Complex Problem Solving Skills; - Interpersonal Skills- Effective communication skills; - Time Management Skills; - Computer Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	2	2
	Plumber	Plumber	<p>A1 or A2 in Public works with skills in plumbing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge in the Rwanda Infrastructure Sector; - Knowledge in infrastructure technologies; - Knowledge in identifying potential sites in plumbing - Quality Control Analysis Skills; - Complex Problem Solving Skills; - Interpersonal Skills - Effective communication skills; - Time Management Skills; 	3	1
Sub Total				27	17

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Finance Unit	Finance Services	Director of Finance Unit	<p>Masters, or A0 in Finance, Accounting with 3 years working experience Professional qualification such as ACCA, CPA, CIA are an added value</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Knowledge of Rwanda's financial management standards and procedures;- Knowledge of Accounting principles and practices and financial data reporting;- Knowledge of Management of Material Resources;-Knowledge of supply chain management;- Knowledge of Rwanda Public Financial Law;- Leadership and management skills;- Planning and organisational, Budgeting skills;- Communication skills;- Strong IT skills,- Time management Skills- Judgment & Decision making skills;- Complex Problem solving;-Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
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		Chief Accountant	<p>A0 Finance, Accounting, Management specialized in Finance/ Accounting with 2 years of working experienceAccounting Professional Qualification recognised by IFAC (ACCA, CPA)</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of cost analysis techniques; - Knowledge to analyse complex financial information & Produce reports;- Deep understanding of financial accounts;- Planning and organisational skills;- Communication skills; - Strong IT skills, particularly in Financial software (SMART IFMIS);- Judgment & Decision Making Skills;- High Analytical Skills; - Interpersonal skills;- Time management Skills; - Complex Problem solving;- Flexibility Skills; - Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
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		Accountants	<p>Accounting Professional Qualification recognised by IFAC (ACCA, CPA) or A0 in Finance, Accounting or Management with specialization in Finance/Accounting</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of cost analysis techniques; - Knowledge to analyse complex financial information & Produce reports;- Deep understanding of financial accounts;- Planning and organisational skills;- Communication skills; - Strong IT skills, particularly in Financial software (SMART IFMIS);- Judgment & Decision Making Skills;- High Analytical Skills; - Interpersonal skills;- Time management Skills; - Complex Problem solving;- Flexibility Skills; - Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	6	2
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		Principle Cashier	<p>A1 in Management, Accounting or A2 in Accounting with 3 experience</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Deep understanding of financial accounts; - Knowledge to analyse complex financial information & Produce reports;-Computer skills - Planning and organisational skills; - Communication skills;- Interpersonal skills; - Time management Skills;- Complex Problem solving;- Flexibility Skills;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
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		Petty Cash	<p>A1 in Management, Accounting or A2 in Accounting with 2 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Deep understanding of financial accounts; - Knowledge to analyse complex financial information & Produce reports; - Computer skills; - Planning and organisational skills; - Communication skills; - Interpersonal skills; - Time management Skills; - Complex Problem solving; - Flexibility Skills; - Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
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	Budget	Budget Officer	<p>A0 in Finance, Accounting, Management, Economics. Professional qualification such as ACCA, CPA, CIA are an added value</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of cost analysis techniques; - Planning and organisational skills; - Communication skills;- Strong IT skills, particularly in Financial software (SMART IFMIS);- Judgment & Decision Making Skills; - Deep understanding of financial accounts;- High Analytical Skills- Interpersonal skills;- Time management Skills- Complex Problem solving; -Flexibility Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
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	Recovery management	Senior Recovery Officer	<p>A0 in Finance, Accounting, Management, Business Administration, Economics Professional qualification such as ACCA, CPA, CIA are an added value</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of cost analysis techniques; - Planning and organisational skills; - Communication skills;- Strong IT skills, particularly in Financial software (SMART IFMIS);- Judgment & Decision Making Skills; - Deep understanding of financial accounts;- High Analytical Skills- Interpersonal skills;- Time management Skills- Complex Problem solving; -Flexibility Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
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		Recovery Officers	<p>A0 in Finance, Accounting, Management, Business Administration, EconomicsSpecialization Finance / Accounting or a professional qualification such as ACCA, CPA, CIA are an added value</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of cost analysis techniques; - Knowledge to analyse complex financial information & Produce reports;- Deep understanding of financial accounts;- Planning and organisational skills;- Communication skills; - Strong IT skills, particularly in Financial software (SMART IFMIS);- Judgment & Decision Making Skills;- High Analytical Skills; - Interpersonal skills;- Time management Skills; - Complex Problem solving;- Flexibility Skills; - Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	2	2
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		Revenue Officer	<p>A0 in Finance, Accounting, Management, Business Administration, Economics Professional qualification such as ACCA, CPA, CIA are an added value</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of cost analysis techniques; - Knowledge to analyse complex financial information & Produce reports;- Deep understanding of financial accounts;- Planning and organisational skills;- Communication skills; - Strong IT skills, particularly in Financial software (SMART IFMIS);- Judgment & Decision Making Skills;- High Analytical Skills; - Interpersonal skills;- Time management Skills; - Complex Problem solving;- Flexibility Skills; - Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	8	6
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		Cashiers	<p>A1 or A2 in Accounting, Commerce and Accounting or Computer Science and Management</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Deep understanding of financial accounts; - Knowledge to analyse complex financial information & Produce reports; - Computer skills; - Planning and organisational skills; - Communication skills; - Interpersonal skills; - Time management Skills; - Complex Problem solving; - Flexibility Skills; - Fluent in Kinyarwanda, English and/ or French; <p>knowledge of all is an advantage</p>	39	21
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		Secretary to Director of Finance Unit	<p>A1 or A2 in Secretary , Office Management, Public Administration, Management</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Office Administration; - Communication Skills; - Computer Skills; - Interpersonal Skills; - Organizational Skills; - Stress Management Skills; - Time Management Skills; - Bookkeeping Skills; - Analytical & Problem solving Skills; - Decision Making Skills; - Fluent in Kinyarwanda, English and/ or French; <p>knowledge of all is an advantage</p>	1	1
Sub Total				62	38

Human Resource Management Unit	Human Resource Management	Director of Human Resource Management Unit	<p>Masters, or A0 in Human Resources Management or Public Administration with 3 years of working experience in Administration.</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of human resources concepts, practices, policies, and procedures;- Knowledge of organizational structure, workflow, and operating procedures;- Knowledge in Monitoring & System Evaluation;- Leadership and management skills; - Planning and organisational skills;- High Analytical Skills;- Communication skills;- Time management Skills- Interviewing Skills; - Judgment & Decision making skills;- Complex Problem Solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
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communication skills	Human Resource Development & Performance Management	Human Resource Development & Performance Management Officer	<p>A0 in Human Resources Management or Public Administration</p> <p>Key Technical Skills & Knowledge required:</p> <p>-Deep knowledge of Rwandan public service and labor laws;- Knowledge of human resource concepts, practices, policies, and procedures; - Needs assessment skills- Training plan skills; - Training monitoring and evaluation skills; - Problem Solving Skills;- Computer Skills; - Judgment & Decision Making Skills;- Time management Skills;- Communication skills- High analytical Skills;- Teamworking Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
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		Human Resource Administration Officer	<p>A0 in Human Resources Management or Public Administration</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>-Deep knowledge of Rwandan public service and labor laws;- Knowledge of human resource concepts, practices, policies, and procedures; - Knowledge in Conflict Management; - knowledge of the regulations applying to payroll procedures;- Managing others skills- Attention to details-IT skills- Problem Solving Skills; - Judgment & Decision Making Skills;- Time management Skills;- Interview Skills; - Confidential skills- High analytical Skills; - Remain calm under pressure- Teamworking Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	3	2
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Administration		Human Resources Records Officer (Filing management)	<p>A0 in Human Resources Management or Public Administration</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> -Deep knowledge of Rwandan public service and labor laws; - Knowledge in Conflict Management; - knowledge of the regulations applying to payroll procedures; - Knowledge of human resource concepts, practices, policies, and procedures; - Problem Solving Skills; - Computer Skills; - Judgment & Decision Making Skills; - Time management Skills; - Interview Skills; - Confidential skills; - Remain calm under pressure; - High analytical Skills; - Teamworking Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	2	1
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		Human Resource Remuneration & other benefits Officer	<p>A0 in Human Resources Management, Business Administration or Management and Public Administration</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> -Deep knowledge of Rwandan public service and labor laws; - Knowledge in Conflict Management; - knowledge of the regulations applying to payroll procedures; - Knowledge of human resource concepts, practices, policies, and procedures; - Numerical skills; - Attention to details; - Confidential skills; - Ability to prepare and administer staff budgets; - Remain calm under pressure; - Problem Solving Skills; - Computer Skills; - Judgment & Decision Making Skills; - Time management Skills; - Interview Skills; - High analytical Skills;- Teamworking Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
Sub Total				8	6

Administration & Logistics Unit	Administration & Logistics	Director of Administration & Logistics Unit	<p>Masters, or A0 in Administration, Business Administration, Hospital Management or Management with 3 years working experience in administration</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of human resources concepts, practices, policies, and procedures;- Knowledge of organizational structure, workflow, and operating procedures;- Knowledge in Monitoring & System Evaluation;- Leadership and management skills; - Planning and organisational skills;- High Analytical Skills;- Communication skills;- Time management Skills- Interviewing Skills; - Judgment & Decision making skills;- Complex Problem Solving Skills;- Fleet management skills; - Emergency management skills- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
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	Logistic	Logistic Officer	<p>A0 in Store Management, Management, Finance, Economics, Accounting, Public Administration, Administrative Sciences</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Knowledge of Management of Material Resources;- Knowledge of supply chain management;- Organizational Skills;- Computer Skills;- Communication / Inter- personalSkills; - Report writing & Presentation Skills;- Analytical Skills;- Interpersonal Skills;- Time management Skills;- Emergence management skills- Team working Skills- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
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	Asset Management	Asset Management Officer	<p>A0 in Accounting, Management, Finance</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Management and organization skills - Experience in the application of value- Risk assessment and allocation skills - Highly developed teamwork skills- Computer Skills;- Stress Management Skills- Communication / Inter- personal skills;</p> <p>- Report writing & Presentation Skills;- Analytical skills;- Bookkeeping Skills;- Time management skills;- Emergency management skills- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
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	Outsourced company supervision	Outsourced company supervision Officer	<p>A0 in Public Administration or Hygien and environment or Public health</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Office Administration; - Communication Skills;- Computer Skills; - Interpersonal Skills;- Organizational Skills; - Stress Management Skills;- Time Management Skills;- Bookkeeping Skills;- Analytical & Problem solving Skills;- Decision Making Skills; - Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	2	2
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	Customer Carer	Senior Customer Care Officer	<p>A0 in social work, sociology, clinical psychology or public health with background in health sector.</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Excellent telephone and written communication skills- Critical thinking Skills;- Effective people management, negotiation and motivational skills; - Leadership and presentation skills-Management and coordination skills- Computer Skills; - Interpersonal Skills;- Organizational Skills; - Stress Management Skills;- Time Management Skills;- Analytical & Problem solving Skills; - Decision Making Skills;- Ability to train and educate people- Fluent in Kinyarwanda, English and/or French; knowledge of all is an advantage 	1	1
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		Customer Care Officer	<p>A0 in Communication, Journalism, International Relations, Marketing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Excellent telephone and written communication skills- Critical thinking Skills;- Effective people management, negotiation and motivational skills; - Leadership and presentation skills- Management and coordination skills- Computer Skills; - Interpersonal Skills;- Organizational Skills; - Stress Management Skills;- Time Management Skills;- Analytical & Problem solving Skills; - Decision Making Skills;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	8	2
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		Archives	<p>A0 in Library and Information Science or A1 in Library & information Science, Office Management, Biblioteconomy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - An interest in health and medicine- High level of accuracy and attention to detail- Good communication skills- Good interpersonal skills; - A patient, helpful and tactful manner- Calmness under pressure- The ability to deal with people; - Teamworking ability- Good computer, electronics and administrative skills- Safety, security, and confidentiality skills- Interpersonal Skills;- Organizational Skills;- Time Management Skills;- Analytical & Problem solving Skills; - Decision Making Skills;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	5	2
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	Central Secretariat	Head of Central Secretariat	<p>A0 or A1 in Secretariat Studies or Office Management and administration</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Office Administration; - Communication Skills; - Computer Skills; - Interpersonal Skills; - Organizational Skills; - Stress Management Skills; - Time Management Skills; - Bookkeeping Skills; - Analytical & Problem solving Skills; - Decision Making Skills; - Fluent in Kinyarwanda, English and/ or French; <p>knowledge of all is an advantage</p>	1	1
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		Secretaries	<p>A1 in Secretarial Studies, Office Management or A0 in Public Administration, Administrative Sciences, Management, Sociology, Social Work, Law</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of Office Administration; - Communication Skills;- Computer Skills; - Interpersonal Skills;- Organizational Skills; - Stress Management Skills;- Time Management Skills;- Bookkeeping Skills;- Analytical & Problem solving Skills;- Decision Making Skills; - Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	3	3
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		Receptionnist	<p>A1 or A2 in Secretariat Studies, Office Management and Administration or Linguistic</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Have strong interpersonal and communication skills, both in person and on the telephone- Be friendly and confident- Have good organisational skills and be able to prioritise workload- Be able to cope in a busy environment- Be presentable- Be flexible and adaptable- Be able to use his or her initiative- Be discreet and tactful- be patient and sympathetic- Be courteous but firm- Be able to work well alone and in a team- Be computer literate.- Stress Management Skills;- Time Management Skills;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	8	4
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		Storekeepers	<p>A1 or A2 in Management, Business Administration or Accounting</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Knowledge of Management of Material Resources; - Knowledge of supply chain management; - Organizational Skills; - Computer Skills; - Communication Skills; - Report writing & Presentation Skills; - Analytical Skills; - Interpersonal Skills; - Time management Skills; - Team working Skills - Fluency in Kinyarwanda, English and/ or French; <p>knowledge of all is an advantage</p>	6	2
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		Fleet Management Officer	<p>A0 or A1 in Mechanical engineering or technician</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Financial Understanding- Vehicle Knowledge- Information Technology Familiarity- Able to make decision- Able to motivate and lead a team- Sharpen Communication Skills- Electronic skills- Interpersonal skills- Negotiation Skills- Patience skills- Confidential skills- Empathy skills- Organizational Skills;- Computer Skills;- Analytical Skills;- Time management Skills;- Team working Skills- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
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		Drivers	<p>A2 in any field with driving licence at least category B</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Excellent driving skills and knowledge of traffic regulations - A patient manner and responsible attitude - An understanding of health and safety issues - The ability to read traffic signs and follow instructions - Ability to reason and to apply simple numerical concepts (Numeracy skills) - Good customer service and clear communication skills - An assertive but polite approach to difficult passengers - Good geographical knowledge. 	12	7
Sub Total				50	28

