



JAC Recruitment

We are recruitment specialists around the globe

Vietnam



## PR/094593 | Chief Operating Officer

## Job Information

**Recruiter**

JAC Recruitment Vietnam Co., Ltd

**Job ID**

1531428

**Industry**

Healthcare, Nursing

**Job Type**

Permanent Full-time

**Location**

Vietnam

**Salary**

Negotiable, based on experience

**Refreshed**

April 22nd, 2025 08:00

## General Requirements

**Minimum Experience Level**

Over 3 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Business Level

**Minimum Education Level**

Associate Degree/Diploma

**Visa Status**

No permission to work in Japan required

## Job Description

**Location**

Hanoi

**Company and Job Overview**

Our Client is looking for COO - Chief Operating Officer (Healthcare Industry Preferred)

**Job Responsibilities**

## Strategic Leadership &amp; Expansion

- Develop and execute operational strategies to support the group's expansion, including setting up new hospitals and optimizing existing facilities.
- Lead feasibility studies, site selection, and planning for new hospital openings, ensuring alignment with business objectives.
- Oversee the hospital commissioning process, ensuring efficient infrastructure setup, regulatory compliance, and operational readiness.
- Establish and implement best practices in hospital management to improve efficiency and scalability.

## Operational Excellence &amp; Performance Management

- Ensure optimal operational ramp-up for new hospitals and continuous performance improvement for existing hospitals.
- Define and track key operational KPIs, ensuring hospitals meet financial, clinical, and patient satisfaction targets.
- Drive improvements in hospital workflows, resource allocation, and cost management to enhance overall efficiency.
- Standardize processes across hospitals while allowing flexibility for local market dynamics.

**People & Culture Management**

- Build and lead a high-performing operations team, ensuring alignment with the group's vision and values.
- Work closely with HR to attract, retain, and develop top operational and clinical talent.
- Foster a culture of accountability, continuous learning, and operational excellence.

**Regulatory & Compliance Oversight**

- Ensure all hospitals adhere to national healthcare regulations, licensing requirements, and accreditation standards.
- Work with medical leadership to implement and monitor compliance with clinical protocols and patient safety guidelines.
- Maintain strong relationships with regulatory authorities and government agencies.

**Technology & Innovation**

- Leverage technology and digital solutions to enhance operational efficiencies, patient experience, and data-driven decision-making.
- Oversee the implementation of hospital management systems and ensure seamless integration across facilities.

**Job Requirements**

- Minimum 15 years of experience in hospital administration, healthcare management, or multi-site operations, preferably in the private healthcare sector.
- Strong track record in hospital expansion, commissioning, and operational turnarounds.
- Deep understanding of hospital operations, patient care processes, and regulatory compliance.
- Proven leadership experience in managing large teams and cross-functional stakeholders.
- Strong financial acumen with experience in budgeting, cost control, and P&L management.
- Excellent communication and stakeholder management skills.
- Experience working in Vietnam or other emerging markets is a plus.

**Benefits:**

- Competitive salary and performance-based incentives.
- Opportunity to lead a growing healthcare platform with significant impact.
- Relocation support (if applicable).

Due to the high volume of applicants, we regret to inform that only shortlisted candidates will be notified. Thank you for your understanding.

#LI-JACVN

---

**Company Description**