



**CALL FOR APPLICATION FOR FACULTY MEMBERS OF THE POSTGRADUATE PROGRAM AT
THE COLLEGE OF MEDICINE AND HEALTH SCIENCES – SoMP – UNIVERSITY OF RWANDA**

I. BACKGROUND

The Government of Rwanda has prioritised health workforce development as a key area in fast-tracking Rwanda's progress towards Universal Health Coverage (UHC) and strengthening human capital development. To this end, the Human Resource for Health (HRH) Secretariat was established with a paramount mission of building health education and capacity health workforce necessary to create a high quality and sustainable healthcare system. Thus, the Ministry of Health in collaboration with different Ministries and other stakeholders has developed the National Strategy for Health professions development (NSHPD) 2020-2030 as a guide to attaining such mission. In partnership with the University of Rwanda (UR), College of Medicine and Health Sciences (CMHS); the Ministry of Health through the Human resource for Health Secretariat (HRHS) is pleased to announce the Call for application for the recruitment of faculty members who will contribute to the implementation of the National Strategy for Health Professions Development (NSHPD) 2020-2030.

II. GENERAL REQUIREMENTS

In addition to the minimum qualifications point out with the list of available positions (attached), the general requirement for the candidates include:

1. Demonstrate evidence of an outstanding teaching ability and show an exemplary track record in applying innovative and problem-solving approach in teaching methodology, combining theory and practice to motivate scholarly excellence, conducting research to achieve excellence in teaching
2. Prove an exemplary clinical track-record in the field of their expertise where relevant.
3. Ascertain evidence of contribution in both academic and clinical activities where required. Experience of teaching in a Higher Learning Institution will be an added value.

III. MAIN RESPONSIBILITIES

While specific responsibilities will be defined based on the subject area and academic grade level, the main responsibilities will include theoretical and practical teaching, research and student mentorship, and community service, to name a few.

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IV. APPLICATION PROCESS AND DEADLINE

Application will be submitted to the email: info@moh.gov.rw , with a copy to Ms. Esperance B. Ndenga, Faculty Planning and Development Specialist at the following email: esperance.ndenga@moh.gov.rw and to Ms. Jane Karuranga, Director of Administration and Human Resources at University of Rwanda / Remera Campus, to the following email: karurangajane@yahoo.com. To complement your application, please submit motivation letter to the mentioned emails with an indication in the subject line of the email of the name of the position. In the motivation letter, please include the desired length of stay and statement of their availability, and contract start date. Along with the motivation letter, please remember to submit the following supporting documents:

- A current Curriculum Vitae.
- Copies of academic credentials (degrees or certificates).
- A proof of License to practice provided by his/her professional council where applicable.
- A proof of academic and professional experience.

The application package should be submitted as early as possible after the call for application is opened. While the application will remain open until all positions are filled, applicants should be aware that hiring office may begin reviewing applications during the job posting period based on pressing need in subject area.

V. ADDITIONAL INFORMATION

- Approved candidate will be requested to provide criminal record certificate and notarized copies of academic and professional credentials.
- Any questions of further clarifications regarding this call for application, please send them all the way through the following email: esperance.ndenga@moh.gov.rw.
- A list of available positions is annexed to this call for application.
- Only shortlisted candidate will be contacted by email and successful applicants are expected to assume functions as soon as pre-recruitment formalities are completed.

Kigali, On 08/06-----/2022



Dr. Patrick Ndimubanzi
HRH Secretariat – Executive Secretary.



Assoc. Prof. Jeanne Kagame
Principal, CMHS – University of Rwanda.

**AVAILABLE POSITIONS FOR FACULTY MEMBERS AT UNIVERSITY OF RWANDA,
COLLEGE OF MEDICINE AND HEALTH SCIENCES**

Guiding Principles: Depending on the profile (academic credentials, clinical and academic experience, as well as research achievements) of the applicant, an academic position/rank (Professor, Associate Professor, Senior Lecturer, Lecturer, Assistant lecturer, Tutorial Assistant), will be defined during the appointment process.

No	DEPARTMENT	SPECIALTY/SUB-SPECIALTY	Numbers	QUALIFICATION /REQUIREMENTS
1	ENT – (Ear, Nose, and Throat).	Head and Neck Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent). - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Ear, Nose, and Throat surgery. - A subspecialty degree/certificate in Head and Neck Surgery. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Neuro-Otologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Ear, Nose, and Throat surgery. - A subspecialty degree/certificate in Neuro-otology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Radio-Oncologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Ear, Nose, and Throat surgery. - A subspecialty degree/certificate in Radio-oncology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Facial Plastic Surgeon	1	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent



			with an experience of at least three years in Ear, Nose, and Throat surgery. - A subspecialty degree/certificate in Facial Plastic Surgery. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Maxillofacial Surgeon	1	Candidates must have: - A primary qualification in Medicine or Dental Surgery (MD, MBBS, DDS, BDS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Maxillo-Facial Surgery - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Rhinologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Ear, Nose, and Throat surgery. - A subspecialty degree/certificate in Rhinology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Audiologist	3	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Ear, Nose, and Throat surgery. - A subspecialty degree/certificate in Audiology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Laryngologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Ear, Nose, and Throat surgery. - A subspecialty degree/certificate in Laryngology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.