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Clinical Education & Research Division	Clinical Education & Research	Head of Education & Research Division	<p>Senior Consultant Doctor, Consultant Doctor or PhD in Allied services with 1 year working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Knowledge of clinical education & Research Policy and procedures; - Computer skills; - Leadership skills; - Coordination, Planning & Organizational Skills; - Interpersonal Skills; - Effective Communication Skills; - Judgment and Decision Making Skills; - Complex Problem Solving; - Negotiation Skills; - Time Management Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	1
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	Administrative Assistant	Administrative Assistant	<p>A1 in Secretarial Studies, Office Management or A0 in Public Administration, Administrative Sciences, Management, Sociology, Social Work, Law</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Office Management Skills; - Excellent Communication, Organizational, Interpersonal Skills; - Computer Skills - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
Sub Total				2	2

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Clinical Education Directorate	Clinical Education	Director of Clinical Education	<p>Consultant Doctor or PhD in Allied Services</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical education Policy and procedures; - Computer skills; - Leadership skills; - Coordination, Planning & Organizational Skills; - Interpersonal Skills; - Effective Communication Skills; - Judgment and Decision Making Skills; - Complex Problem Solving; - Negotiation Skills; - Time Management Skills; - Fluency in Kinyarwanda, English and/ or French knowledge of all is an advantage. 	1	1
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	CPD Coordination	CPD Coordination officer	<p>Junior Consultant Doctor, PhD or Masters in Nursing education, Public health or Allied Services</p> <p>Key Technical Skills & Knowledge required:</p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical education Policy and procedures; - Knowledge of Continuous professional development Policy and procedures; - Computer skills; - Leadership skills; - Coordination, Planning & Organizational Skills; - Interpersonal Skills; - Effective Communication Skills; - Judgment and Decision Making Skills; - Complex Problem Solving; - Negotiation Skills; - Time Management Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	1
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	Postgraduate Coordination	Postgraduate Coordination	<p>A0 in Nursing education , Public health or General Medicine Degree</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical education Policy and procedures;- Report writing and presentation skills; - Coordination, planning and organizational initiative, tact and discretion skills;- Interpersonal skills;- Collaboration and team working skills; - Effective communication skills;- Time management skills;- Leadership skills;- High analytical skills;- Effective communication skills; - Administrative skills- Demonstrated ability to work in an independent manner - High quality work and excellent attention to detail.- Fluency in Kinyarwanda, English and/ or French knowledge of all is an advantage. 	1	1
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	Postgraduate Coordination	Undergraduate Coordination	<p>A0 in Nursing education , Public health or General Medicine Degree</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical education Policy and procedures;- Report writing and presentation skills; - Coordination, planning and organizational initiative, tact and discretion skills;- Interpersonal skills;- Collaboration and team working skills; - Effective communication skills;- Time management skills;- Leadership skills;- High analytical skills;- Effective communication skills; - Administrative skills- Demonstrated ability to work in an independent manner - High quality work and excellent attention to detail.- Fluency in Kinyarwanda, English and/ or French knowledge of all is an advantage. 	1	1
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Clinical Research Directorate	Clinical Research	Director of Clinical Research	<p>Consultant Doctor or PhD in Allied Services</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System; - Knowledge of clinical Research Policy and procedures;- Computer skills;- Leadership skills; - Coordination, Planning & Organizational Skills; - Interpersonal Skills;- Effective Communication Skills;- Judgment and Decision Making Skills; - Complex Problem Solving;- Negotiation Skills; - Time Management Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	1
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	Biomedical Statistics	Biomedical Statistics officer	<p>A0 in statistics, Clinical Research, Public Health, Epidemiology</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System; - Ability to plan and coordinate clinical research project and activities- Proven clinical monitoring skills- Demonstrated ability to attain and maintain a working knowledge of Good Clinical Practices and applicable Standard Operating Procedures; - Excellent quantitative and qualitative skills; - Excellent technical skills;- An interest and skills in the analysis of public policy issues;- Relevant experience in analyzing large scale surveys; - Strong skills in writing and communication; - Proven ability to work effectively as part of a team and to deliver outputs to tight deadlines; - Flexibility and capacity to contribute to other areas;- Good presentation skills- Publications in relevant areas are desirable- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	1
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	Research	Research Coordination	<p>A0 in statistics, Public Health, Epidemiology</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System; - Ability to plan and coordinate clinical research project and activities- Proven clinical monitoring skills- Demonstrated ability to attain and maintain a working knowledge of Good Clinical Practices and applicable Standard Operating Procedures; - Excellent quantitative and qualitative skills; - Excellent technical skills;- An interest and skills in the analysis of public policy issues;- Relevant experience in analyzing large scale surveys; - Strong skills in writing and communication; - Proven ability to work effectively as part of a team and to deliver outputs to tight deadlines; - Flexibility and capacity to contribute to other areas;- Good presentation skills- Publications in relevant areas are desirable- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	1
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	Library	Librarian	<p>A0 or A1 in Library, Library Information System, Documentation Studies</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Personal skills- Information literacy skills; - Communication skills- Critical thinking skills; - Team working skills- Ethics and social responsibility skills- Problem solving skills; - leadership skills- Discipline-specific knowledge; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	2	2
Sub Total				9	9

Clinical Division	Clinical Services Division	Head of Clinical Services Division	<p>Senior Consultant Doctor or Consultant Doctor with 3 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Computer skills; - Leadership skills; - Coordination, Planning & Organizational Skills; - Interpersonal Skills; - Effective Communication Skills; - Judgment and Decision Making Skills; - Complex Problem Solving; - Negotiation Skills; - Time Management Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	1
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	Administrative Assistant	Administrative Assistant	<p>A1 in Secretarial Studies, Office Management or A0 in Public Administration, Administrative Sciences, Management, Sociology, Social Work, Law</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Office Management Skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer Skills- Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	1	1
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	Community Health and Supervision	Community Health and Supervision	<p>Consultant Doctor, Junior Consultant Doctor or Masters in Public health, in Nursing or in Allied health sciences</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Computer skills; - Leadership skills; - Coordination, Planning & Organizational Skills; - Interpersonal Skills; - Effective Communication Skills; - Judgment and Decision Making Skills; - Complex Problem Solving; - Negotiation Skills; - Time Management Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	1
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	Night duty and holidays coordination	Night duty and holidays coordination Officer	<p>A0 in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System; - Knowledge of clinical services Policy and procedures;- Management, monitoring and leadership skills;- Ability to coordinate communication between guests and staff;- Ability to collaborate and manage multiple priorities; - Empathy and sensitivity to patients' needs and concerns; - Skills of assessing and planning nursing care requirements;- Observation skills; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Quality Assurance and Improvement skills; - Judgement and decision making;- Ability to tutor student nurses;- Research skills;- Computer knowledge - Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	6	3
Sub Total				9	6

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	Directorate of Medical services	Director of Medical Services	<p>Consultant Doctor with 3 years working experience.</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Computer skills;- Leadership skills; - Coordination, Planning & Organizational Skills; - Interpersonal Skills;- Effective Communication Skills;- Judgment and Decision Making Skills; - Complex Problem Solving;- Negotiation Skills; - Time Management Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	1
				1	1
	Surgical Department				

	Medical care	Chief Consultant Doctor	<p>Chief Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills - Strong effective decision making capacity -Complex Problem solving Skills- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills - Training mentor skills and strong capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Innovation skills in medical science and quality improvement- Public health and disease prevention skills- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors- Liaison with other medical and non-medical staff in the hospital to ensure quality treatment- Good leadership, management, strategic planning and organization skills - Confidence skills- Ability to maintain a high standard of professional and personal values in relation to patients and their care- Ability to carry out formal appraisal of doctors' 	1	0
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			progress and their performance.- Fluency in Kinyarwanda, English and/ or French		
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		Senior Consultant Doctor	<p>Senior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong and Effective decision making skills- Complex Problem solving Skills;- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills and capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors - Fluency in Kinyarwanda, English and/ or French</p>	1	0
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		Consultant Doctor	<p>Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Ability to deal with patient complaints- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Fluency in Kinyarwanda, English and/ or French</p>	2	1
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		Junior Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	4	8
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		Senior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Skills in doctor-patient communication;- Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Junior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Skills in doctor-patient communication;- Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Chief Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills; and good bedside manner- Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	0	0
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		Senior Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Research Skills & Writing Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations and Drive to continue learning throughout career - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills and Drive to continue learning throughout career- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills; - Computer Skills;- Judgment & Decision-making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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	Nursing care	Matron of department	<p>Masters or A0 in Nursing with 3 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Empathy and sensitivity to patients' needs and concerns; -Skills of assessing and planning nursing care requirements; - Observation skills -Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Office Management and Leadership Skills; - Willingness to Quality Assurance and Improvement activities; - Competency to take a leadership role in hospital policy areas; - Judgement and decision making; - Ability to tutor student nurses; - Research skills and writing skills;- Computer knowledge - Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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		Senior Consultant Nurse	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Empathy and sensitivity to patients' needs and concerns;- Skills of assessing and planning nursing care requirements; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills- Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Ability to tutor student nurses; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Consultant Nurse	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Empathy and sensitivity to patients' needs and concerns;- Skills of assessing and planning nursing care requirements; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Ability to tutor student nurses; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Junior Consultant Nurse	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills- Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Ability to tutor student nurses - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		ward Clerk officer	<p>A1 or A2 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:-</u> Typing/keyboarding skills and computerized hospital information systems knowledge;- Knowledge of the scheduling, registration, or admission process;- Filing skills;- Medical and nursing terminology and typing skills;- Empathy and sensitivity to patients' needs and concerns; - Competence to work effectively with unit managers; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Customer service skills; - Willingness to Quality Assurance and Improvement activities; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage</p>	3	1
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		Nurse A0	<p>A0 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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		Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	93	43
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	Minor Surgery service	Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	1
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	Pediatric Surgery service	Junior Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	0	0
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	Urology service	Junior Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	0	0
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	Vascular Surgery service	Junior Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	0	0
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	Plastic and Reconstructive service	Junior Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	0	0
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	Thoracic Surgery service	Junior Consultant Doctor	Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to detail- Good - Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French	0	0
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	General Surgery service	Junior Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	0	0
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	Ear, Nose & Throat(ENT) service	Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	1	0
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	Ear, Nose & Throat(ENT) service	Junior Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	2	2
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	Ophthalmology service	Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	1	0
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	Ophthalmology service	Junior Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	2	0
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		Ophtalmology technician	<p>A1 in Ophtalmology</p> <p>Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Meticulous attetion to detail;</p> <p>- Good team working skills;- Compassion skills;- Attetion to patient detail skills;</p> <p>- Dexterity; - Knowledge in complex ophtalmologist machinery and computer programs use;-Safety and Risk management skills;- Critical thinking;- Excellent Communication, Organizational Skills;- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage.</p>	3	4
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	Oral & Maxillo -Facial Surgery service	Junior Consultant Doctor	Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to detail- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French	0	0
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		Chief Dental Surgeon	<p>A0 in Dentistry</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Sensory and psychomotors skills- Cognitive Abilities- Behavioral and Social Attributes- Knowledge in chronic conditions - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills; and good bedside manner- Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Senior Dental Surgeon	<p>A0 in Dentistry</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Research Skills & Writing Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations and Drive to continue learning throughout career - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	0	0
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		Dental Surgeon	<p>A0 in Dentistry</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills and Drive to continue learning throughout career- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills; - Computer Skills;- Judgment & Decision-making skills;- Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Junior Dental Surgeon	<p>A0 in Dentistry</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Sensory and psychomotors skills- Cognitive Abilities- Behavioral and Social Attributes- Knowledge in chronic conditions - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	3	3
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		Dental Therapist	<p>Dental Therapist A1 Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Meticulous attention to detail;- Written and oral communication skills;- Good team working skills;- Compassion skills;- Attention to patient detail and specimen identification skills;</p> <p>- Dexterity;- Knowledge in complex dental machinery and computer programs use;- Critical thinking;- Excellent Communication, Organizational Skills;- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage.</p>	4	4
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	Ortho & Trauma service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	0	0
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	Neuro –Surgery service	Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	1	0
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		Junior Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	2	0
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	Theatre services	Junior Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	0	0
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		Matron of department	<p>Masters or A0 in Nursing with 3 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Empathy and sensitivity to patients' needs and concerns; - Skills of assessing and planning nursing care requirements;- Observation skills- Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Office Management and Leadership Skills;- Willingness to Quality Assurance and Improvement activities; - Competency to take a leadership role in hospital policy areas; - Judgement and decision making;- Ability to tutor student nurses;- Research skills and writing skills;- Computer knowledge - Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	0
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		Nurse A0	<p>A0 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills- Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	1
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		<p>Nurse A1</p> <p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	38	35
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	Ambulatory care Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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		Nurse A1	A1 in General Nursing <u>Key Technical Skills & Knowledge required:</u> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills- Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage	0	2
Sub Total				164	107
	Medical Department				

