

TATA TRUSTS

| Role Details | | |
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| 1. | Role | Chief Executive, Proposed Healthcare Vertical |
| 2. | Grade | 1A/1B |
| 3. | Location | Mumbai |
| 4. | Nature of Employment | On rolls |
| Role Overview: | | |
| <p>The Chief Executive (CE) is responsible for the overall strategic direction, governance, and performance of the proposed Healthcare vertical and the hospitals to be housed under it. The incumbent ensures that the vertical and all constituent units meet all statutory, regulatory, quality, and service obligations, while fostering a culture of continuous improvement, innovation, and compassionate, affordable, high-quality patient care.</p> <p>This position will be based in Mumbai and will entail travel across the country, as required.</p> | | |
| Key Responsibilities: | | |
| 1. | Strategic Leadership and Governance: <ul style="list-style-type: none"> Implement and execute the strategy approved by the Board. Lead the development and execution of multi-year strategic plans for multi-speciality healthcare hospitals that deliver measurable population health impact, sustainability, and sector leadership. Serve as the primary link to the Board of Directors, enabling effective governance, informed decision-making, and mission accountability. Ensure the Board has timely, relevant insight into performance, risk, impact, and external dynamics affecting the proposed Healthcare vertical. Anticipate healthcare system trends (policy, technology, demographics, funding) and position the proposed Healthcare vertical proactively to influence and respond on scale. | |
| 2. | Project Management: <ul style="list-style-type: none"> Define project management strategy for hospitals under the proposed Healthcare vertical and prioritize projects (i.e., assist in setting up new hospital constructions, expanding existing clinical facilities or digital system implementation, etc.) in line with the vertical's long-term vision. Oversee the entire portfolio of projects, ensuring successful delivery of infrastructure maintaining quality standards, and adherence to scope, schedule, and cost budgets. Ensure optimal allocation and utilization of resources (human, financial, and technical) across all projects, preventing bottlenecks and maximizing efficiency. | |
| 3. | Operational and Financial Management: <ul style="list-style-type: none"> Oversee operations of all hospitals in collaboration with Unit Heads, ensuring efficient service delivery, high standards of patient safety, and optimal resource utilization. Manage financial strategy to ensure long-term sustainability, resilience, and responsible growth. Diversify and strengthen revenue streams, including philanthropy, grants, strategic partnerships, and innovative funding models. Ensure financial transparency, risk controls, and regulatory compliance consistent with best-in-class governance. Set up a vibrant post graduate teaching and research program. | |
| 4. | Implementing and Maintaining High Quality Standards: <ul style="list-style-type: none"> Train and mentor staff in best practices and foster a culture of continuous excellence. Work with medical staff, administration, and departments to integrate quality into all operations and address disparities in quality of care across all hospital units. Lead patient care improvement initiatives, ensuring safety, compliance with NABH standards, and adherence to all regulatory requirements. Direct quality programmes, analyze performance data, and reduce errors via Root Cause Analysis. To be up to date with relevant government schemes and ensure their compliances. | |
| 5. | People Management: <ul style="list-style-type: none"> Provide visible, motivational, and values-driven leadership, fostering an inclusive, open, and respectful culture where collaboration, excellence, and staff well-being thrive. Ensure leadership capacity and organisational design are aligned with current and future strategic needs. | |

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| | <ul style="list-style-type: none"> Ensure effective staff engagement and communication, promote a culture of continuous learning and adoption of best practices. |
| 6. | Reputation, Brand and Thought Leadership <ul style="list-style-type: none"> Build and enhance the proposed Healthcare vertical's reputation as a credible, ethical, and high-impact healthcare leader. Set overall marketing strategy, branding, digital campaigns, and patient engagement, focusing on brand reputation, new service promotion, and revenue generation while ensuring regulatory and insurance compliance. Lead thought leadership through publications, convenings, and executive-level engagement. Build and maintain strong, collaborative relationships with a diverse range of internal and external stakeholders, including senior executives, medical staff, patients, community leaders, and government agencies. Foster partnerships across the healthcare system to address health inequalities and support community well-being and outreach initiatives. |
| Stakeholders | |
| Relationship (within organisation) | Board of Trustees and functional teams. |
| Relationship (outside organisation) | Regulatory Bodies, Government Agencies, Vendors, Patients etc. |
| Skills & Competencies: | |
| <ul style="list-style-type: none"> Strong leadership and team management skills with the ability to motivate a diverse group of individuals. | |
| <ul style="list-style-type: none"> Strategic thinker with the ability to translate broad goals into actionable plans. | |
| <ul style="list-style-type: none"> Strong problem-solving abilities, with a proactive and solution-oriented approach to challenges. | |
| <ul style="list-style-type: none"> Excellent communication skills, including the ability to communicate effectively with a variety of stakeholders. | |
| <ul style="list-style-type: none"> Prominent level of cultural sensitivity, with the ability to work effectively in diverse environments. | |
| <ul style="list-style-type: none"> Ability to oversee complex projects including but not limited to setting up hospital infrastructure, expansions, and digital transformation. | |
| <ul style="list-style-type: none"> Ability to define long-term goals, align operations with organisational vision, and drive sustainable growth. | |
| <ul style="list-style-type: none"> Deep understanding of healthcare standards (e.g., NABH), regulatory requirements, and risk mitigation strategies. | |
| <ul style="list-style-type: none"> Expertise in budgeting, resource allocation, and optimizing operational efficiency without compromising quality. | |
| Essential Qualification & Experience: | |
| <ul style="list-style-type: none"> A postgraduate degree in any medical discipline OR a master's degree in Hospital/Business Administration, Healthcare Management, OR a related healthcare field from a renowned institute, is essential. | |
| <ul style="list-style-type: none"> Minimum 20 years of experience in multi-speciality hospitals or large healthcare organisations. | |
| <ul style="list-style-type: none"> Minimum of 5 years as CEO/Unit Head in independent charge of a hospital of at least two (200) hundred beds with accountability of the bottom-line financials. | |
| <ul style="list-style-type: none"> Experience in quality and accreditation processes (NABH/ NABL). | |
| <ul style="list-style-type: none"> Strong understanding of healthcare sector dynamics, including regulatory frameworks, social sector engagement, and community health programmes. | |
| <ul style="list-style-type: none"> Proven history in strategic planning, operations management, and financial oversight. | |

Note: Applications not meeting the essential qualification criteria and experience requirement will be summarily rejected.