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				supervision, mentorship, and research.
		Paediatric ENT Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Ear, Nose, and Throat surgery. - A subspecialty degree/certificate in Paediatrics ENT. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
2	ANESTHESIA	Obstetric Anaesthesiologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Anaesthesiology. - A subspecialty degree/certificate in Obstetrical Anaesthesia. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Neuro- Anaesthesiologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Anaesthesiology. - A subspecialty degree/certificate in Neuro-anaesthesia. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Cardiothoracic Anaesthesiologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Anaesthesiology. - A subspecialty degree/certificate in Cardio-thoracic Anaesthesia. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		General anaesthesiologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent

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		Global Emergency Medicine Fellow	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Emergency Medicine. - A subspecialty degree/certificate in Global Emergency Medicine. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
4	GENERAL SURGERY	Critical Care and Trauma Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in General Surgery. - A subspecialty degree/certificate in Trauma and Critical Care. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Cardiothoracic Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in General Surgery. - A subspecialty degree/certificate in Cardiothoracic Surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Hepato Biliary Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in General Surgery. - A subspecialty degree/certificate in Hepato-biliary Surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Colo-rectal Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in General Surgery.



				- A subspecialty degree/certificate in colo-rectal surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Vascular Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in General Surgery with - a subspecialty degree/certificate in vascular surgery - OR - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in vascular surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Minimally Invasive Surgery	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in General Surgery, Urology or Gynaecology-Obstetrics. - A complementary Master or a subspecialty degree/certificate in Minimally invasive surgery.
5	ORTHOPEDICS SURGERY	Paediatric Orthopaedics Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in (Trauma and) orthopaedic Surgery. - A subspecialty degree/certificate in Paediatric Orthopaedic Surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Trauma Surgery	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in (Trauma and) Orthopaedic Surgery.

			- A subspecialty degree/certificate in Orthopaedic Trauma Surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Joint Replacement Surgery	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in (Trauma and) Orthopaedic Surgery. - A subspecialty degree/certificate in Joint Replacement Surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Ankle and Foot Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in (Trauma and) orthopaedic surgery. - A subspecialty degree/certificate in Ankle and Foot Surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Hand Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in (Trauma and) Orthopaedic or Plastic Surgery. - A subspecialty degree/certificate in Hand Surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Orthopaedic Oncology Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in (Trauma and) Orthopaedic Surgery.



				- A subspecialty degree/certificate in Paediatric Orthopaedic Surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Sport Surgeon	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in (Trauma and) orthopaedic Surgery. - A subspecialty degree/certificate in Sport Medicine. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
6	NEUROSURGERY	Neuro-oncology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Neurological Surgery. - A subspecialty degree/certificate in Neuro-oncologic surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Pediatric Neurosurgery	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Neurological Surgery. - A subspecialty degree/certificate in Paediatric Neurosurgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Spine Surgery	1	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Neurological Surgery. - A subspecialty degree/certificate in spine surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.

				supervision, mentorship, and research.
		Skull base Surgery	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Neurological Surgery. - A subspecialty degree/certificate in skull base surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
7	NEUROLOGY	Neurophysiology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Neurology. - A subspecialty degree/certificate in Neurophysiology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research
		Clinical Neurology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Neurology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research
		Pediatric Neurology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Neurology. - A subspecialty degree/certificate in Paediatric Neurology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
8	UROLOGY	Pediatric Urology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent)

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			- A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Urological Surgery. - A subspecialty degree/certificate in paediatric urology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Uro-oncology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Urological Surgery. - A subspecialty degree/certificate in Urological Oncology. - Having a Ph.D. is an added advantage - Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Endo-Urology (MIS-Urology)	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent). - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Urological Surgery. - A subspecialty degree/certificate in Minimally Invasive Surgery. - Having a Ph.D. is an added advantage - Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Transplant surgery	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in General Surgery or Urological Surgery. - A subspecialty degree/certificate in Transplant Surgery (Kidney Transplant is a Priority). - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Reconstructive Surgery	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Urological Surgery.