	Medical care	Chief Consultant Doctor	<p>Chief Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills - Strong effective decision making capacity -Complex Problem solving Skills- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills and strong capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Innovation skills in medical science and quality improvement- Public health and disease prevention skills- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors- Liaison with other medical and non-medical staff in the hospital to ensure quality treatment- Good leadership, management, strategic planning and organization skills - Confidence skills- Ability to maintain a high standard of professional and personal values in relation to patients and their care- Ability to carry out formal appraisal of doctors'</p>	1	0
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			progress and their performance.- Fluency in Kinyarwanda, English and/ or French		
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		Senior Consultant Doctor	<p>Senior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong and Effective decision making skills- Complex Problem solving Skills;- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills - Training mentor skills and capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills - Innovation skills in medical science and quality improvement- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors - Fluency in Kinyarwanda, English and/ or French 	0	1
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		Consultant Doctor	<p>Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Ability to deal with patient complaints- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills - Training mentor skills- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings - Good leadership and management skills- Innovation skills in medical science and quality improvement- Fluency in Kinyarwanda, English and/ or French 	2	1
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		Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	4	6
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		Senior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Skills in doctor-patient communication;- Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Junior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Skills in doctor-patient communication;- Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Chief Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills; and good bedside manner- Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Senior Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Research Skills & Writing Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations and Drive to continue learning throughout career - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills and Drive to continue learning throughout career- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills; - Computer Skills;- Judgment & Decision-making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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	Nursing care	Matron of department	<p>Masters or A0 in Nursing with 3 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures- Empathy and sensitivity to patients' needs and concerns;- Skills of assessing and planning nursing care requirements;- Observation skills- Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Office Management and Leadership Skills;- Willingness to Quality Assurance and Improvement activities; - Competency to take a leadership role in hospital policy areas; - Judgement and decision making;- Ability to tutor student nurses;- Research skills and writing skills; - Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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		Senior Consultant Nurse	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures - Empathy and sensitivity to patients' needs and concerns; - Skills of assessing and planning nursing care requirements; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills- - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Ability to tutor student nurses; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Consultant Nurse	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures- pathy and sensitivity to patients' needs and concerns;- Skills of assessing and planning nursing care requirements; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills; - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Ability to tutor student nurses; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Junior Consultant Nurse	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills; - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities - Ability to tutor student nurses - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Ward Clerk officer	<p>A1 or A2 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> -Typing/keyboarding skills and computerized hospital information systems knowledge; - Knowledge of the scheduling, registration, or admission process;- Filing skills;- Medical and nursing terminology and typing skills;- Empathy and sensitivity to patients' needs and concerns; - Competence to work effectively with unit managers; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Customer service skills;- Willingness to Quality Assurance and Improvement activities; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	2	1
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		Nurse A0	<p>A0 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team;- Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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		Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills; - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	62	49
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	Nephrology service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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	Dialysis unit	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to detail- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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		Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills;- Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Computer knowledge;- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	13	6
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	General Internal Medicine	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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	Hematology& Oncology	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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	Rheumatology	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Dermatology	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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		Dermatology officer	<p>A1 in Dermatology</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Good diagnostic skills; - Knowledge and experience in clinical dermatology; - Consultation skills; - Recognition and diagnosis of skin lesions; - Psychological Assessment; - Equipment management skills;- Quality Assurance and Improvement skills; - Ability to train and educate people- Critical thinking;- Good Communication,- Organizational and Interpersonal Skills;- Computer knowledge; - Research skills; - Strategy and planning skills - Analytical and problem solving skills;- Time management skills; - Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	0
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	Cardiology	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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	Gastro enterology	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Pulmonology	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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	HIV unit	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Nursing	Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills;- Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	1
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	Endocrinology	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Neurology	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Ambulatory care	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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		Matron of department	<p>Masters or A0 in Nursing with 3 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Empathy and sensitivity to patients' needs and concerns;- Skills of assessing and planning nursing care requirements;- Observation skills;- Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Office Management and Leadership Skills;- Willingness to Quality Assurance and Improvement activities; - Competency to take a leadership role in hospital policy areas; - Judgement and decision making;- Ability to tutor student nurses;- Research skills and writing skills; - Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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		Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills;- Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	20	4
Sub Total				108	72

	Directorate of Maternal and Child Health(Center of Excellence)	Director of Maternal and Child Health	<p>Consultant Doctor or Junior Consultant Doctor with 2 years working experience.</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Computer skills; - Leadership skills; - Coordination, Planning & Organizational Skills; - Interpersonal Skills; - Effective Communication Skills; - Judgment and Decision Making Skills; - Complex Problem Solving; - Negotiation Skills; - Time Management Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	0
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Neonatology Services	Neonatology Department	Senior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	1	0
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	NICU Service	Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	1	0
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	KMC Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	1	0
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	Phototherapy Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	1	0
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	Baby Friendly	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Emergency Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	ward Clerk	ward Clerk officer	<p>A1 or A2 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>-Typing/keyboarding skills and computerized hospital information systems knowledge; - Knowledge of the scheduling, registration, or admission process;- Filing skills;- Medical and nursing terminology and typing skills;- Empathy and sensitivity to patients' needs and concerns; - Competence to work effectively with unit managers; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Customer service skills;- Willingness to Quality Assurance and Improvement activities; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage</p>	1	0
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	Nursing care	Nurse A1	A1 in General Nursing <u>Key Technical Skills & Knowledge required:</u> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills ; - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage	60	0
Sub Total				66	0

Obstetrics Services	Obstetrics Department	Senior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	1	0
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	Maternal Foetal Medicine	Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	1	0
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	General Obstetrics Services	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details - Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	2	0
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	ward Clerk	ward Clerk officer	<p>A1 or A2 in General Nursing</p> <p><u>Technical Skills & Knowledge required:</u></p> <p>-Typing/keyboarding skills and computerized hospital information systems knowledge; - Knowledge of the scheduling, registration, or admission process;- Filing skills;- Medical and nursing terminology and typing skills;- Empathy and sensitivity to patients' needs and concerns; - Competence to work effectively with unit managers; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Customer service skills;- Willingness to Quality Assurance and Improvement activities; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage</p>	1	0
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	Ambulatory care	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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		Midwife A1	Midwives A1 <u>Key Technical Skills & Knowledge required:</u> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; -Interest in the physical, psychological and process of pregnancy and birth;- Knowledge in growth and development related to conception and reproduction; -Empathy and sensitivity to women's needs and concerns; -Competency in provision of care during labour, birth and postpartum period; - Competence to assess and plan midwifery care requirements; - Observation skills; - Good at listening and communicating with women, their partners and families;- Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage	80	0
Sub Total				85	0
	Paediatric Department				

	Medical care	Chief Consultant Doctor	<p>Chief Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills - Strong effective decision making capacity -Complex Problem solving Skills- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills and strong capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Innovation skills in medical science and quality improvement- Public health and disease prevention skills- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors- Liaison with other medical and non-medical staff in the hospital to ensure quality treatment- Good leadership, management, strategic planning and organization skills - Confidence skills- Ability to maintain a high standard of professional and personal values in relation to patients and their care- Ability to carry out formal appraisal of doctors'</p>	1	0
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			progress and their performance.- Fluency in Kinyarwanda, English and/ or French		
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		Senior Consultant Doctor	<p>Senior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong and Effective decision making skills - Complex Problem solving Skills;- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills - Training mentor skills and capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills - Innovation skills in medical science and quality improvement- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors - Fluency in Kinyarwanda, English and/ or French 	0	0
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		Consultant Doctor	<p>Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Ability to deal with patient complaints- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills - Training mentor skills- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings - Good leadership and management skills - Innovation skills in medical science and quality improvement- Fluency in Kinyarwanda, English and/ or French 	1	1
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		Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	2	3
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		Senior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills; - Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills; - Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills; - Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Junior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- - Emergency management skills; - Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills; - Proven flexibility and adaptability; - Customer focus- - Good organizational and time management skills- - Computer Skills; - Effective interpersonal skills- - Problem solving Skills; - Attention to detail.- - No clock watching- - Fluency in Kinyarwanda, English and/ or French; - knowledge of all is an advantage 	0	0
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		Chief Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills; and good bedside manner- Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Senior Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Research Skills & Writing Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations and Drive to continue learning throughout career - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills and Drive to continue learning throughout career- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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	Nursing care	Matron of department	<p>Masters or A0 in Nursing with 3 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Empathy and sensitivity to patients' needs and concerns; - Skills of assessing and planning nursing care requirements;- Observation skills- Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Office Management and Leadership Skills;- Willingness to Quality Assurance and Improvement activities; - Competency to take a leadership role in hospital policy areas; - Judgement and decision making;- Ability to tutor student nurses;- Research skills and writing skills; - Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	2	1
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		Senior Consultant Nurse	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures; - Empathy and sensitivity to patients' needs and concerns; - Skills of assessing and planning nursing care requirements; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Ability to tutor student nurses; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Consultant Nurse	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures - Empathy and sensitivity to patients' needs and concerns; - Skills of assessing and planning nursing care requirements; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Ability to tutor student nurses; - Computer knowledge- Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Junior Consultant Nurse	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Ability to tutor student nurses - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		ward Clerk officer	<p>A1 or A2 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures-Typing/keyboarding skills and computerized hospital information systems knowledge;- Knowledge of the scheduling, registration, or admission process;- Filing skills; - Medical and nursing terminology and typing skills;- Empathy and sensitivity to patients' needs and concerns; - Competence to work effectively with unit managers; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Customer service skills;- Willingness to Quality Assurance and Improvement activities; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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		Nurse A0	<p>A0 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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		Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	69	50
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	NICU Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	KMC Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Phototherapy Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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	Baby Friendly	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details - Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Emergency Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Cardiology Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details - Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Malnutrition Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	HDU Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	PICU Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Neuro-surgery Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Chronic Diseases	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Oncology service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	HIV unit	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Ambulatory care	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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		Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills- Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
Sub Total				77	57
	Gynaecology Department				

	Medical care	Chief Consultant Doctor	<p>Chief Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills - Strong effective decision making capacity -Complex Problem solving Skills- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills - Training mentor skills and strong capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Innovation skills in medical science and quality improvement- Public health and disease prevention skills- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors- Liaison with other medical and non-medical staff in the hospital to ensure quality treatment- Good leadership, management, strategic planning and organization skills - Confidence skills- Ability to maintain a high standard of professional and personal values in relation to patients and their care- Ability to carry out formal appraisal of 	1	0
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			doctors' progress and their performance.- Fluency in Kinyarwanda, English and/ or French		
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		Senior Consultant Doctor	<p>Senior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong and Effective decision making skills - Complex Problem solving Skills;- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills - Training mentor skills and capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors - Fluency in Kinyarwanda, English and/ or French 	0	0
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		Consultant Doctor	<p>Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Ability to deal with patient complaints- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Fluency in Kinyarwanda, English and/ or French 	1	1
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		Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	2	5
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		Senior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures- Skills in doctor-patient communication;- Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills;- Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability;- Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills;- Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage</p>	0	0
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		Junior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Chief Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills; and good bedside manner- Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Senior Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Research Skills & Writing Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations and Drive to continue learning throughout career - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills and Drive to continue learning throughout career- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills; - Computer Skills;- Judgment & Decision-making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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	Midwifery care	Matron of department	<p>Masters or A0 in midwifery with 3 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures-Interest in the physical, psychological and process of pregnancy and birth;- Knowledge in growth and development related to conception and reproduction;- Empathy and sensitivity to women's needs and concerns; - Competency in provision of care during labour, birth and postpartum period;- Competence to assess and plan midwifery care requirements; - Observation skills; - Emergency management skills; - Ability to train and educate other people; -Empathy and sensitivity to women's needs and concerns;- Observation skills- Competence to work effectively within a multidisciplinary team; - Competency in social, epidemiologic and cultural context of maternal and newborn care;- Ability to effectively speak and listen;- Office Management and Leadership Skills, including quality assurance and improvement activities, and human resource management; - Tactful; - Remain calm under pressure; - Competency to take a leadership role in hospital policy arenas; - Judgement and decision making; - Ability to tutor student midwives; - Research skills and writing skills; - Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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		Senior Consultant in Allied Midwife	<p>Masters in Midwifery</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures-Interest in the physical, psychological and process of pregnancy and birth; - Knowledge in growth and development related to conception and reproduction;- Empathy and sensitivity to women's needs and concerns; - Competency in provision of care during labour, birth and postpartum period; - Competence to assess and plan midwifery care requirements; - Observation skills;- Good at listening and communicating with women, their partners and families; - Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Willingness to Quality Assurance and Improvement activities; - Ability to tutor student midwives - Computer knowledge (Electronic Health Recording, Health Management Information System, Word Processing, Power Point and Internet);- Analytical and problem solving skills; -Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Consultant in Allied Midwife	<p>Masters in Midwifery</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures-Interest in the physical, psychological and process of pregnancy and birth; - Knowledge in growth and development related to conception and reproduction;- Empathy and sensitivity to women's needs and concerns; - Competency in provision of care during labour, birth and postpartum period; - Competence to assess and plan midwifery care requirements; - Observation skills;- Good at listening and communicating with women, their partners and families; - Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Willingness to Quality Assurance and Improvement activities; - Ability to tutor student midwives - Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Junior Consultant in Allied Midwife	<p>Masters in Midwifery</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures-Interest in the physical, psychological and process of pregnancy and birth; - Knowledge in growth and development related to conception and reproduction;- Empathy and sensitivity to women's needs and concerns; - Competency in provision of care during labour, birth and postpartum period; - Competence to assess and plan midwifery care requirements; - Observation skills;- Good at listening and communicating with women, their partners and families; - Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Willingness to Quality Assurance and Improvement activities; - Ability to tutor student midwives - Computer knowledge (Electronic Health Recording, Health Management Information System, Word Processing, Power Point and Internet);- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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	ward Clerk	ward Clerk officer	<p>A1 or A2 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>-Typing/keyboarding skills and computerized hospital information systems knowledge;- Knowledge of the scheduling, registration, or admission process;- Filing skills;- Medical and nursing terminology and typing skills;- Empathy and sensitivity to patients' needs and concerns; - Competence to work effectively with unit managers; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Customer service skills;- Willingness to Quality Assurance and Improvement activities; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage</p>	1	1
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	Midwifery	Midwife A0	<p>Midwives A0</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure-Interest in the physical, psychological and process of pregnancy and birth; - Knowledge in growth and development related to conception and reproduction;- Empathy and sensitivity to women's needs and concerns; - Competency in provision of care during labour, birth and postpartum period; - Competence to assess and plan midwifery care requirements; - Observation skills;- Good at listening and communicating with women, their partners and families; - Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge (Electronic Health Recording, Health Management Information System, Word Processing, Power Point and Internet);- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	2	3
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		Midwife A1	<p>Midwives A1</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> -Interest in the physical, psychological and process of pregnancy and birth; - Knowledge in growth and development related to conception and reproduction;- Empathy and sensitivity to women's needs and concerns; - Competency in provision of care during labour, birth and postpartum period; - Competence to assess and plan midwifery care requirements; - Observation skills;- Good at listening and communicating with women, their partners and families; - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge (Electronic Health Recording, Health Management Information System, Word Processing, Power Point and Internet);- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	45	67
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	Maternal Foetal Medicine	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	0	1
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	General Obstetrics Services	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Reproductive Endocrinology and Infertility Services	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Gyn-Oncology Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Female pelvic Medicine and Reconstructive Surgery	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	0	0
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	Advanced Laparoscopic Surgery Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Family Planning	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Menopausal and Geriatric Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	General Gynecology Service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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	Ambulatory care service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details - Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
Sub Total				53	79
	Accident & Emergency Department				

