

Medical Superintendent

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Company: Merito

Location: India

Category: healthcare-practitioners-and-technical

Job Description

About Us

Our client is a multidisciplinary hospital in Pune offering a wide range of services in tertiary care. Having started operations in the year 2016, the hospital has blossomed to become a trusted provider of innovative yet affordable healthcare. The Hospital has a capacity of 250 beds and houses all specialties (Orthopedics, Obstetrics, emergency medicine, ICU, Neurology, Urology, radiology, ophthalmology etc.) under one roof. The hospital also offers post education after MBBS. It provides Diploma courses in 3 medical specialities- Pediatrics, Orthopedics and Obstetrics & Gynecology.

Responsibilities :

Clinical Leadership: Provide strategic leadership and direction for the hospital's clinical operations, including inpatient care, outpatient services, and specialty clinics. Supervise the lab in coordination with Lab Director/Head and to assure that the lab reports are error free, Critical values are being reported to Wards/ICUs and the defined TATs are being strictly followed.

Physician Management: Recruit, onboard, and supervise medical staff, including physicians, surgeons, specialists, and allied healthcare professionals, and ensure adequate staffing levels to meet patient care needs. Ensure that the consultant rosters are

in place and make sure that the consultants are being interacted on daily basis.

Quality Improvement: Develop and implement initiatives to enhance clinical quality, patient safety, and clinical outcomes, in collaboration with the Quality Assurance and Patient Safety departments. Ensure that consent forms are taken for all the clinical procedures.

Patient Care Coordination: Oversee patient care coordination processes, including admission, discharge, and transfer procedures, to ensure seamless transitions of care and optimal patient experience.

Medical Staff management: Manage the medical staff credentialing process, including initial credentialing, reappointment, and privileging, in compliance with accreditation standards and regulatory requirements.

Clinical Policies and Procedures: Develop and implement organizational policies and procedures for the medical unit. Adhere to government policies (PNDT, Transplant Act, Narcotics and Drugs compliance, Radiology license, medical certificates, etc) and ensure to be prepared for government and internal audits and inspections. Ensure all the clinical operations adhere to relevant health laws with regards to medical compliances and to assure the prevention of Medico-legal issues.

Resource Management: Optimize the allocation and utilization of clinical resources, including staffing, equipment, and supplies, to maximize efficiency and productivity while maintaining high standards of care.

Emergency Preparedness: Develop and implement emergency preparedness plans and protocols to ensure the hospital's readiness to respond to medical emergencies, disasters, and public health crises.

Collaboration and Communication: Foster effective communication and collaboration among medical staff, clinical departments, and administrative leadership to promote interdisciplinary teamwork and alignment of goals.

Continuous Education and Training: Support ongoing professional development and education initiatives for medical staff and clinical personnel to enhance clinical skills, knowledge, and competencies.

Performance Monitoring and Reporting: Monitor key performance indicators, clinical metrics, and quality indicators to assess performance, identify areas for improvement, and report outcomes to hospital leadership and regulatory agencies.

Requirements

Qualifications :

Medical Doctor (MD) or MBBS degree from an accredited medical school.

Board certification in a medical specialty (e.g., internal medicine, surgery, pediatrics) preferred.

Active medical license in the state of practice, in good standing, with no history of disciplinary actions.

Minimum of 8 years of clinical practice experience, with 5 years of progressive leadership experience in hospital administration or healthcare management.

Strong leadership and management skills, with the ability to inspire and motivate clinical teams to achieve excellence in patient care.

Thorough understanding of healthcare delivery systems, clinical operations, and healthcare regulatory requirements.

Excellent communication, interpersonal, and problem-solving skills.

Ability to collaborate effectively with diverse stakeholders, including physicians, nurses, allied health professionals, and administrative staff.

Commitment to patient-centered care, quality improvement, and patient safety.

Proficiency in healthcare information systems and electronic health records (EHR) preferred.

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