				- A subspecialty degree/certificate in Pelvic Reconstructive Surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
9	DERMATOLOGY	(Leprology Specialist	1	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Dermatology. - A subspecialty degree/certificate in Dermato-pathology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research
		Dermatosurgery Specialist	1	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Dermatology. - A subspecialty degree/certificate in Paediatric Dermatology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Venereology Specialist	1	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Dermatology. - A subspecialty degree/certificate in Paediatric Dermatology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Paediatric Dermatology Specialist	1	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Dermatology. - A subspecialty degree/certificate in Paediatric Dermatology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.



		Adnexal Disease specialist	1	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Dermatology. - A subspecialty degree/certificate in Paediatric Dermatology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Dermato-Pharmacology Specialist	1	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Dermatology. - A subspecialty degree/certificate in Paediatric Dermatology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
10	INTERNAL MEDICINE	Infectious Diseases	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Internal Medicine. - A subspecialty degree/certificate in Infectious Diseases. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Critical Care Medicine	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Internal Medicine or Emergency Medicine. - A subspecialty degree/certificate in Critical Care or Intensive Care Medicine. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Haematology/Oncology	1	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent)

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			- A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Internal Medicine or Clinical Pathology. - A subspecialty degree/certificate in Haematology/Oncology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Rheumatology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Internal Medicine. - A subspecialty degree/certificate in Rheumatology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research
	Palliative Medicine	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Internal Medicine. - A subspecialty degree/certificate in Palliative Care. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Pulmonologist - Pneumologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Internal Medicine. - A subspecialty degree/certificate in Pulmonology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Endocrinologists	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Internal Medicine. - A subspecialty degree/certificate in Pulmonology.

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				- Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Gastroenterologists	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Internal Medicine. - A subspecialty degree/certificate in Pulmonology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Nephrology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Internal Medicine. - A subspecialty degree/certificate in Pulmonology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Cardiologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Internal Medicine. - A subspecialty degree/certificate in Pulmonology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
11	ANATOMICAL PATHOLOGY	Cardiovascular, Mediastinal & Thymic Pathology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Anatomical Pathology. - A subspecialty degree/certificate in Cardiovascular, Mediastinal & Thymic Pathology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.

	Hepato-Pancreatic Pathology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent). - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Anatomical Pathology. - A subspecialty degree/certificate in Hepato-Pancreatic Pathology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Respiratory System Pathology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Anatomical Pathology. - A subspecialty degree/certificate in Respiratory System Pathology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Soft Tissue and Bone and Joints Pathology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Anatomical Pathology. - A subspecialty degree/certificate in Soft Tissue and Bone and Joints Pathology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Neuropathology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Anatomical Pathology. - A subspecialty degree/certificate in Neural Pathology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Endocrine Pathology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent). - A specialty degree/certificate such as the Master of Medicine or equivalent



				with an experience of at least three years in Anatomical Pathology. - A subspecialty degree/certificate in Endocrine Pathology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Paediatric Pathology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Anatomical Pathology. - A subspecialty degree/certificate in Paediatric Pathology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Hematopathology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Anatomical Pathology. - A subspecialty degree/certificate in Haemato-Pathology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
12	OBSTETRICS & GYNECOLOGY	Minimally Invasive Gynecologic Surgery	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Obstetrics and Gynaecology, - A complementary Master or subspecialty degree/certificate in Minimally Invasive Surgery. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Materno-fetal Medicine	2	Candidates must have: A primary qualification in Medicine (MD, MBBS or equivalent) A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Obstetrics and Gynaecology. A subspecialty degree/certificate in OBSTETRICS & GYNECOLOGY

				Minimally Invasive Gynecologic Surgery Materno-fetal Medicine Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research
		Urogynaecology and Pelvic Reconstructive Surgery	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years Obstetrics and Gynaecology. - A subspecialty degree/certificate in Urogynaecology and Pelvic Reconstructive Surgery. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research
		Reproductive Endocrinology	2	Candidates must have: A primary qualification in Medicine (MD, MBBS or equivalent) A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years Obstetrics and Gynaecology. A subspecialty degree/certificate in Reproductive endocrinology Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research
13	PEDIATRICS AND CHILD HEALTH	Paediatric Emergencies and Critical Care	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Paediatric Emergencies and Critical Care. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Paediatric Gastroenterology, Hepatology and Nutrition	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics.

