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A Call for APPLICATION OF OBGYN FACULTY MEMBERS AT THE  
COLLEGE OF MEDICINE AND HEALTH SCIENCES - UNIVERSITY OF  
RWANDA

### **1. Background**

The government of Rwanda is dedicated to addressing healthcare challenges through evidence-based and innovative approaches. To tackle issues like healthcare worker shortages, education, employment, retention, and compensation, Rwanda has developed effective strategies outlined in the fourth Health Sector Strategic Plan 2018-24 (HSSP IV) and the National Strategy for Health Professions Development (2020-2030). These initiatives aim to enhance the availability and provision of high-quality healthcare services by ensuring a skilled, competent, and equitably distributed healthcare workforce. To achieve this goal, the government has launched 'The 4x4 Reform', a national strategy that aims to quadruple healthcare worker production within four years. This transformative initiative seeks to increase enrollment and expand training capacities in both public and private institutions, thereby increasing the number of qualified healthcare professionals and promoting an equitable distribution of the workforce across Rwanda. By implementing 'The 4x4 Reform', the strategic objective is to improve access to quality care and establish a sustainable healthcare system that effectively meets the needs of the population.

As a result, the Ministry of Health, in partnership with the University of Rwanda and the Rwanda Society of Obstetricians and Gynaecologists (RSOG), is initiating the Obstetrics and Gynaecology Residency Training Program in selected level two teaching hospitals nationwide. This program aims to cultivate an academic environment within these hospitals that not only provides essential obstetrics and gynaecology (OBGYN) knowledge and skills but also encourages innovation, research, and ethical practices. Emphasizing practical learning experiences, the program aims to equip residents with a deep understanding of clinical practices and technologies. This postgraduate residency training will be integrated into the University of Rwanda's existing training program.

### **2. Call For Application**

The University of Rwanda is seeking qualified candidates to apply for faculty positions in the Department of Obstetrics and Gynecology. The selected candidates will be responsible for

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teaching, supervising, and mentoring OBGYN residents stationed at ten selected level two teaching hospitals, including Butaro, Byumba, Kabgayi, Kibagabaga, Kibogora, Kibungo, Nyamata, Ruhengeri, Rwamagana, and Kibuye Hospitals. Interested and qualified candidates are encouraged to apply for these faculty positions and play a crucial role in shaping the next generation of OBGYN professionals in Rwanda.

### **3. General Requirement**

- a. Demonstrated outstanding teaching ability with an innovative and problem-solving approach in teaching methodology, combining theory and practice to motivate scholarly excellence and conducting research to achieve teaching excellence.
- b. Proven exemplary clinical track-record in the field of OBGYN.
- c. Readiness to provide instruction and deliver sexual and reproductive health services, including comprehensive abortion care.
- d. Willingness to work full time in hospitals outside of the capital, Kigali.
- e. Evidence of contribution in both academic and clinical activities.
- f. Experience in teaching at a Higher Learning Institution will be an added value.
- g. Women applicants are highly encouraged.

### **4. Main Responsibilities**

1. Deliver high-quality lectures and practical training to OBGYN residents, utilizing innovative teaching methodologies to ensure a comprehensive understanding of the field.
2. Engage in research activities to advance the knowledge and practices within the field of Sexual and Reproductive health (SRH), contributing to the academic and clinical development in the obstetrics and gynecology.
3. Provide guidance, support, and mentorship to OBGYN residents, fostering their professional and academic growth throughout their residency program.

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4. Contribute to community outreach programs and initiatives, leveraging expertise to address healthcare challenges and improve maternal and reproductive healthcare in local communities.

### **5. Reporting and Remuneration**

The accepted candidates will be embedded in to and technically reporting to the department of OBGYN at the University of Rwanda. RSOG will oversee the administrative components attached to this recruitment including offering a highly competitive salary along with covering fees for medical license to practice and local medical insurance.

### **6. Application Process**

The application package should be submitted as early as possible after the call for applications is opened. While the call will remain open until all required numbers are obtained, applicants should be aware that the hiring office may begin reviewing applications during the job posting period based on pressing need for OBGYN faculty at the stated hospitals. Applications should be submitted to the email address that will be indicated in the job posting.

### **7. Application File**

Applicants must submit the following documents as one file in the order listed below:

1. Motivation letter: In the motivation letter, please indicate the desired length of stay, statement of availability, and contract start date.
2. A current Curriculum Vitae.
3. Copies of academic credentials (degrees or certificates).
4. Proof of License to practice provided by a recognized professional council.
5. Proof of academic and professional experience.

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All these documents must be submitted to [info.rsog@gmail.com](mailto:info.rsog@gmail.com) with copy to [iteteangelique@gmail.com](mailto:iteteangelique@gmail.com)

### **8. Additional Information**

The approved candidate will be requested to provide a criminal record certificate and notarized copies of academic and professional credentials.

For any questions or further clarifications regarding this call for application, please contact: - Dr. Diomedé Ntsumbumuyange, OBGYN Department Chair, by telephone at +250788334988 or by email at [muyangediomedede@gmail.com](mailto:muyangediomedede@gmail.com). - Dr. Victor Mivumbi, President of RSOG, by telephone at +250788615979 or by email at [mivumbi.victor@gmail.com](mailto:mivumbi.victor@gmail.com).