



Kenyatta University Teaching, Referral & Research Hospital (KUTRRH)

Job Descriptions for Various Cadres

ADVERTISEMENT FOR SPECIALISED PROFESSIONALS

Kenyatta University Teaching, Referral and Research Hospital (KUTRRH) is a State Corporation under the Ministry of Health, registered under Legal Notice Number 4 of the State Corporations Act Cap 446. The Vision of KUTRRH is to be a premier hospital renowned for Clinical Excellence, Education and Research. Being a comprehensive referral hospital has fully operational specialized units including Cardiology, Pediatric, Obstetrics & Gynecology, ENT, Neurosurgery, Dentistry, Molecular Imaging Centre, Oncology, Trauma & Orthopedics, Renal and the specialized clinics among others.

The Board of Directors has recruited over 800 highly specialized professionals to provide medical care and administrative support for all units in the hospital. It is against this background that the hospital seeks to attract additional trained specialists with the aim of increasing the capacity of medical professionals at KUTRRH in specialized areas. We seek to engage qualified staff on a **three (3) to five (5) year performance-based renewable contract** for the positions listed below. Applicants must demonstrate diligence, commitment, and a positive attitude.

1. RADIOLOGIST - V/FT/130/2022 - 4 POSTS

Position Summary

The Radiologist's job exists to perform and interpret medical images such as X-rays, CT scans, ultrasounds, MRIs etc.

Duties and Responsibilities

- i. Provide clinically appropriate assessment, interpretation, and reporting on imaging adhering to standard guidelines.
- ii. Provide timely reporting of radiographs, mammograms, CT and MRI to facilitate efficient patient flows.
- iii. Performing fluoroscopy and specialized ultrasound examinations.
- iv. Reporting of emergency imaging examinations.
- v. Provide consultation services during working hours and call hours.
- vi. Engage in multidisciplinary team discussions.
- vii. Participate in capacity building through CMEs.
- viii. Attend and actively participate in clinical departmental meetings.
- ix. Work with other team members to mutually agreed work schedules and waiting list management processes, in consultation with the Head of Department.
- x. Conduct in scientific research and publications.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery or any other equivalent qualification from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- ii. Master of Medicine in Radiology and Imaging from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License from KMPDC.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one (1) year working experience as a Radiologist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

2. INTERVENTIONAL RADIOLOGIST - V/FT/131/2022 – 2 POSTS

Position Summary

The Interventional Radiologist's job exists to perform various minimally invasive diagnostic and therapeutic procedures using medical imaging guidance.

Duties and Responsibilities

- i. Performing image guided diagnostic and therapeutic procedures e.g., image guided biopsies, angiograms, angioplasty, stent placements.
- ii. Establish and run the interventional radiology clinic.
- iii. Provide clinically appropriate assessment, interpretation, and reporting on imaging adhering to standard guidelines.
- iv. Provide timely reporting of radiographs, mammograms, CT and MRI to facilitate efficient patient flows.
- v. Performing fluoroscopy and specialized ultrasound examinations.
- vi. Reporting of emergency imaging examinations.
- vii. Provide consultation services during working hours and call hours.
- viii. Engage in multidisciplinary team discussions.
- ix. Participate in capacity building through CMEs.
- x. Attend and actively participate in clinical departmental meetings.
- xi. Work with other team members to mutually agreed work schedules and waiting list management processes, in consultation with the Head of Department.
- xii. Conduct in scientific research and publications.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery or any other equivalent qualification from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- ii. Master of Medicine in Radiology and Imaging from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- iii. Fellowship in Interventional Radiology from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist by the KMPDC.
- ix. Valid Practice License from KMPDC.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one (1) year working experience as an Interventional Radiologist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills

- v. Compassionate skills
- vi. Team player

3. CARDIAC RADIOLOGIST - V/FT/132/2022 - 1 POST

Position Summary

The Cardiac Radiologist's job exists to interpretation using but not limited to Computed Tomography (CT) and Magnetic Resonance Imaging (MRI).