			- A subspecialty degree/certificate in Paediatric Gastroenterology, Hepatology and Nutrition. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Immunology and Allergology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Paediatric Immunology and Allergology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Neonatology and Perinatology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Neonatology and Perinatology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Paediatric Cardiology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent). - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Paediatric Cardiology. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Paediatric Infectious Diseases	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Paediatric Infectious Diseases. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical

			supervision, mentorship, and research.
	Paediatric Endocrinology & Metabolic Diseases	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Paediatric Endocrinology & Metabolic Diseases. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Paediatric Neurology and Muscular Disorders	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Paediatric Endocrinology & Metabolic Diseases. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Paediatric Rheumatology	1	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Paediatric Rheumatology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Paediatric Hematology&Oncology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Paediatric Haematology & Oncology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.

		Paediatric Pulmonology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Paediatric Pulmonology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Paediatric Nephrology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Paediatric Nephrology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Adolescent Medicine	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Paediatrics. - A subspecialty degree/certificate in Adolescent Medicine. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
14	PHARMACY	Pharmaceutical Biotechnology and Drug Design	2	Candidates must have: - A primary qualification in Pharmacy (Bachelor of Pharmacy) - MSc. in Biotechnology and Drug Design, Biopharmaceutical Technology, with an experience of at least three years in the field of pharmaceutical industry. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Pharmaceutical Chemistry/Therapeutics	1	Candidates must have: - A primary qualification in Pharmacy (Bachelor of Pharmacy) - MSc. in Pharmaceutical Chemistry/Therapeutic, with an experience of at least three years in the field of pharmaceutical industry.

			- Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Pharmaceutical Quality Control System	1	Candidates must have: - A primary qualification in Pharmacy (Bachelor of Pharmacy) - MSc. in Pharmaceutical Quality control, with an experience of at least three years in the field of pharmaceutical industry. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Pharmaceutical Quality Assurance System	1	Candidates must have: - A primary qualification in Pharmacy (Bachelor of Pharmacy) - MSc. in Pharmaceutical Quality Assurance, with an experience of at least three years in the field of pharmaceutical industry. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Pharmacotherapeutics	2	Candidates must have: - A primary qualification in Pharmacy (Bachelor of Pharmacy) - MSc. in Pharmacotherapeutics, with an experience of at least three years in the field of pharmaceutical industry. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Pharmacoeconomics	2	Candidates must have: - A primary qualification in Pharmacy (Bachelor of Pharmacy) - MSc. in Pharmacoeconomics with an experience of at least three years in the field of pharmaceutical practice. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
	Pharmacovigilance and clinical trials	2	Candidates must have: - A primary qualification in Pharmacy (Bachelor of Pharmacy) - MSc. in Pharmacovigilance or clinical trials with an experience of at least three years in the field of pharmaceutical practice. - Having a Ph.D. is an added advantage.



		Clinical Pharmacology and Therapeutics	2	Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research. Candidates must have: - A primary qualification in Pharmacy (BPharm or Equivalent) or Medicine (MD, MBBS or equivalent) with MSc in Clinical Pharmacology and therapeutics or - With a specialty degree/certificate such as the Master of Medicine or equivalent, - An experience of at least three years Clinical Pharmacology and Therapeutics. - Having a Ph.D. is an added advantage Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
15	PSYCHIATRY	Forensic Psychiatry	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Psychiatry. - A subspecialty degree/certificate in Forensic Psychiatry. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Child and Adolescent Psychiatry	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Psychiatry. - A subspecialty degree/certificate in Child and Adolescent Psychiatry. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Addictology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Psychiatry. - A subspecialty degree/certificate in Addictology.

				- Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
16	RADIOLOGY	Cardiothoracic Imaging Radiology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Diagnostic Imaging. - A subspecialty degree/certificate in Cardiothoracic Imaging Radiology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Musculoskeletal Radiology	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Diagnostic Imaging. - A subspecialty degree/certificate in Musculoskeletal Radiology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Breast Imaging Specialist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Diagnostic Imaging. - A subspecialty degree/certificate in Breast Imaging. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.
		Head and Neck Radiologist	1	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Diagnostic Imaging. - A subspecialty degree/certificate in Head and Neck Radiology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.

		Neuro-Radiologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Diagnostic Imaging. - A subspecialty degree/certificate in Neural Radiology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research
		Paediatric Radiologist	2	Candidates must have: - A primary qualification in Medicine (MD, MBBS or equivalent) - A specialty degree/certificate such as the Master of Medicine or equivalent with an experience of at least three years in Diagnostic Imaging. - A subspecialty degree/certificate in Cardiothoracic Imaging Radiology. - Having a Ph.D. is an added advantage. Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research
	17 CROSS-CUTTING POSITIONS	Epidemiologist, Biostatistician, Data Scientist,	2	Candidates should have at least one of the following qualifications: Ph.D. or equivalent in Epidemiology, Biostatistics, Public Health, Global Health, Health Data Science, Clinical Research & Evidence Based Medicine Candidates must demonstrate a track-record of experience in teaching, clinical supervision, mentorship, and research.

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