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## VACANCY NOTIFICATION

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Instituto Medico San Nicolas (ImSan) aims to provide and promote optimal medical care in clinical, outpatient, and ambulatory settings, ensuring accessibility for all citizens.

ImSan is seeking a dynamic, visionary, and experienced Director to lead its Hospital operations and strategic development. The Director is responsible for overall strategic, operational, and clinical leadership, ensuring high-quality healthcare delivery and organizational sustainability.

### Director (M/F)

#### Key Responsibilities:

- Provide leadership and direction for all hospital operations, staff, and financial management.
- Develop and implement strategic, organizational, and financial policies.
- Ensure compliance with healthcare regulations, medical protocols, quality standards, and ethical practices.
- Oversee clinical activities and promote continuous improvement in patient care and service delivery.
- Represent the organization internally and externally, including reporting to the Supervisory Board.
- Foster innovation and development of healthcare services aligned with evolving healthcare needs.
- Build and maintain effective relationships with stakeholders across the healthcare sector in Aruba.
- Ensure sound financial management, budgeting, accountability and reporting.

#### Profile:

- Academic degree in a field relevant to the position, e.g. a master's degree in medicine, healthcare, public health, management, legal.
- Extensive experience in healthcare administration, having strong organizational skills to manage multiple projects simultaneously and oversee the daily management of the hospital.
- Strong ethical decision-making skills.
- Strong leadership and management skills.
- Experience in healthcare or a medical environment.
- Strategic thinker with excellent communication skills.
- Committed to quality, ethics, and organizational development.
- The Director shall reside in Aruba.

**Offer:**

Compensation package will be according to Landsverordening Normering Topinkomens (LNT)  
– AB 2022 no.91.

**Application Process:**

Qualified candidates are invited to submit their curriculum vitae/resume and cover letter detailing their leadership experiences to the Chairman of the Board of Supervisors at [hr@imsan.aw](mailto:hr@imsan.aw) before June 30, 2026