Duties and Responsibilities

- i. Perform and interpret diagnostic CT coronary angiogram, cardiac CT and cardiac MRI.
- ii. Coordinate all inpatient and outpatient cardiac imaging.
- iii. Provide clinically appropriate assessment, interpretation, and reporting on imaging adhering to standard guidelines.
- iv. Provide timely reporting of radiographs, mammograms, CT and MRI to facilitate efficient patient flows.
- v. Performing fluoroscopy and specialized ultrasound examinations.
- vi. Reporting of emergency imaging examinations.
- vii. Provide consultation services during working hours and call hours.
- viii. Engage in multidisciplinary team discussions.
- ix. Participate in capacity building through CMEs.
- x. Attend and actively participate in clinical departmental meetings.
- xi. Work with other team members to mutually agreed work schedules and waiting list management processes, in consultation with the Head of Department.
- xii. Conduct in scientific research and publications.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery or any other equivalent qualification from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- ii. Master of Medicine in Radiology and Imaging from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- iii. Fellowship in Cardiac CT and Cardiac MRI from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License from KMPDC.
- vii. Certified Radiologist with subspecialty expertise in non-invasive cardiac and vascular imaging.
- viii. Professional Insurance Indemnity Cover.
- ix. Proficiency in computer applications.
- x. At least one (1) year working experience as a Cardiac Radiologist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

4. CARDIOLOGIST - V/FT/133/2022 – 2 POSTS

Position Summary

The Cardiologist's job exists to diagnose and treat heart disease, disorders and injury of cardiovascular system, carry out cardiology research and training and advise the hospital.

Duties and Responsibilities

- i. Prescribing tests, treatments, and/or surgery related to the cardiovascular system when necessary.
- ii. Maintaining detailed notes of appointments with patients, including comments, tests and/or treatments prescribed, and test results.
- iii. Performing tests, when needed, to check the health of patients' hearts and/or cardiovascular systems.
- iv. Interpreting test results to determine how effectively the heart and/or cardiovascular system is functioning.
- v. Using medical imaging equipment, such as echocardiogram, CT and MRI scanners, to diagnose and treat heart and/or cardiovascular conditions.
- vi. Assisting and/or performing interventional cardiology procedures such as coronary angiogram, PCI, pacemakers, electrophysiology studies etc.
- vii. Prescribing medication to treat cardiovascular diseases.
- viii. Providing support and advice to patients receiving long-term care.
- ix. Training and providing educational support to junior staff, when necessary.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery from a recognized institution.
- ii. Master of Medicine in internal medicine from a recognized institution.
- iii. Fellowship in cardiology from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist by the KMPDC
- vi. Valid Practice License.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one year working experience as a Cardiologist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

5. MEDICAL GASTROENTEROLOGIST - V/FT/134/2022 – 1 POST

Position Summary

The Gastroenterologist coordinates and provides specialized gastroenterology services and participate in research in the area of specialization.

Duties and Responsibilities

- i. Performing specialized diagnostic procedures like endoscopies to diagnose patients.
- ii. Managing both inpatients and outpatients with gastro-intestinal disorders.
- iii. Consulting with other specialists, such as oncologists, in the case of cancer.

- iv. Performing advanced GI procedures such as ERCP, stenting of esophagus, dilation of strictures etc.
- v. Should be able to supervise registrars and medical students.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery from a recognized institution.
- ii. Master of Medicine in internal medicine from a recognized institution.
- iii. Fellowship in Gastroenterology from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one (1) year working experience as a Gastroenterologist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

6. INTENSIVIST - V/FT/135/2022 - 2 POSTS

Position Summary

The Intensivist does collaborative and collegial work with a large, multidisciplinary intensive care group.

Duties and Responsibilities

- i. Provide care to critically ill patients in the Intensive Care Units as well as supervise critical care staff.
- ii. Evaluates patients who may require critical care from the Emergency Department or other inpatient units, including consultations for emergencies in other critical care units.
- iii. Team leader in the Emergency responses Team and supervises medical house staff in Medical Codes, and Rapid Response Teams.
- iv. Ensures continuous medical cover for all patients admitted to the Intensive Care Unit and liaising with other medical specialties as required.
- v. Ensuring plans are acted upon and specific diagnostic tests carried out diligently.
- vi. Train all staff in ICU management, maintain infection control practices and Airway management.
- vii. Co-ordinate communication with patient's relatives, referring hospitals.
- viii. Respectfully collaborate with a diverse set of team members

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery from a recognized institution.
- ii. Master of Medicine in internal medicine from a recognized institution.
- iii. Fellowship in Critical Care Medicine from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.

