



Be a Part of the Revolution in the Sri Lankan Pre-Hospital Care Emergency Response Ambulance Service



“1990 Suwa Seriya Foundation” is Sri Lanka’s pioneering Emergency and Pre-Hospital Care Ambulance Service operating under the Ministry of Health & Mass Media. The Foundation operates a life-saving emergency ambulance service with 322 ambulances islandwide.

The Board of Management invites applications from suitably qualified, dynamic and results-oriented individuals for the position of Head of Training & Protocol. The **Head of Training & Protocol** will provide strategic and operational leadership to the Foundation’s training and protocol functions, ensuring a competent workforce, evidence-based practices, consistent service standards and the uninterrupted delivery of nationwide emergency ambulance services.

Head of Training & Protocol

Job Profile

The Head of Training & Protocol will be responsible for the strategic planning, development, implementation and quality assurance of the Foundation’s training programmes and clinical and operational protocols. The role encompasses training-needs analysis, competency-based curriculum development, instructor development, induction and refresher training, continuing professional development, competency assessment, certification and maintenance of training records. Working in collaboration with the Chief Medical Officer, operational leadership and relevant subject-matter experts, the position will also coordinate the development, review, implementation and monitoring of evidence-based clinical and operational protocols, Standard Operating Procedures and guidelines to support patient safety, service quality and consistent practice across the Foundation.

Key Responsibilities

- Develop and implement the Foundation’s training and protocol strategies, annual plans, budgets and performance indicators in alignment with its strategic and operational objectives.
- Conduct organization-wide training-needs and competency-gap assessments and translate the findings into prioritized training plans.
- Design, implement and continuously improve competency-based induction, refresher, continuing professional development and leadership programmes for operational, clinical and support personnel.
- Develop and maintain curricula, lesson plans, training materials, simulation exercises, assessment tools and certification requirements in line with approved standards and operational needs.
- Establish and maintain robust systems for competency assessment, certification, recertification and remediation to ensure that personnel remain fit for their assigned roles.
- Develop and strengthen the Foundation’s instructor cadre through trainer selection, faculty development, standardization, mentoring and performance evaluation.
- Coordinate, in collaboration with the Chief Medical Officer, operational leadership and relevant subject-matter experts, the development, review, approval, implementation and periodic updating of evidence-based clinical and operational protocols, Standard Operating Procedures and guidelines.
- Monitor adherence to approved protocols and training standards, analyse operational and clinical performance data and implement corrective and improvement measures in coordination with relevant departments.
- Ensure that lessons identified through incidents, audits, complaints, clinical reviews, exercises and operational experience are incorporated into training programmes and protocol revisions.
- Maintain accurate training, competency, certification and protocol records through appropriate training-management and document-control systems.
- Prepare and present accurate training and protocol performance reports, including key performance indicators, risks and improvement actions, to the Chief Executive Officer, senior management and other relevant governance bodies.
- Build and manage effective partnerships with universities, training institutions, hospitals, professional bodies, government agencies, donors and other stakeholders to strengthen education, accreditation and professional development.
- Lead and develop the Training & Protocol team, ensuring high standards of professionalism, instructional quality, integrity, service and accountability.
- Support emergency and crisis-management operations by coordinating readiness training, drills, exercises, rapid staff briefings and urgent protocol updates during critical incidents.

Required Qualifications & Experience

A recognized advanced Emergency Medical Services (EMS) or Paramedic qualification, together with a Master’s degree in Emergency Medical Services, Paramedicine, Education, Training, Healthcare Administration, Management or a related discipline, and a minimum of eight years of relevant managerial experience in pre-hospital emergency care, clinical or operational training, or protocol development.

or

A recognized advanced Emergency Medical Services (EMS) or Paramedic qualification, together with a minimum of twelve years of relevant managerial experience in pre-hospital emergency care, clinical or operational training, or protocol development. Possession of a recognized qualification in education, training, instructional design, Training of Trainers, clinical education or quality management will be a distinct advantage.

In addition, candidates must demonstrate

- Proven senior-management experience in training strategy, competency-based education, faculty development, assessment, certification and protocol governance.
- Strong knowledge of pre-hospital emergency-care systems, adult-learning principles, simulation-based education, quality assurance and evidence-based protocol development.
- Experience in developing, implementing, auditing and periodically reviewing clinical or operational protocols, Standard Operating Procedures and guidelines.
- The ability to interpret operational and clinical performance information and translate findings into training interventions and protocol improvements.
- Exceptional leadership, communication, facilitation, analytical, decision-making and problem-solving skills, with the ability to engage effectively with multidisciplinary teams and external stakeholders.
- Experience in a large-scale emergency medical service, healthcare organization, public-sector institution, university or recognized training organization will be a distinct advantage.

General Conditions

- Preference will be given to candidates with experience in large-scale or public-sector organizations.
- Willingness and ability to provide leadership on a 24/7 basis during emergencies and critical incidents.
- Applicants must demonstrate the highest standards of integrity, professionalism, confidentiality and ethical conduct.
- Applicants must be citizens of Sri Lanka.
- Applicants must be 45 years of age or below.
- Applications must be submitted together with copies of certificates supporting educational and professional qualifications.
- Applicants should provide the names, addresses and contact details of two non-related referees.

Application Instructions

Interested candidates should submit their applications by email to chairman@1990.lk or by registered post addressed to:

The Chairman, 1990 Suwa Seriya Foundation, No. 43, Horton Place, Colombo 07.

The position applied for should be clearly stated in the email subject line or at the top-left corner of the envelope. Applications must include copies of certificates supporting educational and professional qualifications, together with the names and contact details of two non-related referees.

Applications must be received on or before **02 November 2026**