	Medical care	Chief Consultant Doctor	<p>Chief Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills - Strong effective decision making capacity -Complex Problem solving Skills- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills and strong capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Innovation skills in medical science and quality improvement- Public health and disease prevention skills- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors- Liaison with other medical and non-medical staff in the hospital to ensure quality treatment- Good leadership, management, strategic planning and organization skills - Confidence skills- Ability to maintain a high standard of professional and personal values in relation to patients and their care- Ability to carry out formal appraisal of doctors' progress and their performance.- Fluency in Kinyarwanda, English and/ or French 	0	0
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		Senior Consultant Doctor	<p>Senior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong and Effective decision making skills- Complex Problem solving Skills;- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Training mentor skills and capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles - Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors - Fluency in Kinyarwanda, English and/ or French 	1	0
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		Consultant Doctor	<p>Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Ability to deal with patient complaints- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Fluency in Kinyarwanda, English and/ or French 	1	0
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		Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details - Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	2	1
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		Senior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Junior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Chief Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills; and good bedside manner - Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Senior Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Research Skills & Writing Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations and Drive to continue learning throughout career - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills and Drive to continue learning throughout career- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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	Nursing care	Junior Consultant Nurse	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills;- Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Ability to tutor student nurses - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Matron of department	<p>Masters or A0 in Nursing with 3 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure;- Empathy and sensitivity to patients' needs and concerns;- Skills of assessing and planning nursing care requirements;- Observation skills; - Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Office Management and Leadership Skills;- Willingness to Quality Assurance and Improvement activities; - Competency to take a leadership role in hospital policy areas; - Judgement and decision making;- Ability to tutor student nurses;- Research skills and writing skills; - Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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		ward Clerk officer	<p>A1 or A2 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>-Typing/keyboarding skills and computerized hospital information systems knowledge; - Knowledge of the scheduling, registration, or admission process;- Filing skills;- Medical and nursing terminology and typing skills;- Empathy and sensitivity to patients' needs and concerns; - Competence to work effectively with unit managers; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Customer service skills; - Willingness to Quality Assurance and Improvement activities; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage</p>	2	1
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		Nurse A0	<p>A0 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills; - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	1	1
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		Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure _ Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills;- Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	57	29
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	Ressuscitation	Anesthetist or Critical care nurse A1	<p>A1 in Anaesthesiology or Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Situation awareness skills;- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan anaesthesia care requirements; - Observation skills; - Competency in social, epidemiologic and cultural context of patient care; - Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Excellent Communication, Organizational Skills;- Computer knowledge - Analytical and problem solving skills; -Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	2	2
Sub Total				67	35
	Anesthesia & Critical care Department				

	Medical care	Chief Consultant Doctor	<p>Chief Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Ability to deal with patient complaints.- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Innovation skills in medical science and quality improvement- Public health and disease prevention skills- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors- Liaison with other medical and non-medical staff in the hospital to ensure quality treatment- Good leadership, management, strategic planning and organization skills - Confidence skills- Ability to maintain a high standard of professional and personal values in relation to patients and their care- Ability to carry out formal appraisal of doctors' progress and their performance.- Fluency in Kinyarwanda, English and/ or French 	0	0
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		Senior Consultant Doctor	<p>Senior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong and Effective decision making skills - Complex Problem solving Skills;- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills and capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles - Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors - Fluency in Kinyarwanda, English and/ or French 	1	0
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		Consultant Doctor	<p>Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Ability to deal with patient complaints- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Fluency in Kinyarwanda, English and/ or French 	1	1
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		Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	2	4
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		Senior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Junior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Chief Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills; and good bedside manner - Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Senior Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Research Skills & Writing Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations and Drive to continue learning throughout career - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills and Drive to continue learning throughout career- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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	Nursing care	Matron of department	<p>Masters or A0 in Nursing with 3 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Empathy and sensitivity to patients' needs and concerns;- Skills of assessing and planning nursing care requirements; - Observation skills;- Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Office Management and Leadership Skills;- Willingness to Quality Assurance and Improvement activities; - Competency to take a leadership role in hospital policy areas; - Judgement and decision making; - Ability to tutor student nurses; - Research skills and writing skills; - Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		ward Clerk officer	<p>A1 or A2 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>-Typing/keyboarding skills and computerized hospital information systems knowledge;</p> <p>- Knowledge of the scheduling, registration, or admission process;- Filing skills;- Medical and nursing terminology and typing skills;- Empathy and sensitivity to patients' needs and concerns;</p> <p>- Competence to work effectively with unit managers; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Customer service skills; - Willingness to Quality Assurance and Improvement activities;</p> <p>- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage</p>	0	0
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	Anesthesia	Anesthesist Techn A0	<p>A0 in Anaesthesiology</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure-Empathy and sensitivity to patients' needs and concerns;- Observation, monitoring and evaluation skills; - Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Office Management, Strategy, Planning and Leadership Skills; - Willingness to Quality Assurance and Improvement activities; - Judgement and decision making;- Ability to train and educate other people; - Research skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge - Analytical and problem solving skills; -Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	6	5
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		Anesthetist Tech A1	<p>A1 in Anaesthesiology</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Situation awareness skills;- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan anaesthesia care requirements; - Observation skills; - Competency in social, epidemiologic and cultural context of patient care; - Competence to work in a highly aseptic environment;- Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Excellent Communication, Organizational Skills;- Computer knowledge - Analytical and problem solving skills; -Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	28	20
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Pain management service	Medical care	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details - Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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	Nursing	Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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Anesthesia service	Medical care	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	1
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	Anaesthesia	Anesthesist Tech A1	<p>A1 in Anaesthesiology</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Situation awareness skills; - Competence to assess and plan anaesthesia care requirements; - Observation skills; - Competency in social, epidemiologic and cultural context of patient care; - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Excellent Communication, Organizational Skills;- Computer knowledge- Analytical and problem solving skills; -Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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Post-anesthesia care unit (PACU)	Anaesthesia	Anesthesist Tech A1	<p>A1 in Anaesthesiology</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Situation awareness skills - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan anaesthesia care requirements; - Observation skills; - Competency in social, epidemiologic and cultural context of patient care; - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Excellent Communication, Organizational Skills; - Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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Critical care service	Medical care	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	1	1
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	High Dependency Care Unit	Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills; -Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	13	2
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	Intensif care unit	Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements;- Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	26	18
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	Medical service	Medical officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills and Drive to continue learning throughout career- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	2
Sub Total				79	55
	Mental Health Department				

	Medical Care	Chief Consultant Doctor	<p>Chief Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills - Strong effective decision making capacity -Complex Problem solving Skills- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills and strong capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Innovation skills in medical science and quality improvement- Public health and disease prevention skills- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors- Liaison with other medical and non-medical staff in the hospital to ensure quality treatment- Good leadership, management, strategic planning and organization skills - Confidence skills- Ability to maintain a high standard of professional and personal values in relation to patients and their care- Ability to carry out formal appraisal of doctors' progress and their performance.- Fluency in Kinyarwanda, English and/ or French 	0	0
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		Senior Consultant Doctor	<p>Senior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong and Effective decision making skills- Complex Problem solving Skills;- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Training mentor skills and capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles - Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors - Fluency in Kinyarwanda, English and/ or French 	1	0
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		Consultant Doctor	<p>Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Ability to deal with patient complaints- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Fluency in Kinyarwanda, English and/ or French 	1	0
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		Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	2	1
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		Senior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Junior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Chief Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills; and good bedside manner - Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Senior Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Research Skills & Writing Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations and Drive to continue learning throughout career - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills and Drive to continue learning throughout career- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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	Nursing care	Matron of department	<p>Masters or A0 in Nursing with 3 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Empathy and sensitivity to patients' needs and concerns; - Skills of assessing and planning nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Office Management and Leadership Skills; - Willingness to Quality Assurance and Improvement activities; - Competency to take a leadership role in hospital policy areas; - Judgement and decision making; - Ability to tutor student nurses; - Research skills and writing skills; - Computer knowledge - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; - Knowledge of all is an advantage 	0	0
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		Senior Consultant Nurse/Allied	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Ability to tutor student nurses - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Consultant Nurse/Allied	<p>Masters in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure -Empathy and sensitivity to patients' needs and concerns; - Skills of assessing and planning nursing care requirements; - Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Ability to tutor student nurses; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		ward Clerk officer	<p>A1 or A2 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>-Typing/keyboarding skills and computerized hospital information systems knowledge; - Knowledge of the scheduling, registration, or admission process;- Filing skills;- Medical and nursing terminology and typing skills;- Empathy and sensitivity to patients' needs and concerns; - Competence to work effectively with unit managers; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Customer service skills; - Willingness to Quality Assurance and Improvement activities; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage</p>	0	0
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		Clinical Secretary	<p>A1 or A2 in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Filling out forms, maintain and retrieve medical files, and transcribe and type medical reports - knowledge of medical terminology;- Ability to perform administrative and supportive functions; - Attention to detail; - Good team working skills; - High adaptability/Flexibility skills; - Ethics;- Confidence;- High visualization skills; - Social orientation skills;- High innovative and development skills; - Knowledge in computer;- Critical thinking; - Excellent Communication, Organizational Skills; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	0	0
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		Mental health/ Nurses Advanced diploma	<p>A1 in mental health/Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Good understanding of the theories of mental health and illness;- Skills of helping, talking and listening to patients and their families;- Ability to combat stigma;- Writing and updating electronic patient records skills; - Teamwork Skills;- Ability to empathise with people;- Emotionally strong;- Good initiative; - Verbal/written Communication skills; - Organizational and Interpersonal Skills;- Computer and other Health Information System knowledge; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	5	0
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	Psychiatry service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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	Clinical Psychology service	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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		Senior Consultant Clinical Psycho	<p>Masters in Clinical psychology</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Office Management and Human resource development Skills;- Competency of organizing workloads;- Patient care coordination skills;- Quality Assurance and Improvement skills; - Ability to train and educate people; - Supervision skills;- Building liaison with dooctors, social workers, and other professionals;- Research and writing skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge (Work Processing, Power Point and Internet)- Analytical and problem solving skills; - Decision making skills;-Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	0	0
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		Consultant Clinical Psycho	<p>Masters in Clinical psychology</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Office Management and Human resource development Skills;- Competency of organizing workloads;- Patient care coordination skills;- Quality Assurance and Improvement skills; - Ability to train and educate people; - Supervision skills;- Building liaison with doctors, social workers, and other professionals;- Research and writing skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge (Work Processing, Power Point and Internet)- Analytical and problem solving skills; - Decision making skills;-Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	0	0
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		Junior Consultant Clinical Psycho	<p>Masters in Clinical psychology</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Office Management and Human resource development Skills;- Competency of organizing workloads;- Patient care coordination skills;- Quality Assurance and Improvement skills; - Ability to train and educate people; - Supervision skills;- Building liaison with doctors, social workers, and other professionals;- Research and writing skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge- Analytical and problem solving skills; - Decision making skills;-Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	0	0
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		Clinical Psychologist	<p>A0 in Clinical psychology</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Office Management and Human resource development Skills;- Competency of organizing workloads;- Patient care coordination skills;- Quality Assurance and Improvement skills; - Ability to train and educate people; - Supervision skills;- Building liaison with doctors, social workers, and other professionals;- Research and writing skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge- Analytical and problem solving skills; - Decision making skills;-Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	7	7
Sub Total				16	8

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	Directorate of Allied Health Sciences	Director of Allied Health Sciences	<p>Consultant Doctor or PhD in Allied health sciences with 3 years working experience.</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Knowledge of Allied Health Sciences Policy and procedures;- Computer skills; - Leadership skills;- Coordination, Planning & Organizational Skills;- Interpersonal Skills; - Effective Communication Skills;- Judgment and Decision Making Skills;- Complex Problem Solving;- Negotiation Skills;- Time Management Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage. 	1	1
Sub Total				1	1