- ix. At least one (1) year working experience as an Intensivist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

7. RHEUMATOLOGIST - V/FT/136/2022 - 1 POST

Position Summary

The Rheumatologist coordinates and provides specialized rheumatology services and participate in research in the area of specialization.

Duties and Responsibilities

- i. Reviewing patients and instructing in writing and ensuring all the recommendations are carried out.
- ii. Undertaking on call duties including clerking, investigating, and managing patients.
- iii. Conducting ward rounds, clinics and theatre days as scheduled/directed.
- iv. Conduct medical research
- v. Training, supervising, and mentoring Clinical Officers, Medical Officers, Medical Interns, and other students.
- vi. Undertaking medico-legal duties including filling of P.3 forms and court attendance.
- vii. Undertaking medical examinations and preparing Medical Reports.
- viii. Participating in community outreach duties including care and treatment.
- ix. Ensuring data and information is collected, transmitted, and utilized to the benefit of the customer and service provider.
- x. Conducting disease surveillance, prevention, and control.
- xi. Carrying out health education and promotion.
- xii. Refer patients to other medical specialists for further diagnosis of complex or unclear disorder or disease within the hospital.
- xiii. Establish plan of care for patients, centered on slowing the progress of their disease or disorder, and incorporate diet and lifestyle changes, as well as monitored medications within or without the hospital.
- xiv. Any other duties as directed by the Head of the Department.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery from a recognized institution.
- ii. Master of Medicine in Pediatrics and Child Health or Internal Medicine from a recognized institution.
- iii. Subspecialty / fellowship training in Rheumatology from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. Proven track record of medical research and training.
- x. At least one (1) year working experience as a Rheumatologist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Compassionate skills
- v. Team player
- vi. Leadership skills

8. OBSTRETRICIAN/GYNAECOLOGIST - V/FT/137/2022 – 2 POSTS

Position Summary

The Obstetrician and Gynaecologist coordinates and provides specialized obstetrics and gynaecological services, coordinates obstetrics and gynaecological research and training and advises the hospital and public on the same at KUTRRH.

Duties and Responsibilities

- i. Provide specialized Obstetrics and Gynaecological services and services delivery in the Obstetrics and Gynaecology unit of the hospital ensuring that they meet the expected standards and compliance.
- ii. Ensure and coordinate continuous training and development of Obstetrics and Gynaecology staff for their effective and efficient performance and productivity.
- iii. Provide medical research and training within the Obstetrics and Gynaecology unit of the hospital.
- iv. Plan for all obstetrics and gynaecology services and resources in the hospital and participate in and contribute to the overall strategic planning of the hospital.
- v. Coordinate and provide obstetrics and gynaecology services and service delivery in the obstetrics and gynaecology unit of the hospital ensuring that they meet the expected standards and compliance in the hospital.
- vi. Coordinate obstetrics and gynaecology referral services within and without the hospital according to the obstetrics and gynaecology needs in collaboration with other hospital sections and units and within the framework of the hospital and national referral policies.
- vii. Supervise obstetrics and gynaecology staff to ensure that they offer timely obstetrics and gynaecology services within the expected standards, complying with the established ethics and regulations in the hospital.
- viii. Coordinate and provide obstetrics and gynaecology research and training within the hospital.
- ix. Monitor and evaluate progress and achievement of the obstetrics and gynaecology unit and services, research and training programmes in the hospital, prepare and disseminate periodic reports appropriately.
- x. Offer specialized obstetrics and gynaecological service advice to the CEO and other sections/units and the general public in the appropriate media.
- xi. Work with other medical specialists to solve single or multiple medical issue(s) or perform extensive surgery, when required.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery from a recognized institution.
- ii. Master of Medicine in Obstetrics and Gynaecology from a recognized institution.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council.
- iv. Valid Practice License.
- v. Recognition as a specialist by the KMPDC.
- vi. Professional Insurance Indemnity Cover.
- vii. At least one (1) year of working experience as an Obstetrician and Gynaecologist in a reputable hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

9. UROGYNAECOLOGIST - V/FT/138/2022 – 1 POST

Position Summary

The specialist will oversee the evaluation and management of female pelvic floor disorders.

The specialist should be an Obstetricians who has completed Two years of clinical training in Urogynaecology/Female Pelvic and Reconstructive Surgery.

