



JAC Recruitment

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Vietnam



PR/094593 | Chief Operating Officer

Job Information

Recruiter

JAC Recruitment Vietnam Co., Ltd

Job ID

1549333

Industry

Healthcare, Nursing

Job Type

Permanent Full-time

Location

Vietnam

Salary

Negotiable, based on experience

Refreshed

July 8th, 2025 17:13

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 & 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 & 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

Notice: By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

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Company Description