	Pathology Department	Chief Consultant Doctor	<p>Chief Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills - Strong effective decision making capacity -Complex Problem solving Skills- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills and strong capacity to transfer skills - Excellent Communication/inter personal skills - Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Innovation skills in medical science and quality improvement- Public health and disease prevention skills- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors - Liaison with other medical and non-medical staff in the hospital to ensure quality treatment- Good leadership, management, strategic planning and organization skills - Confidence skills- Ability to maintain a high standard of professional and personal values in relation to patients and their care - Ability to carry out formal appraisal of doctors' progress and their performance.- Fluency in Kinyarwanda, English and/ or French 	0	0
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		Senior Consultant Doctor	<p>Senior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong and Effective decision making skills - Complex Problem solving Skills;- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Training mentor skills and capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles - Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors - Fluency in Kinyarwanda, English and/ or French 	1	0
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		Consultant Doctor	<p>Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Ability to deal with patient complaints- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Fluency in Kinyarwanda, English and/ or French 	1	0
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		Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	2	1
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		Senior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Junior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Laboratory Quality Assurance	<p>A0 in Laboratory, Biomedical Laboratory Science</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Meticulous attention to detail; - Written and oral communication skills;- Good team working skills; - Compassion skills; - Attention to patient detail and specimen identification skills; - Dexterity;- Knowledge in complex lab machinery and computer programs use;- Excellent Communication, Organizational Skills;- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	1	1
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		Senior in allied Lab	<p>Masters in laboratory</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Lab Management and leadership skills; - Lab equipment management skills; - Quality Assurance and Improvement skills related to Lab activities; - Ability to train and educate people; - Knowledge in complex lab machinery use, - Skills of large procurement of Lab commodities; - Lab reagents and supplies inventory skills; - Excellent Communication, Organizational, Interpersonal Skills;- Computer and Lab Information System management knowledge; - Research skills,- Strategy and planning skills - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Consultant in allied Lab	<p>Masters in laboratory</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Lab Management and leadership skills; - Lab equipment management skills;- Quality Assurance and Improvement skills related to Lab activities; - Ability to train and educate people; - Knowledge in complex lab machinery use; - Skills of large procurement of Lab commodities; - Lab reagents and supplies inventory skills; - Excellent Communication, Organizational, Interpersonal Skills;- Computer and Lab Information System management knowledge; - Research skills,- Strategy and planning skills - Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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	Laboratory services	Junior consultant in allied Lab	Masters in laboratory <u>Key Technical Skills & Knowledge required:</u> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Lab Management and leadership skills; - Lab equipment management skills;- Quality Assurance and Improvement skills related to Lab activities; - Ability to train and educate people; - Knowledge in complex lab machinery use; - Skills of large procurement of Lab commodities; - Lab reagents and supplies inventory skills; - Excellent Communication, Organizational, Interpersonal Skills;- Computer and Lab Information System management knowledge; - Research skills; - Strategy and planning skills - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	1
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	Technical Laboratory	Laboratory Scientist	<p>A0 in Laboratory, Biomedical Laboratory Science</p> <p>Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedure- Meticulous attention to detail;- Written and oral communication skills;- Good team working skills; - Compassion skills; - Attention to patient detail and specimen identification skills; - Dexterity; - ; - Knowledge in complex lab machinery and computer programs use;- Excellent Communication, Organizational Skills;- Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage.</p>	1	14
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		Laboratory Technologist A1/ A0 in Laboratory, Biomedical Laboratory Science <u>Key Technical Skills & Knowledge required:</u> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Meticulous attention to detail; - Written and oral communication skills; - Good team working skills; - Compassion skills; - Attention to patient detail and specimen identification skills; - Dexterity; - Knowledge in complex lab machinery and computer programs use; - Excellent Communication, Organizational Skills; - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage.	35	34
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	Bio-Chemistry Services	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:-</u></p> <p>Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints.- Ability to prioritize workloads during busy periods- Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French</p>	0	0
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		Laboratory Technologist	<p>A1/ A0 in Laboratory, Biomedical Laboratory Science</p> <p>Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedure- Meticulous attention to detail;- Written and oral communication skills;</p> <p>- Good team working skills; - Compassion skills;</p> <p>- Attention to patient detail and specimen identification skills;</p> <p>- Dexterity; - ; - Knowledge in complex lab machinery and computer programs use;- Excellent Communication, Organizational Skills;- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage.</p>	0	1
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	Haematology Services	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details - Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	1
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		<p>Laboratory Technologist</p> <p>A1/ A0 in Laboratory, Biomedical Laboratory Science</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Meticulous attention to detail;- Written and oral communication skills; - Good team working skills; - Compassion skills; - Attention to patient detail and specimen identification skills; - Dexterity; - Knowledge in complex lab machinery and computer programs use;- Excellent Communication, Organizational Skills;- Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	0	1
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	Histo- Pathology Services	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	1
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		<p>Laboratory Technologist</p> <p>A1/ A0 in Laboratory, Biomedical Laboratory Science</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Meticulous attention to detail; - Written and oral communication skills; - Good team working skills; - Compassion skills; - Attention to patient detail and specimen identification skills; - Dexterity; - Knowledge in complex lab machinery and computer programs use;- Excellent Communication, Organizational Skills;- Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	0	1
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	Clinical secratariat	Clinical secretary	<p>A1 or A2 in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Filling out forms, maintain and retrieve medical files, and transcribe and type medical reports - Knowledge of medical terminology;- Ability to perform administrative and supportive functions; - Attetion to detail; - Good team working skills; - High adaptability/Flexibility skills; - Ethics;- Confidence;- High visualization skills; - Social orientation skills;- High innovative and development skills; - Knowledge in computer;- Critical thinking; - Excellent Communication, Organizational Skills; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	1	1
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	Microbiology Services	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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		<p>Laboratory Technologist</p> <p>A1/ A0 in Laboratory, Biomedical Laboratory Science</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedure- Meticulous attention to detail;- Written and oral communication skills; - Good team working skills; - Compassion skills; - Attention to patient detail and specimen identification skills; - Dexterity; - Knowledge in complex lab machinery and computer programs use;- Excellent Communication, Organizational Skills;- Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	0	1
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	Bacteriology	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	1
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	Parasitology	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	1
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	Laboratory Sterilisation	Laboratory Technologist	<p>A1/ A0 in Laboratory, Biomedical Laboratory Science</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Meticulous attention to detail;- Written and oral communication skills; - Good team working skills; - Compassion skills;- Attention to patient detail and specimen identification skills; - Dexterity; - Knowledge in complex lab machinery and computer programs use;- Excellent Communication, Organizational Skills;- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	1	1
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	Immuno-Serology Services	Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details - Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	0	0
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		<p>Laboratory Technologist</p> <p>A1/ A0 in Laboratory, Biomedical Laboratory Science</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Meticulous attention to detail;- Written and oral communication skills; - Good team working skills;- Compassion skills;- Attention to patient detail and specimen identification skills; - Dexterity; - Knowledge in complex lab machinery and computer programs use;- Excellent Communication, Organizational Skills;- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	0	0
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	Genetic & Molecular Biology Services	Junior Consultant Doctor	<p>Junior Consultant Doctor Key Technical Skills & Knowledge required:- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills</p> <ul style="list-style-type: none"> - Strong negotiation Skills- Best specialized medical care skills- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills - Strong concentration skills- Attention to detail - Good - Well versed all the medical terminologies - Training mentor skills- Excellent <p>Communication/inter personal skills- Strong skills in the field of clinical research and writing articles</p> <ul style="list-style-type: none"> - Ability to follow professional ethics- Capability to work under pressure and strenuous conditions - Fluency in Kinyarwanda, English and/ or French 	0	0
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		Laboratory Technologist A1/ A0 in Laboratory, Biomedical Laboratory Science <u>Key Technical Skills & Knowledge required:</u> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Meticulous attention to detail;- Written and oral communication skills;- Good team working skills;- Compassion skills; - Attention to patient detail and specimen identification skills; - Dexterity; - Knowledge in complex lab machinery and computer programs use;- Excellent Communication, Organizational Skills;- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage.	0	1
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	Phlebotomy service	Phlebotomy officer	<p>A1 in laboratory</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Meticulous attention to detail; - Written and oral communication skills; - Good team working skills; - Compassion skills; - Attention to patient detail and specimen identification skills; - Dexterity; - Knowledge in complex lab machinery and computer programs use; - Excellent Communication, Organizational Skills; - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage.</p>	0	0
Sub Total				43	62

	Imaging Department	Chief Consultant Doctor	<p>Chief Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills - Strong effective decision making capacity -Complex Problem solving Skills- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills and strong capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Innovation skills in medical science and quality improvement- Public health and disease prevention skills- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors- Liaison with other medical and non-medical staff in the hospital to ensure quality treatment- Good leadership, management, strategic planning and organization skills - Confidence skills- Ability to maintain a high standard of professional and personal values in relation to patients and their care- Ability to carry out formal appraisal of doctors' progress and their performance.- Fluency in Kinyarwanda, English and/ or French</p>	0	0
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		Senior Consultant Doctor	<p>Senior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>- Good knowledge of Rwanda Health System- Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong and Effective decision making skills - Complex Problem solving Skills;- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills and capacity to transfer skills- Excellent Communication/inter personal skills- Strong skills in the field of clinical research and writing articles- Ability to follow professional ethics- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Knowledge of relevant national, regional and international issues, policies and implications for practice- Ability to lead the implementation of national guidelines and audit the effectiveness and quality of services across the health community against quality. - Sensitivity and responsiveness to the educational needs of doctors - Fluency in Kinyarwanda, English and/ or French</p>	1	0
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		Consultant Doctor	<p>Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Ability to deal with patient complaints- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use- Time management skills- Training mentor skills- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Able to lead and motivate staff.- Able to develop, implement, review, evaluate and update local guidance and policy in light of research findings- Good leadership and management skills- Innovation skills in medical science and quality improvement- Fluency in Kinyarwanda, English and/ or French 	1	0
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		Junior Consultant Doctor	<p>Junior Consultant Doctor</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Conflict management skills- Strong negotiation Skills- Good specialized medical care skills - Drive to continue learning throughout career- Ability to deal with patient complaints. - Ability to prioritize workloads during busy periods - Ability to train the medical students and general practionners,- Ability to provide help to the team during the emergency and medical treatment- Good knowledge of medical or surgical equipments use - Time management skills- Strong concentration skills- Attention to details- Well versed all the medical terminologies- Training mentor skills and good bedside manner- Excellent Communication/inter personal skills- Skills in the field of clinical research and writing articles- Ability to follow professional ethics- Capability to work under pressure and strenuous conditions- Fluency in Kinyarwanda, English and/ or French 	2	1
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		Senior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Junior Resident	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Skills in doctor-patient communication; - Demonstrated understanding of medical/therapeutic area knowledge- Emergency management skills;- Research and writing skills; - Ability to provide advice and support to General Practitioners; - Training mentor skills; - Ethics skills;- Proven flexibility and adaptability; - Customer focus- Good organizational and time management skills- Computer Skills;- Effective interpersonal skills- Problem solving Skills; - Attention to detail.- No clock watching- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Chief Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills; and good bedside manner - Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Senior Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Research Skills & Writing Skills;- Creative, proactive, customer focused, solutions led and outcome driven Skills;- Knowledge in Medical Procedures and Operations and Drive to continue learning throughout career - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Problem solving Skills; - Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Medical Officer	<p>A0 in General Medicine</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedures;- Research Skills & Writing Skills; - Creative, proactive, customer focused, solutions led and outcome driven Skills and Drive to continue learning throughout career- Knowledge in Medical Procedures and Operations; - Knowledge in Care Diagnostics; - Knowledge in Medical Devices & Diagnostics Products; - Knowledge in Anatomic pathology, and Clinical pathology; - Interpersonal Skills- Effective communication skills; - Time Management Skills;- Computer Skills;- Judgment & Decision-making skills;- Complex Problem solving Skills;- Fluency in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	0	0
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		Senior Consultant in Allied /Radiology	<p>Masters in Radiology/Medical Imaging</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management and leadership skills; - Medical imaging equipment management skills; - Quality Assurance and Improvement skills; - Ability to train and educate people; - Ability to monitors stock levels for radiology consumables; - Knowledge in medical imaging machinery use; - Skills of large procurement of Lab commodities; - Medical imaging supplies inventory skills; - Excellent Communication, Organizational, Interpersonal Skills;- Computer and Radiology Information System management; knowledge; - Research and innovation skills; - Strategy and planning skills- Analytical and problem solving skills;-Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	0	0
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		Consultant in Allied /Radiology	<p>Masters in Radiology/ Medical Imaging</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management and leadership skills; - Medical imaging equipment management skills; - Quality Assurance and Improvement skills; - Ability to train and educate people;- Ability to monitors stock levels for radiology consumables; - Knowledge in medical imaging machinery use; - Skills of large procurement of Lab commodities; - Medical imaging supplies inventory skills; - Excellent Communication, Organizational, Interpersonal Skills;- Computer and Radiology Information System management; knowledge; - Research and innovation skills; - Strategy and planning skills- Analytical and problem solving skills;-Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	0	0
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		Junior Consultant Allied in Radiology	<p>Masters in Radiology/Medical Imaging</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management and leadership skills; - Medical imaging equipment management skills; - Quality Assurance and Improvement skills; - Ability to train and educate people;- Ability to monitors stock levels for radiology consumables; - Knowledge in medical imaging machinery use; - Skills of large procurement of Lab commodities; - Medical imaging supplies inventory skills; - Excellent Communication, Organizational, Interpersonal Skills;- Computer and Radiology Information System management; knowledge; - Research and innovation skills; - Strategy and planning skills- Analytical and problem solving skills;-Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	0	1
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		Radiographers A0	<p>A0 in Radiology/Medical Imaging</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Good interaction with patients; - Diagnostic radiography procedures Skills;- Patient safety skills;- medical imaging quality skills; - Medical imaging equipment use skills;- Quality improvement program skills;- Excellent Communication, Organizational, Interpersonal Skills;- Knowledge and experience of Radiology Information System(RIS) and Picture Archiving Communication Systems (PACS); - Technical decision making skills;- Problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	2	2
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		Radiographers A1	<p>A1 in Radiology/Medical Imaging</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Good interaction with patients; - Diagnostic radiography procedures Skills;- Patient safety skills; - medical imaging quality skills; - Medical imaging equipment use skills;- Quality improvement program skills;- Excellent Communication, Organizational, Interpersonal Skills;- Knowledge and experience of Radiology Information System(RIS) and Picture Archiving Communication Systems (PACS); - Technical decision making skills;- Problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	10	8
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		Ward Clerk officer	<p>A1 or A2 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <p>-Typing/keyboarding skills and computerized hospital information systems knowledge; - Knowledge of the scheduling, registration, or admission process;- Filing skills;- Medical and nursing terminology and typing skills;- Empathy and sensitivity to patients' needs and concerns; - Competence to work effectively with unit managers; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen; - Customer service skills;- Willingness to Quality Assurance and Improvement activities; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage</p>	1	1
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	Nursing	Nurse A1	<p>A1 in General Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Empathy and sensitivity to patients' needs and concerns; - Competence to assess and plan nursing care requirements; - Observation skills - Competence to work in a highly aseptic environment; - Competence to work effectively within a multidisciplinary team; - Ability to effectively speak and listen;- Willingness to Quality Assurance and Improvement activities; - Computer knowledge- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	2	2
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	Computerised Tomography	Computerised Tomography technician	<p>A1 in Radiology/Medical Imaging</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Good interaction with patients; - Diagnostic radiography procedures Skills;- Patient safety skills; - medical imaging quality skills, - Medical imaging equipment use skills; - Quality improvement program skills;- Excellent Communication, Organizational, Interpersonal Skills;- Knowledge and experience of Radiology Information System(RIS) and Picture Archiving Communication Systems (PACS); - Technical decision making skills;- Problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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	Sonography, Fluoroscopy & Mamography service	Sonography, Fluoroscopy & Mamography technician	<p>A1 in Radiology/Medical Imaging</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Good interaction with patients; - Diagnostic radiography procedures Skills;- Patient safety skills;- medical imaging quality skills; - Medical imaging equipment use skills; - Quality improvement program skills;- Excellent Communication, Organizational, Interpersonal Skills;- Knowledge and experience of Radiology Information System(RIS) and Picture Archiving Communication Systems (PACS); - Technical decision making skills;- Problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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	Clinical secretariat	Clinical secretary	<p>A1 or A2 in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Filling out forms, maintain and retrieve medical files, and transcribe and type medical reports - knowledge of medical terminology;- Ability to perform administrative and supportive functions; - Attention to detail; - Good team working skills;- High adaptability/Flexibility skills; - Ethics;- Confidence;- High visualization skills; - Social orientation skills;- High innovative and development skills; - Knowledge in computer;- Critical thinking; - Excellent Communication, Organizational Skills; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	1	1
Sub Total				20	16