Duties and Responsibilities

- i. Lead at the outpatient Urogynaecology division
- ii. Assessment of women with Pelvic Floor dysfunction
- iii. Assesses women with potential Urinary tract and Enteric fistulae, women with potential neurological conditions affecting the bladder
- iv. Establishment of a Fistula Unit
- v. Provide non-surgical and surgical treatment of Pelvic floor Disorders
- vi. Actively participates in multidisciplinary team approach to complex pelvic floor disorders
- vii. Provide Surgical expertise that should include vaginal, laparoscopic approaches to the management of urinary incontinence, pelvic organ prolapse, foecal incontinence and other conditions affecting the pelvic floor.
- viii. Participate in research, training and supervision of residents
- ix. Provide outreach programmes to manage patients affected with Fistula
- x. Shall use and endorse the use of all the Hospital's automated systems, as appropriate, including the Hospital Management Information System (HMIS);

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery (MBChB)/ Medical Degree
- ii. Masters in Obstetrics& Gynecology
- iii. KMPDC Board Certified in Urogynaecology/Female Pelvic and Reconstructive surgery
- iv. Interest in teaching and working with residents and medical students

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

10. MATERNAL & FETAL MEDICINE SPECIALIST - V/FT/139/2022 – 1 POST

Duties and Responsibilities

- i. Inpatient care of antepartum patients and key lead in obstetric care.
- ii. Overseeing scheduling and management of patients of the perinatal unit.
- iii. Handling the outpatient high risk obstetric clinics.
- iv. Conducting antenatal testing and outpatient consultations.
- v. Participate in research, training, and supervision of residents.
- vi. Carrying out early pregnancy screening ultrasound, advanced fetal ultrasound.

- vii. Perform prenatal diagnostic procedures, including but not limited to: Amniocentesis, Chronic villus sampling, placental biopsies, and Umbilical Cord Blood Sampling.
- viii. Management of a range of fetal conditions.
- ix. Participate in community education and scientific programs assigned.
- x. Maintain a clinical presence at the hospitals, on-site patient care and consultative services.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery from a recognized institution.
- ii. Masters in Obstetrics & Gynecology from a recognized institution.
- iii. Fellowship in maternal fetal medicine from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one (1) year working experience as a maternal & fetal medicine specialist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

11. NEUROLOGIST – V/FT/140/2022 – 1 POST

Position Summary

The Neurologist coordinates and provides specialized neurological services and participate in research in the area of specialization

Duties and Responsibilities

- i. Diagnose complex medical problems by referring to a patient's history, examining them and conducting neurological tests.
- ii. Counsel patients on neurological disorders and its background.
- iii. Order neurological tests and interpret the results of neuroimaging studies.
- iv. Prescribe and/or administer treatment and medication.
- v. Monitor the behavioral and cognitive side effects of treatment and medication.
- vi. Order supportive care services for patients.
- vii. Participate in neuroscience research activities.
- viii. Liaise with medical professionals in the community and hospitals.
- ix. Keep up to date with neurological developments, treatment and medication.
- x. Perform specialized treatments for sleep disorders, neuroimmunology, neuro-oncology, behavioral neurology and neurogenetics.
- xi. Perform and interpret electroencephalography, electromyography and nerve conduction velocity tests.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery from a recognized institution.
- ii. Master of Medicine in internal medicine from a recognized institution.
- iii. Fellowship in Neurology from a recognized institution.

- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one (1) year working experience as a Neurologist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

12. UROLOGIST - V/FT/141/2022 - 2 POSTS

Position Summary

The Urologist's job exists to coordinate and provide specialized services and participate in research in the area of specialization.

Duties and Responsibilities

- i. Examining, diagnosing, and treating patient conditions and disorders of the genitourinary systems.
- ii. Documenting and reviewing patients.
- iii. Ordering, performing, and interpreting diagnostic tests.
- iv. Using specialized equipment, such as fluoroscopes, radiofrequency ablation machines and laparoscopes.
- v. Performing abdominal, pelvic, or retroperitoneal surgeries when necessary.
- vi. Treating lower urinary tract dysfunctions.
- vii. Providing Urology consultations or referring patients to other specialists.
- viii. Directing nurses, residents, and allied staffs.
- ix. Any other duties as may be assigned by the Head of the Department.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery from a recognized institution.
- ii. Master of Medicine in Surgery (Urology) from a recognized institution.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council as a urologist.
- iv. Valid Practice License.
- v. Professional Insurance Indemnity Cover.
- vi. Recognition as a specialist by the KMPDC.
- vii. Proficiency in computer applications.
- viii. At least one (1) year working experience as a Urologist in a busy hospital.

