



Meghalaya Health Systems Strengthening Project

Government of Meghalaya



No:DHS/H-3/MHSSP/Hiring/2022-23 (CXIX)
Date:15.07.2026

ADVERTISEMENT

Applications from citizens of India are urgently required for appointment on a contractual basis for filling up the following post as given below for the **Meghalaya Health Systems Strengthening Project (MHSSP), Meghalaya for a period of 1 year extendable based on performance**

Sl. no	Name of Post	No of Post	Remuneration	Essential Qualification and experience	Place of Posting
			(INR)		
1	District Quality Assurance Manager (DQAM)	4	50,000.00 may increase based on experience and qualification as per MHSSP norms	a) Qualification: MBBS / BDS/ AYUSH /MSc. Nursing OR Masters in Hospital Administration/Public Health/Medical Sociology/Management/Health Management/ Hospital Management/ Health Informatics) or any other relevant PG qualification. (Medical / non-medical background) b) Experience: 3 years of experience (for medical background) OR 5 years (for non-medical background) in Hospital Administration/Public health. <i>(The min years of experience may be relaxed by the competent authority if the no of candidates meeting the requirement is less in no)</i> Preference shall be given to candidates with experience in Health Care Quality or Formal Quality of a quality system like NQAS/NABH/ISO 9001:2008/Six Sigma/Lean/Kaizen.	Garo and Khasi/Jaintia Region

Qualified and interested candidates can submit their applications electronically through **Google Form** (Link below) only on or before **4:00pm of the 31st July 2026**, with soft copies of their bio-data, certificates and job experience. The Terms of Reference for the above post can be downloaded from the MHSSP website (<https://meghssp.org/>) under Recruitment section. For any future information updates, candidates are to check our website.

Terms and Conditions:

1. All biodata and testimonials (incl. CV/Resume) are to be scanned and forwarded in a **single PDF file**.
2. The minimum years of experience may be relaxed by the competent authority if the number of candidates meeting the requirement is less
3. All applicants are required to fill out the Google form <https://tinyurl.com/MHSSP-DQAM>

SD/-

Project Director, MHSSP
Meghalaya, Shillong



Meghalaya Health Systems Strengthening Project
Dept. of Health & Family Welfare, Government of Meghalaya



7005161416



Red Hill Road, Upper New Colony, Shillong 793003, Meghalaya

pmu.admin@meghssp.org

**TERMS OF REFERENCE (TOR) FOR THE POST OF DISTRICT QUALITY ASSURANCE MANAGER (DQAM)
UNDER THE MEGHALAYA HEALTH SYSTEMS STRENGTHENING PROJECT (MHSSP)**

Introduction to the Project

Meghalaya, a small state in the North East India, carved out of Assam in 1972, has a Legislative Assembly and three autonomous Hill Councils, covering all 11 districts. With a population of 3 million (2011), the state is on average poorer than rest of India, but more equitable, as only 12 percent of the population live below the national poverty line in comparison to 22 percent at the national level (2011-12). The state is predominantly rural (80 percent), with a hilly terrain, rapid urbanization and poor connectivity. With 86 percent of the population categorized as Scheduled Tribe, Meghalaya's main ethnic communities are the Khasis, the Garos and the Jaintias. The complexities in the governance structures provide unique challenges to social and health outcomes, that need local solutions. The Government of Meghalaya is committed to improving the health status of its citizens. Despite considerable challenges, the state has shown progress in various health indicators over the last decades. To further accelerate the progress, the Department of Health and Family Welfare (DoHFW), Government of Meghalaya with technical and financial support from the World Bank, is implementing ‘Meghalaya Health Systems Strengthening Project’ (MHSSP) in the state. The MHSSP intends to improve accountability, quality and utilization of health services in Meghalaya, especially among public facilities at the primary health center (PHC), community health center (CHC) and district hospital levels. In order to achieve its objectives, the MHSSP will over the next five years adopt a system approach to combine results-based financing and input-based financing with the aim of achieving enhanced performance management in the public sector. The project activities are structured across 4 broad areas, while the first three address different parts of the project development objective (Accountability, Quality and Utilization), the fourth area is related to Contingent Emergency Response Component. The details are as under:

- Area 1: Improve accountability and strengthen governance through Internal performance agreements: This will support the creation of an enabling environment for reforms at each level (state, district and sub-district), enhance performance of the DoHFW and its subsidiaries, and improve efficiency of the public health administration.
- Area 2: Strengthen Systems to Sustain Quality of health service: This will focus on improving the quality of care through a comprehensive quality assurance for health service; augmenting systems related to human resource management, bio-medical waste management, procurement and supply chain, and project management capacity.
- Area 3: Increase coverage and utilization of quality health services: This will mainly focus on increasing the coverage of the state health insurance program, pilot for strengthening primary care response through the Health and Wellness Centers, strengthening community interventions and engagement.
- Area 4: Contingent Emergency Response Component: A mechanism for provision of immediate response to an Eligible Crisis or Emergency, as needed.

Job Title	District Quality Assurance Manager (DQAM)
No. of Positions	4 (Four)
Duty Station	Garo Hills and Khasi/Jaintia Hills.
Organization	Meghalaya Health Systems Strengthening Project (MHSSP)
Nature of Job	Purely Contractual Basis
Duration	1year maybe extended based on performance
Salary	Starting Salary of INR 50,000 which may increase based on experience and qualification as per MHSSP norms

Scope of Work:

- The District Quality Assurance Manager (DQAM) will provide techno-managerial support for the PMU in any aspect of the Quality Assurance program.
- She/he will be responsible for implementing and establishing quality procedures, standards, and specifications and undertake periodic assessments, in order to bring the quality improvement of the District Hospital/CHC/PHC in their respective district, with the objective of achieving the Internal Performance Agreement (IPA) indicators and Outcome Based Budgeting (OBB).
- The District Quality Assurance Manager (DQAM) will be deployed in the respective district DMHO office on a full-time basis and will have to report to the DMHO.

Job Responsibilities:

- Periodic review of the health institutions using state and National Quality standards
- Facilitating identification of gaps and development of institution specific quality improvement costed plans for all the health institutions at the facility level and sharing with the PMU
- Visit to the health institutions to measure progress on the quality improvement plans
- Analysis of quality improvement data and reporting to DMHO and Department of Health
- Training and mentoring the health facilities in developing systems for quality improvement
- Providing technical support in assessing and implementing the technical protocols and clinical guidelines under the Project.
- Monthly review of the progress of quality improvement along with DMHO. Coordination with the PMU for QA related activities at all Health facilities in the district
- Participate in the periodic training programs undertaken by the Department of health
- Participate in the periodic quality review undertaken by the Department of Health
- To attend to any other duties / responsibilities as assigned by the Project Director, MHSSP.

Deliverables/ Specific Outputs

- Upon joining the work, the staffs expected to perform as described in the Job responsibilities.

QUALIFICATIONS

(a) Applicants must possess at least a degree in MBBS / BDS / AYUSH /MSc. Nursing

OR

Masters in Hospital Administration/Public Health/Medical Sociology/Management/ Health Management/ Hospital Management/ Health Informatics) or any other relevant PG qualification. (Medical / non-medical background)

(b) Experience:

a. Essential: Applicant must possess a minimum three year of experience (for medical background) OR 5 years (for non-medical background) in Hospital Administration/ Public health. (The minimum years of experience may be relaxed by the competent authority if the number of candidates meeting the requirement is less in number)

b. Desirable: Preference shall be given to candidates with experience in Health Care Quality or Formal Quality of a quality system like NQAS/NABH/ISO 9001:2008/Six Sigma/Lean/Kaizen.

(c) Skills and Competencies:

- Sound knowledge on the Concepts of Quality to the hospitals
- Sound knowledge of Rogi Kalyan samiti and the district health society
- Knowledge of English and Khasi/Pnar/Garo both written and oral;
- Effective communication skills, with demonstrated ability to talk and listen to people and build rapport with them
- Computer proficiency and familiarity with MS Word, Excel, PowerPoint and Google Suite.
- Familiarity with app-based reporting system
- Willingness to travel minimum 15 days a month.