	Pharmacy department	Senior Consultant Pharmacist	<p>Masters in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills, - Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills;- Organizational Skills;- Emergency management skills;- Ability to train and educate other people; - Tactful; - Remain calm under pressure;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Consultant Pharmacist	<p>Masters or A0 in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills; - Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills;- Organizational Skills;- Emergency management skills;- Ability to train and educate other people; - Tactful;- Remain calm under pressure;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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		Junior Consultant Pharmacist	<p>Masters in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills;- Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills;- Organizational Skills;- Emergency management skills;- Ability to train and educate other people; - Tactful;- Remain calm under pressure;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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	Clinical & Biopharmacy services	Junior Consultant Pharmacist	<p>A0 in Clinical pharmacy or Biopharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; - Administrative, Sales, Business and management skills;- Quality Assurance and Improvement skills based on pharmacy; - Research skills;- Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills;- Organizational Skills;- Emergency management skills;- Ability to train and educate other people; - Tactful;- Remain calm under pressure;- Computer skills - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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Clinical Pharmacy	Junior Consultant Pharmacist	<p>A0 in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills;- Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills;- Organizational Skills;- Emergency management skills; - Ability to train and educate other people; - Tactful; - Remain calm under pressure;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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	Biopharmacy	Junior Consultant Pharmacist	<p>Masters in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills, - Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills; - Organizational Skills;- Emergency management skills;- Ability to train and educate other people; - Tactful; - Remain calm under pressure;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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	Dispensing, Drug & Poison Information Service	Pharmacist	<p>A0 in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; <ul style="list-style-type: none"> - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills; - Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills;- Organizational Skills;- Emergency management skills;- Ability to train and educate other people; - Tactful;- Remain calm under pressure;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	0
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	Dispensing	Pharmacist	<p>A0 in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills;- Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills;- Organizational Skills;- Emergency management skills;- Ability to train and educate other people; - Tactful;- Remain calm under pressure;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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		Pharmacy Dispenser	<p>A1 in general nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Drug administration and management Skills; - Dispensing procedures skills; - Strong record-keeping and documentation skills; - Excellent Communication, Organizational, Interpersonal Skills; - Computer skills - Analytical and problem solving skills; -Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	16	18
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	Drug & Poison Information	Junior Consultant Pharmacist	<p>Masters in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills, - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills; - Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills, - Organizational Skills; - Emergency management skills; - Ability to train and educate other people; - Tactful; - Remain calm under pressure;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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	Extemporaneous preparations & Radiopharmacy services	Pharmacist	<p>A0 in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills;- Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills; - Organizational Skills;- Emergency management skills;- Ability to train and educate other people; - Tactful;- Remain calm under pressure;- Computer skills - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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	Extemporaneous preparations	Pharmacy/Lab Technician or Nurse	<p>A1 in General Nursing / Lab Technician /Pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Drug administration and management Skills;- Dispensing procedures skills;- Strong record -keeping and documentation skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	1
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	Radiopharmacy	Junior Consultant Pharmacist	<p>Masters in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills; - Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills; - Organizational Skills; - Emergency management skills;- Ability to train and educate other people; - Tactful;- Remain calm under pressure;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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	Drug storage, supply & Lab commodities management service	Pharmacist	<p>A0 in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills;- Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills; - Organizational Skills; - Emergency management skills;- Ability to train and educate other people; - Tactful; - Remain calm under pressure;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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	Drug storage & supply	Pharmacy Technician or Nurse	<p>A1 in general nursing /Pharmacy Technician</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Drug administration and management Skills;- Dispensing procedures skills;- Strong record -keeping and documentation skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	2	3
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	Lab commodities management	Pharmacy/lab Technician	<p>A1 in general nursing /Pharmacy Technician</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Drug administration and management Skills; - Dispensing procedures skills; - Strong record-keeping and documentation skills; - Excellent Communication, Organizational, Interpersonal Skills; - Computer skills - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	1	1
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	Medical and Surgical consumables service	Pharmacist	<p>A0 in pharmacy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Office Management Skills; - Administrative, Sales, Business and management skills; - Quality Assurance and Improvement skills based on pharmacy; - Research skills; - Multidisciplinary health care teamwork skills; - Interaction with clients and their problem solutions;- Excellent written and oral communication skills; - Organizational Skills;- Emergency management skills; - Ability to train and educate other people; - Tactful; - Remain calm under pressure;- Computer skills - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	0
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	Medical and Surgical consumables service	Pharmacy Technician or Nurse	<p>A1 in general nursing /Pharmacy Technician</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Drug administration and management Skills; - Dispensing procedures skills; - Strong record-keeping and documentation skills; - Excellent Communication, Organizational, Interpersonal Skills; - Computer skills - Analytical and problem solving skills; -Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	1	0
Sub Total				25	27

	Physiotherapy, Functional Rehabilitation & Workshop Service	Senior Consultant in Allied Service	<p>Masters in Physiotherapy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Management and leadership skills; - Equipment management skills; - Quality Assurance and Improvement skills; - Ability to train and educate people; - Knowledge in complex physiotherapy machinery use; - Skills of procurement of Physiotherapy commodities; - Supplies inventory skills; - Critical thinking; - Good Communication, Organizational and Interpersonal Skills; - Computer and Health Information System management knowledge; - Research skills; - Strategy and planning skills - Analytical and problem solving skills; - Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	0	0
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	Physiotherapy and rehabilitation service	Consultant in Allied Service	<p>Masters in Physiotherapie</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Management and leadership skills; - Equipment management skills; - Quality Assurance and Improvement skills; - Ability to train and educate people; - Knowledge in complex physiotherapy machinery use- Skills of procurement of Physiotherapy commodities; - Supplies inventory skills; -Critical thinking;- Good Communication, Organizational and Interpersonal Skills;- Computer and Health Information System management knowledge; - Research skills; - Strategy and planning skills- Analytical and problem solving skills;-Time management skills; - Fluent in Kinyarwanda, English and/ or French; <p>Knowledge of all is an advantage</p>	0	0
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		Junior Consultant in Allied Service	<p>Masters in physiotherapy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Management and leadership skills; - Equipment management skills;- Quality Assurance and Improvement skills; - Ability to train and educate people; - Knowledge in complex physiotherapy machinery use- Skills of procurement of Physiotherapy commodities; - Supplies inventory skills; -Critical thinking;- Good Communication, Organizational and Interpersonal Skills;- Computer and Health Information System management knowledge; - Research skills, - Strategy and planning skills- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	4	1
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		Physiotherapist Officers A0	<p>A0 in Physiotherapie</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- A genuine concern for the physical health and wellbeing of patients;- Psychomotor/Physical skills;- Knowledge in complex physiotherapy machinery use; - Patience, sensitivity and tact;- critical thinking;-Safety and Risk management skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer and other Health Information System skills; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	0	4
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		<p>Physiotherapist Officers A1</p>	<p>A1 in physiotherapy</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- A genuine concern for the physical health and wellbeing of patients;-Psychomotor/Physical skills;- Knowledge in complex physiotherapy machinery use; - Patience, sensitivity and tact; -critical thinking;-Safety and Risk management skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer and other Health Information System skills; - Analytical and problem solving skills;-Time management skills; - Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	8	2
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	Workshop Service (Ortho-prosthesis Service)	Prosthetist orthotist	<p>A1 Prosthetist</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Attention to detail; - Good team working skills; - Compassion skills; - Dexterity;- Ethics;- Confidence;- Social orientation skills;- Innovation and development skills; - Knowledge in complex machinery;- Safety and Risk management skills;- Critical thinking; - Excellent Communication, Organizational Skills; - Analytical and problem solving skills;- Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	3	3
Sub Total				15	10

	Nutrition & Dietetics Unit	Nutritionist/Dietetics officer/A0	<p>A0 in Nutrition or Food Sciences</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Administration, monitoring and quality management skills;- Knowledge of Food production techniques;- Ability to plan and conduct food service or nutritional programs;- Ability to promote health and control of disease;- Counselling skills; - Knowledge of procurement and sales techniques; - Integrity skills;- Attention to detail;- Cooperation skills;- Self control skills;- Initiative skills;- Social orientation skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge (Word Processing, Power Point and Internet)- Analytical and problem solving skills; -Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	2
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		Nutritionist/Dietetics officer/A1	<p>A1 in Nutrition or Food Sciences</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Administration, monitoring and quality management skills;- Knowledge of Food production techniques;- Ability to plan and conduct food service or nutritional programs;- Ability to promote health and control of disease;- Counselling skills; - Knowledge of procurement and sales techniques; - Integrity skills;- Attention to detail;- Cooperation skills;- Self control skills;- Initiative skills;- Social orientation skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge (Word Processing, Power Point and Internet)- Analytical and problem solving skills; - Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	3	1
Sub Total				4	3
	Social Work Services				

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	Social work	Social workers A0	<p>A0 in Social work</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Advocate for individual clients skills - Serve as broken by connecting individual with resources- Improve problem-solving- Be able to engage and communicate with diverse population and group of all sizes- Have a knowledge and understanding of human relationship- Integrity skills;- Attention to detail;- Cooperation skills; - Initiative skills;- Social orientation skills; - Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	5
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		Social workers A1	<p>A1 in Social work</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Advocate for individual clients skills - Serve as broken by connecting individual with resources- Improve problem-solving- Be able to engage and communicate with diverse population and group of all sizes- Have a knowledge and understanding of human relationship- Integrity skills;- Attention to detail;- Cooperation skills; - Initiative skills;- Social orientation skills; - Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	13	0
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	Mortuary	Mortuary officer	A1 in Biology <u>Key Technical Skills & Knowledge required:</u> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- strong spoken and written communication skills;- tact and sensitivity when dealing with bereaved relatives;-A genuine interest in science and how the human body works;- A mature and responsibility attitude to work;- A strong stomach for dealing with unusual sights and smells; - the ability to follow strict health and safety guidelines;- A methodical approach to work; - Accuracy and attention to detail;- Customer service skills; - Alertness and attention skills;- Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage	1	1
Sub Total				15	6