Soft Skills Required

- i. Organizational skills
- ii. Communication skills
- iii. Observation skills
- iv. Analytical skills
- v. Supervisory skills
- vi. Compassionate

13. AUDIOLOGIST - V/FT/142/2022 – 2 POSTS

Position Summary

The Audiologists' job exists to reduce the burden of hearing disability through early detection and treatment of hearing impairment, especially in infants and young children and coordinate research and training at the hospital.

Duties and Responsibilities

- i. Conducting behavioral, electro acoustic and electrophysiological measures on hearing and balance.
- ii. Undertaking hearing aid selection, fitting, and evaluation.
- iii. Taking ear impressions.
- iv. Dispense assistive listening devices, such as hearing aids, to patients.
- v. Fit assistive listening devices based on the patient's physiology and other needs.
- vi. Conducting clinical vestibular assessment and interpreting results.
- vii. Educating clients on the use, care and maintenance of hearing aids and accessories.
- viii. Carrying out vestibular rehabilitation for patients with hearing and imbalance disorders; and
- ix. Collecting and compiling audiological data.

Minimum Qualifications and Experience

- i. Diploma in Clinical Audiology or its equivalent from a recognized institution.
- ii. Higher Diploma in Clinical Audiology from a recognized institution.
- iii. Must be Registered with a professional body.
- iv. Valid Practice License.
- v. Basic life support and Advanced Cardiac life support certification.
- vi. Proficiency in computer applications.
- vii. At least one (1) year working experience as an Audiologist in a reputable health facility.

Soft Skills Required

- i. Organizational skills
- ii. Communication skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate

14. SPEECH THERAPIST - V/FT/143/2022 - 2 POSTS

Position Summary

The Speech Therapist job exists to coordinate and provide specialized speech therapy services, research and training in the specialized area in the hospital.

Duties and Responsibilities

- i. Create and carry out an individualized treatment plan that addresses specific functional needs of each patient.
- ii. Assess, diagnose, and treat speech, language, social communication, cognitive-communication, and swallowing disorders in children and adults following an illness, surgery, stroke, or traumatic brain injury.
- iii. Provide intervention as part of the immediate healthcare response team of individuals who have suffered stroke or traumatic brain injury to advise on feeding to prevent aspiration pneumonia and other serious conditions.
- iv. Administer modified barium swallow, Flexible Endoscopic Evaluation of Swallowing (FEES) tests to determine patients underlying swallow and feeding problems.
- v. Communicating with the patient, and liaising with their family members, physicians, and teachers to design effective treatment plans.

- vi. Help individuals who have suffered stroke or other traumatic brain injuries regain or improve vocabulary and sentence structure used in oral and written language.
- vii. Tracking patient progress while maintaining comprehensive treatment records and implementing changes to therapy programs as required to provide better results.
- viii. Liaise with other professionals i.e. nurses, surgeons, physiotherapists, occupational therapists and care givers to design a model intervention plan according to individual patient needs.
- ix. Provide counselling and training to individuals, families and care givers on how to reinforce the treatment plan at home or cope with communication and swallowing disorders.
- x. Any other duties that may be assigned by the Head of the Department.

Minimum Qualifications and Experience

- i. B.Sc. in Speech and Language Therapy/ Speech and Language Pathology.
- ii. Master's Degree in Speech and Language Therapy/ Speech and Language Pathology.
- iii. Valid registration with the Association of Speech and Language Therapists of Kenya (ASLTK) and/ or any other internationally recognized speech and language therapists, pathologists, or audiologist's professional organization.
- iv. Current Practicing license from the relevant body.
- v. Supplementary certifications in Flexible Endoscopic Evaluation of Swallowing (FEES) exam and Modified Barium Swallow procedures will be an added advantage.
- vi. Proficiency in computer applications.
- vii. Minimum of one (1) year experience practicing as a speech and language therapist in both inpatient and outpatient setting.