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	Infection prevention and control service	Junior Consultant Nurse	<p>Master or A0 in infection control and prevention, in General Nursing or Bio-medical laboratory science</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Technical skills- Personal qualities- Key responsibilities handled- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge - Team working skills- Analytical and problem solving skills;- Critical thinking skills-Time management skills;- Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
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		Infection control officer	<p>Master in infection control and prevention or A0 in General Nursing or Bio-medical laboratory science</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure - Technical skills - Personal qualities - Key responsibilities handled - Excellent Communication, Organizational, Interpersonal Skills; - Computer knowledge - Team working skills - Analytical and problem solving skills; - Critical thinking skills -Time management skills; - Fluent in Kinyarwanda, English and/ or French; knowledge of all is an advantage 	1	1
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	Environmental Health Service	Environmental Health Officer	<p>A0 or A1 in Environmental Health Sciences</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Administrative and leadership skills; - Environmental protection skills;- Infection control skills;- Waste management skills;- Housing standards skills;- Attention to detail; - Good team working skills; - Ethics;- Quality Assurance and Improvement skills: - Ability to train and educate people; - Procurement Skills; - Monitoring and inventory skills; - Knowledge in computer;- Critical thinking; - Excellent Communication, Organizational Skills; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	2	1
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	Linen and waste management services	Linen and waste management officer	<p>A1 in environmental sciences or Hygiene</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Administrative and leadership skills; - Environmental protection skills;- Infection control skills;- Waste management skills;- Housing standards skills;- Ability to assign, supervise and evaluate of cleaning operations;- Attention to detail; - Good team working skills; - Ethics;- Quality Assurance and Improvement skills: - Ability to train and educate people; - Procurement Skills; - Monitoring and inventory skills; - Knowledge in computer;- Critical thinking; - Excellent Communication, Organizational Skills; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	1	1
Sub Total				5	4

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Nursing & Midwives Unit	Nursing and Midwives Directorate	Nursing Director	<p>Masters in Nursing or Midwifery or A0 with 3 years working experience</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Good clinical and administrative leadership based on current standards of nursing care practice; - Quality Control Analysis Skills; - High Critical Thinking Skills; - Judgment and Decision Making Skills;- Tactful;- Emergency management skills; - Remain calm under pressure;- Planning & Organizational Skills;- Research Skills & Writing Skills;- Excellent Communication, Organizational, Interpersonal Skills;- Computer knowledge - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage. 	1	1
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	Hospital bed coordination	Hospital bed coordinator	<p>A0 in Nursing</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Good knowledge of hospital and unit admission criteria; - Timely bed assignment and triage skills; - Admission priorities in multiple inpatient and/or observation areas using established criteria;- Ability to coordinate interdepartmental transfers and discharges; - Ability to collaborate and manage multiple priorities; - Empathy and sensitivity to patients' needs and concerns; - Knowledge and experience in human relations and conflict resolution;- Customer service skills; - Remain calm under pressure; - Competence to work effectively with unit managers and physicians to problem solve issues related to admissions, transfers and discharges; - Ability to effectively speak and listen;- Quality Assurance and Improvement skills; - Judgement and decision making regarding critical bed status; - Computer skills and other health information system knowledge; - Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	1	1
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	Central Sterile Supply Department (CSSD)/Nursing	Nurse A1	<p>A1 in General nursing.</p> <p><u>Key Technical Skills & Knowledge required:</u></p> <ul style="list-style-type: none"> - Good knowledge of Rwanda Health System - Knowledge of clinical services Policy and procedure- Reprocessing and distribution of surgical supplies, instruments and equipment;- Quality Assurance and Improvement skills;- Physical ; - Precise documentation;- Strong written and verbal communication skills;- Ability to utilize various tasks in accordance with Infection control policies and procedures;- Alertness and attention skills; - Good hygiene and aseptic environment; - Competence to work effectively within a multidisciplinary team;- Ability to effectively speak and listen; - Customer service skills; - Analytical and problem solving skills;-Time management skills;- Fluent in Kinyarwanda, English and/ or French; Knowledge of all is an advantage 	8	2
Sub Total				10	4
TOTAL				1,054	679

Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe n° 221/03 ryo ku wa 30/09/2016 rigena imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi mu Kigo cy'Ubuwuzi cyigisha cya Kaminuza (CHU)

Kigali, ku wa **30/09/2016**

(sé)
MUREKEZI Anastase
Minisitiri w'Intebe

(sé)
UWIZEYE Judith
Minisitiri w'Abakozi ba Leta n'Umurimo

Bibonywe kandi bishyizweho Ikirango cya Repubulika :

(sé)
BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

Seen to be annexed to the Draft Prime Minister's Order n° 221/03 of 30/09/2016 determining organizational structure, salaries and fringe benefits for employees of University Teaching Hospital (CHU)

Kigali, on **30/09/2016**

(sé)
MUREKEZI Anastase
Prime Minister

(sé)
UWIZEYE Judith
Minister of Public Service and Labour

Seen and Sealed with the Seal of the Republic:

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

Vu pour être annexé à l'Arrêté du Premier Ministre n° 221/03 du 30/09/2016 portant structure organisationnelle, salaires et avantages accordés au personnel du Centre Hospitalier d'enseignement Universitaire (CHU)

Kigali, le **30/09/2016**

(sé)
MUREKEZI Anastase
Premier Ministre

(sé)
UWIZEYE Judith
Ministre de la Fonction Publique et du Travail

Vu et scellé du Sceau de la République :

(sé)
BUSINGYE Johnston
Ministre de la Justice/Garde des Sceaux

**UMUGEREKA WA III W'ITEKA RYA
MINISITIRI W'INTEBE N° 221/03 RYO KU
WA 30/09/2016 RIGENA
IMBONERAHAMWE Y'IMYANYA
Y'IMIRIMO, IMISHAHARA N'IBINDI
BIGENERWA ABAKOZI MU KIGO
CY'UBUVUZI CYIGISHA CYA KAMINUZA
(CHU)**

**ANNEX III TO PRIME MINISTER'S
ORDER N° 221/03 OF 30/09/2016
DETERMINING ORGANISATIONAL
STRUCTURE, SALARIES AND FRINGE
BENEFITS FOR EMPLOYEES OF
UNIVERSITY TEACHING HOSPITAL
(CHU)**

**ANNEXE III A L'ARRETE DU PREMIER
MINISTRE N° 221/03 DU 30/09/2016
PORTANT STRUCTURE
ORGANISATIONNELLE, SALAIRES ET
AVANTAGES ACCORDES AU
PERSONNEL DU CENTRE
HOSPITALIER D'ENSEIGNEMENT
UNIVERSITAIRE (CHU)**

CHU SALARY STRUCTURE

N°	POST	I.V	Level	Index	Basic Salary	GROSS
1	Clinical Services Division	500	E	3,156	1,578,000	2,011,950
2	Education, Research and Innovation Division	500	E	3,156	1,578,000	2,011,950
3	Clinical Services Specialist	400	3.II	1,369	547,600	784,008
4	Quality Management and Accreditation Specialist	400	3.II	1,369	547,600	784,008
5	Education, Research and Innovation Specialist	400	3.II	1,369	547,600	784,008
6	Business and Resources Development Specialist	400	3.II	1,369	547,600	784,008
7	Finance Specialist	400	3.II	1,369	547,600	784,008
8	Legal Affairs Officer	400	4.III	1,313	525,200	744,659
9	Human Resource Officer	400	4.II	1,141	456,400	647,110
10	Internal Auditor	400	5.II	951	380,400	539,353
11	Administrative Assistant to the CEO	400	5.II	951	380,400	539,353

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N°	POST	I.V	Nbr	Level	Index	Basic Salary	Annual Gross Budgeted
1	Director General of CHUK	500	1	E	3156	1,578,000	25,137,540
2	Chief Consultant Doctor	441	4	F	3156	1,391,796	94,721,659
3	Senior Consultant Doctor	441	8	F	2869	1,265,229	172,215,742
4	Head of Clinical Education and Research Division	441	1	F	2869	1,265,229	20,155,098
5	Head of Clinical Services Division	441	1	F	2869	1,265,229	20,155,098
6	Consultant Doctor	350	16	1.IV	2608	912,800	248,490,240
7	Senior Consultant pharmacist	350	0	1.IV	2608	912,800	0
8	Senior Consultant Nurse	350	0	1.IV	2608	912,800	0
9	Senior Consultant in Allied Sciences	350	0	1.IV	2608	912,800	0
10	Senior Consultant Midwife	350	0	1.IV	2608	912,800	0
11	Director of Medical Services Directorate	350	1	1.IV	2608	912,800	15,682,449
12	Director of Maternal and Neonatal Directorate	350	1	1.IV	2608	912,800	15,682,449
13	Director of Allied Health Sciences	350	1	1.IV	2608	912,800	15,682,449
14	Director of Clinical Education Directorate	350	1	1.IV	2608	912,800	15,682,449
15	Director of Research Directorate	350	1	1.IV	2608	912,800	15,682,449
16	Head of Clinical Department	350	0	2.III	1890	661,500	0
17	Head of Clinical Unit	350	0	2.III	1890	661,500	0
18	Junior Consultant Doctor	350	32	2.III	1890	661,500	360,158,400

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19	CPD Coordination	350	1	2.III	1890	661,500	11,254,950
20	Community Health & Supervision	350	0	2.III	1890	661,500	0
21	Consultant Pharmacist	350	0	2.III	1890	661,500	0
22	Consultant Nurse/ Midwife	350	0	2.III	1890	661,500	0
23	Consultant in Allied Sciences	350	0	2.III	1890	661,500	0
24	Division Manager of Corporate Services	330	1	2.III	1890	623,700	10,715,538
25	Chief Medical Officer	350	0	4.V	1588	555,800	0
26	Chief Dental Surgeon	350	0	4.V	1588	555,800	0
27	Junior Consultant pharmacist	350	2	3.III	1575	551,250	18,758,250
28	Director of Nursing Services	350	1	3.III	1575	551,250	9,470,804
29	Senior Registrar (Resident)	350	0	3.III	1575	551,250	0
30	Senior Dental Surgeon	350	0	4.IV	1444	505,400	0
31	Senior Medical Officers	350	1	4.IV	1444	505,400	8,599,020
32	Senior Dental Surgeon	350	0	4.IV	1444	505,400	0
33	Director of Planning and Business Development	330	1	3.II	1369	451,770	7,761,678
34	Junior Resident/Registrar	350	0	3.II	1369	479,150	0
35	Junior Consultant Midwife	350	1	3.II	1369	479,150	8,152,395
36	Director of Administration and Logistics Unit	330	1	3.II	1369	451,770	7,761,678
37	Director of Finance	330	1	3.II	1369	451,770	7,761,678
38	Director of Human Resource Management Unit	330	1	3.II	1369	451,770	7,761,678

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39	Director of Quality Assurance Management Unit	330	1	3.II	1369	451,770	7,761,678
40	Junior Consultant Nurse	350	1	3.II	1369	479,150	8,152,395
41	Junior Consultant in Allied Services	350	4	3.II	1369	479,150	32,609,580
42	Matron of the department	350	8	3.II	1369	479,150	65,219,160
43	Director of Procurement Unit	330	1	3.II	1369	451,770	7,761,678
44	Director of Infrastructure, Medical and Non-Medical Maintenance Unit	330	1	3.II	1369	451,770	7,761,678
45	Director of ICT	330	1	3.II	1369	451,770	7,761,678
46	Dental Surgeon	350	3	4.III	1313	459,550	23,456,745
47	Legal Affairs Officer	300	1	4.III	1313	393,900	6,701,927
48	Medical Officer	350	2	4.III	1313	459,550	15,637,830
49	Pharmacist	350	3	4.III	1313	459,550	23,456,745
50	Under Graduate Coordination	350	1	4.III	1313	459,550	7,818,915
51	Post Graduate Coordination	350	1	4.III	1313	459,550	7,818,915
52	Junior Dental Surgeon	350	0	4.II	1141	399,350	0
53	Junior Medical Officer	350	0	4.II	1141	399,350	0
54	Human Resource Officer	300	3	4.II	1141	342,300	17,471,970
55	Public Relations and Communication Officer	300	2	4.II	1141	342,300	11,647,980
56	Nurse A0	350	31	4.II	1141	399,350	210,634,305
57	Allied Services A0	350	18	4.II	1141	399,350	122,303,790
58	Midwife A0	350	2	4.II	1141	399,350	13,589,310

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59	Human Resources in charge of Remuneration & other Benefits.	300	1	4.II	1141	342,300	5,823,990
60	Human Resource development and performance management	300	1	4.II	1141	342,300	5,823,990
61	Human resource in charge of records (filling management)	300	2	4.II	1141	342,300	11,647,980
62	Anesthetist A0	350	6	4.II	1141	399,350	40,767,930
63	Hospital Bed Coordinator	350	1	4.II	1141	399,350	6,794,655
64	Night Duty and holidays Coordinator	350	6	4.II	1141	399,350	40,767,930
65	Research Officer	350	1	4.II	1141	399,350	6,794,655
66	Continuous Quality Improvement Officer	350	2	4.II	1141	399,350	13,589,310
67	Infection Control A0/Quality assurance Unit	350	1	4.II	1141	399,350	6,794,655
68	Risk Management Officer	350	1	4.II	1141	399,350	6,794,655
69	Chief Accountant	300	1	5.III	1094	328,200	5,584,089
70	Senior Recovery Officer	300	1	5.III	1094	328,200	5,584,089
71	Logistics Officer	300	1	5.II	951	285,300	4,854,176
72	Fleet Management Officer	300	1	5.II	951	285,300	4,854,176
73	Procurement Officer	300	6	5.II	951	285,300	29,125,054
74	Database Administrator	300	1	5.II	951	285,300	4,854,176
75	Network and System administrator	300	3	5.II	951	285,300	14,562,527
76	Telemedicine Administrator	300	1	5.II	951	285,300	4,854,176
77	Internal Auditor	300	2	5.II	951	285,300	9,708,351
78	Budget Officer	300	1	5.II	951	285,300	4,854,176

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79	Accountant	300	6	5.II	951	285,300	29,125,054
80	Recovery Management Officer	300	2	5.II	951	285,300	9,708,351
81	Bio medical statistics officer in Planning and Business development	300	2	5.II	951	285,300	9,708,351
82	Monitoring and Evaluation Officer	300	1	5.II	951	285,300	4,854,176
83	Planning and Business development Officer	300	1	5.II	951	285,300	4,854,176
84	Health Management and Information System	300	1	5.II	951	285,300	4,854,176
85	Bio Medical Maintenance Officer	300	1	5.II	951	285,300	4,854,176
86	Non Biomedical Maintenance Officer	300	1	5.II	951	285,300	4,854,176
87	Infrastructure Maintenance Officer	300	1	5.II	951	285,300	4,854,176
88	Revenue Officers	300	8	5.II	951	285,300	38,833,406
89	Administrative Assistant to head of CHUK	300	1	5.II	951	285,300	4,854,176
90	Outsourcing Company Supervision Officer	300	2	5.II	951	285,300	9,708,351
91	Assets Management Officer	300	1	5.II	951	285,300	4,854,176
92	Administrative Assistant to the head of Clinical Education and Research Division	300	1	5.II	951	285,300	4,854,176
93	Administrative Liaison Officer	300	1	5.II	951	285,300	4,854,176
94	Administrative Assistant to the Head of clinical division	300	1	5.II	951	285,300	4,854,176
95	Senior Customer Care Officer	300	1	6.III	912	273,600	4,655,109
96	Customer Care Office	300	8	6.II	793	237,900	32,381,589
97	Librarian	300	2	6.II	793	237,900	8,095,397
98	Archives Officer	300	5	6.II	793	237,900	20,238,493

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99	Anesthetist A1	350	29	7.II	660	231,000	113,978,700
100	Mortuary Officer	350	1	7.II	660	231,000	3,930,300
101	Infrastructure Maintenance Technician	300	2	7.II	660	198,000	6,737,657
102	Bio-Medical Maintenance Technician	300	9	7.II	660	198,000	30,319,457
103	Non Bio-Medical Maintenance Technician	300	9	7.II	660	198,000	30,319,457
104	Clinical Secretary	300	2	7.II	660	198,000	6,737,657
105	Pharmacy Dispenser	300	0	7.II	660	198,000	0
106	Ward clerk officer	350	12	7.II	660	231,000	47,163,600
107	Allied Services A1	350	77	7.II	660	231,000	302,633,100
108	Midwife A1	350	125	7.II	660	231,000	491,287,500
109	Nurse A1	350	463	7.II	660	231,000	1,819,728,900
110	Principle cashier	300	1	7.II	660	198,000	3,368,829
111	Head of Central secretariat	300	1	7.II	660	198,000	3,368,829
112	Petty cashier	300	1	7.II	660	198,000	3,368,829
113	Secretary to DF unit	300	1	8.II	508	152,400	2,592,977
114	Secretary in the Central Secretariat	300	3	8.II	508	152,400	7,778,931
115	Cashier	300	39	8.II	508	152,400	101,126,109
116	Receptionist	300	8	8.II	508	152,400	20,743,817
117	Storekeeper	300	6	8.II	508	152,400	15,557,863
118	Plumber	300	3	10.II	300	90,000	4,593,857

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119	Driver	300	12	10.II	300	90,000	18,375,429
			1,054				5,199,006,543

CHUB SALARY STRUCTURE

N°	POST	I.V	Level	Index	Basic Salary	GROSS SALARY
1	Director General of CHUB	500	E	3156	1,578,000	2,094,795
2	Chief Consultant	441	F	3156	1,391,796	1,973,368
3	Head of Clinical Education and Research Division	441	F	2869	1,265,229	1,679,591
4	Head of Clinical Division	441	F	2869	1,265,229	1,679,591
5	Senior Consultant	441	F	2869	1,265,229	1,793,914
6	Consultant Doctor	350	1.IV	2608	912,800	1,294,220
7	Senior Consultant Pharmacist	350	1.IV	2608	912,800	1,294,220
8	Senior Consultant in Allied Services	350	1.IV	2608	912,800	1,294,220
9	Senior Consultant Midwife	350	1.IV	2608	912,800	1,294,220
10	Senior Consultant Nurse	350	1.IV	2608	912,800	1,294,220
11	Director of Medical Services Directorate	350	1.IV	2608	912,800	1,306,871
12	Director of Clinical Education Directorate	350	1.IV	2608	912,800	1,306,871
13	Director of Research Directorate	350	1.IV	2608	912,800	1,306,871
14	Director of Ears, Nose and Throat (Center of Excellency) Unit	350	1.IV	2,608	912,800	1,306,871
15	Director of Allied Health Sciences Unit	350	1.IV	2608	912,800	1,306,871
16	Head of Corporate Services Division	330	2.III	1890	623,700	892,962
17	Consultant in Allied Services	350	2.III	1890	661,500	937,913
18	CPD Coordination Officer	350	2.III	1890	661,500	843,413
19	Junior Consultant Dental Surgeon	350	2.III	1890	661,500	937,913
20	Consultant Pharmacist	350	2.III	1890	661,500	937,913
21	Junior Consultant	350	2.III	1890	661,500	937,913
22	Consultant Midwife	350	2.III	1890	661,500	937,913

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23	Consultant Nurse	350	2.III	1890	661,500	937,913
24	Head of Clinical Department	350	2.III	1,890	661,500	947,080
25	Chief Dental Surgeon	350	4.V	1588	555,800	788,045
26	Chief Medical Officer	350	4.V	1588	555,800	788,045
27	Director of Nursing and Midwifery Unit	350	3.III	1575	551,250	789,234
28	Junior Consultant Pharmacist	350	3.III	1575	551,250	781,594
29	Senior Resident	350	3.III	1575	551,250	781,594
30	Senior Medical Officers	350	4.IV	1444	505,400	716,585
31	Senior Dental Surgeon	350	4.IV	1444	505,400	716,585
32	Junior Consultant Nurse	350	3.II	1369	479,150	679,366
33	Junior Consultant Midwife	350	3.II	1369	479,150	679,366
34	Junior Consultant in Allied Service	350	3.II	1369	479,150	679,366
35	Junior Resident	350	3.II	1369	479,150	679,366
36	Director of Quality Insurance Management Unit	330	3.II	1369	451,770	646,807
37	Director of Procurement	330	3.II	1369	451,770	646,807
38	Director of ICT Unit	330	3.II	1369	451,770	646,807
39	Director of Infrastructure, Medical and none medical maintenance Unit	330	3.II	1369	451,770	646,807
40	Director of Human Resource Management Unit	330	3.II	1369	451,770	646,807
41	Director of Planning and Business Development Unit	330	3.II	1369	451,770	646,807
42	Director of Administration and Logistics Unit	330	3.II	1369	451,770	646,807
43	Director of finance	330	3.II	1369	451,770	646,807
44	Matron	350	3.II	1369	479,150	679,366
45	Dental Surgeon	350	4.III	1313	459,550	651,576
46	Medical Officer	350	4.III	1313	459,550	651,576

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47	Undergraduate Coordination Officer	350	4.III	1313	459,550	651,576
48	Postgraduate Coordination Officer	350	4.III	1313	459,550	651,576
49	Legal Affairs Officer	300	4.III	1313	393,900	558,494
50	Pharmacist	350	4.III	1313	459,550	651,576
51	Junior Dental Surgeon	350	4.II	1141	399,350	566,221
52	Anesthetist A0	350	4.II	1141	399,350	566,221
53	Hospital Bed Coordinator	350	4.II	1141	399,350	566,221
54	Junior Medical Officer	350	4.II	1141	399,350	566,221
55	Human Resource Development and Performance Management	300	4.II	1141	342,300	485,333
56	Midwife A0	350	4.II	1141	399,350	566,221
57	Community Health and Supervisor	350	4.II	1141	399,350	566,221
58	Night duty and holidays Coordinator	350	4.II	1141	399,350	566,221
59	Allied Services Bachelor's Degree	350	4.II	1141	399,350	566,221
60	Nurse Bachelor's Degree	350	4.II	1141	399,350	566,221
61	Human Resources Officer	300	4.II	1141	342,300	485,333
62	Human Resource Records and Filing Management	300	4.II	1141	342,300	485,333
63	Human Resource Remuneration and other Benefits	300	4.II	1141	342,300	485,333
64	Public Relations and Communication Officer	300	4.II	1141	342,300	485,333
65	Continuous Quality improvement Officer	350	4.II	1141	399,350	566,221
66	Infection Control Officer A0	350	4.II	1141	399,350	566,221
67	Research Officer	350	4.II	1141	399,350	566,221
68	Chief Accountant	300	5.III	1094	328,200	465,341
69	Senior Recovery Officer	300	5.III	1094	328,200	465,341
70	Bio-medical Maintenance Officer	300	5.II	951	285,300	404,515
71	Health Management and Information System Officer	300	5.II	951	285,300	404,515

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72	Non Biomedical Maintenance Officer	300	5.II	951	285,300	404,515
73	Infrastructure Maintenance Officer	300	5.II	951	285,300	404,515
74	Risk Management Officer	350	5.II	951	332,850	471,934
75	Budget Officer	300	5.II	951	285,300	404,515
76	Network and System Administrator	300	5.II	951	285,300	404,515
77	Telemedecine Administrator	300	5.II	951	285,300	404,515
78	Database Administrator	300	5.II	951	285,300	404,515
79	Planning and Business Development Officer	300	5.II	951	285,300	404,515
80	Monitoring and Evaluation Officer	300	5.II	951	285,300	404,515
81	Biomedical Statistics Officer	300	5.II	951	285,300	404,515
82	Fleet Management Officer	300	5.II	951	285,300	404,515
83	Procurement Officer	300	5.II	951	285,300	404,515
84	Asset Management Officer	300	5.II	951	285,300	404,515
85	Outsourcing Company Supervision	300	5.II	951	285,300	404,515
86	Fleet Management Officer	300	5.II	951	285,300	404,515
87	Revenue Officer	300	5.II	951	285,300	404,515
88	Internal Auditor	300	5.II	951	285,300	404,515
89	Accountant	300	5.II	951	285,300	404,515
90	Logistics Officer	300	5.II	951	285,300	404,515
91	Administrative Liaison Officer	300	5.II	951	285,300	404,515
92	Administrative Assistant to the Head of Clinical Division	300	5.II	951	285,300	404,515
93	Administrative Assistant to the Head of CHUB	300	5.II	951	285,300	404,515
94	Administrative Assistant to the Head of Clinical Education and Research Division	300	5.II	951	285,300	404,515
95	Recovery Management Officer	300	5.II	951	285,300	404,515
96	Senior Customer Care Officer	300	6.III	912	273,600	387,926

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97	Librarian Officer	300	6.II	793	237,900	337,308
98	Archives Officer	300	6.II	793	237,900	337,308
99	Customer Care Officer	300	6.II	793	237,900	337,308
100	Bio-medical Maintenance Technician	300	7.II	660	198,000	280,736
101	Non Biomedical Maintenance Technician	300	7.II	660	198,000	280,736
102	Infrastructure Maintenance Technician	300	7.II	660	198,000	280,736
103	Mortuary Officer	350	7.II	660	231,000	327,525
104	Dental Therapist	350	7.II	660	231,000	327,525
105	Nurse Advanced Diploma	350	7.II	660	231,000	327,525
106	Allied Services Advanced Diploma	350	7.II	660	231,000	327,525
107	Midwife Advanced Diploma	350	7.II	660	231,000	327,525
108	Pharmacy Dispenser	350	7.II	660	231,000	327,525
109	Ward Clerk Officer	350	7.II	660	231,000	327,525
110	Clinical Secretary	300	7.II	660	198,000	280,736
111	Head of Central Secretariat	300	7.II	660	198,000	280,736
112	Principal cashier	300	7.II	660	198,000	280,736
113	Petty Cashier	300	7.II	660	198,000	280,736
114	Secretary in Central Secretariat	300	8.II	508	152,400	216,081
115	Storekeeper	300	8.II	508	152,400	216,081
116	Cashier	300	8.II	508	152,400	216,081
117	Secretary to Directorate of Finance	300	8.II	508	152,400	216,081
118	Receptionist	300	8.II	508	152,400	216,081
119	Team Leader/ Receptionists	300	9.III	449	134,700	190,985
120	Plumber	300	10.II	300	90,000	127,607
121	Driver	300	10.II	300	90,000	127,607
	Total					

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Bibonywe kugira ngo bishyirwe ku mugereka w'Iteka rya Minisitiri w'Intebe n°221/03 ryo ku wa 30/09/2016 rigena imbonerahamwe y'imyanya y'imirimo, imishahara n'ibindi bigenerwa abakozi mu Kigo cy'Ubuwuzi cyigisha cya Kaminuza (CHU)

Kigali, ku wa 30/09/2016

(sé)
MUREKEZI Anastase
Minisitiri w'Intebe

(sé)
UWIZEYE Judith
Minisitiri w'Abakozi ba Leta n'Umurimo

Bibonywe kandi bishyizweho Ikirango cya Repubulika :

(sé)
BUSINGYE Johnston
Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

Seen to be annexed to the Draft Prime Minister's Order n°221/03 of 30/09/2016 determining organizational structure, salaries and fringe benefits for employees of University Teaching Hospital (CHU)

Kigali, on 30/09/2016

(sé)
MUREKEZI Anastase
Prime Minister

(sé)
UWIZEYE Judith
Minister of Public Service and Labour

Seen and sealed with the Seal of the Republic:

(sé)
BUSINGYE Johnston
Minister of Justice/Attorney General

Vu pour être annexé à l'Arrêté du Premier Ministre n°221/03 du 30/09/2016 portant structure organisationnelle, salaires et avantages accordés au personnel du Centre Hospitalier d'enseignement Universitaire (CHU)

Kigali, le 30/09/2016

(sé)
MUREKEZI Anastase
Premier Ministre

(sé)
UWIZEYE Judith
Ministre de la Fonction Publique et du Travail

Vu et scellé du Sceau de la République :

(sé)
BUSINGYE Johnston
Ministre de la Justice/Garde des Sceaux