Soft Skills Required

- i. Excellent Communication skills
- ii. Critical thinking
- iii. Detail Oriented
- iv. Listening skills
- v. Compassion
- vi. Patience

15. OCCUPATIONAL THERAPIST - V/FT/144/2022 - 1 POST

Position Summary

The Occupational Therapist's job exists to formulate, review and interpret occupational therapy policies, procedures, standards and guidelines.

Duties and Responsibilities

- i. Providing occupational therapist services to patients;
- ii. Assessing and formulating patient's treatment plan;
- iii. Examining and assessing patients' needs;
- iv. Rehabilitation and habitation of patients through simulated activities;
- v. Verifying and maintaining information relating to patients;
- vi. Maintaining records and data relating to patients;
- vii. Collecting data for operational research;
- viii. Sensitizing on occupational therapy issues;
- ix. Preparing periodic reports;
- x. Ensuring availability of relevant materials, supplies and equipment;
- xi. Setting up and running model clinics;
- xii. Maintaining quality standards.

Minimum Qualifications and Experience

- i. Bachelor's degree in Occupational Therapy or its equivalent qualification from a recognized institution with at least 1-year experience and/or a Diploma in Occupational Therapy with at least 3 years' work experience.
- ii. Higher Diploma in occupational therapy (any specialty) is an added advantage.
- iii. Certificate of Registration with Kenya Occupational Therapist Association.
- iv. Current practicing license from the Kenya Occupational Therapist Association (KOTA).
- v. Proficiency in computer applications.
- vi. Knowledge of professional standards.
- vii. Proven track record of research and training in a reputable institution.

Soft Skills Required

- i. Organizational skills
- ii. Communication and interpersonal skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate
- vi. Good time management skills
- vii. Responsive, prompt, and effective
- viii. Team player

16. ANATOMIC PATHOLOGIST - V/FT/145/2022 - 2 POSTS

Position Summary

The Anatomic Pathologist performs autopsy, histopathology, cytopathology, molecular tests and training and research in the field of pathology. The officer is to report to the head of pathology.

Duties and Responsibilities

- i. Perform and report fine needle aspirates
- ii. Examination & Dissection of Surgical Sections
- iii. Reporting Histopathology & Cytopathology
- iv. Verification of critical, unusual, and abnormal test results before release.
- v. Approval of SOPs for use and ensuring compliance with respect to regulatory requirements.
- vi. Ensuring conformance to Histopathology Quality Indicators.
- vii. Reporting Immunohistochemistry and molecular tests.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery degree or any other equivalent qualification from an institution recognized by the Kenya medical practitioners and dentists council
- ii. Master of Medicine in Anatomic Pathology or Human Pathology from an institution recognized by the Kenya medical practitioners and dentists council.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License from the Kenya medical practitioners and dentists council.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least 1 year experience as an Anatomic Pathologist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

17. CLINICAL PATHOLOGIST – V/FT/146/2022 – 2 POSTS

Position Summary

The Clinical Pathologist performs clinical chemistry, hematology, microbiology, molecular tests, training and research in the field of pathology. The officer is to report to the head of pathology.

Duties and Responsibilities

- i. Perform and report bone marrow aspirates and trephine biopsy.
- ii. Report and interpret peripheral blood films.
- iii. Reporting and interpretation of specialised tests in hematology e.g. flow cytometry.
- iv. Management of quality processes in chemical pathology.
- v. Interpretation of culture and sensitivity results and annual antibiogram data.
- vi. Verification of critical, unusual and abnormal test results before release.
- vii. Approval of SOPs for use and ensuring compliance with respect to regulatory requirements.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery (MbCHB) degree or any other equivalent qualification from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- ii. Master of Medicine in Clinical Pathology or Human Pathology from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License from the Kenya medical practitioners and dentists council.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least 1 year experience as a Clinical Pathologist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

18. PROSTHODONTIST - V/FT/147/2022 - 1 POST

Position Summary

The Prosthodontist specializes in the diagnosis and management of complex orofacial conditions including the restoration of damaged teeth and replacement of missing ones in adult patients.

Duties and Responsibilities

- i. Diagnosis of orofacial diseases/conditions, prescribe appropriate investigations and formulate treatment plans
- ii. Performing specific dental procedures in areas that include conservation and restoration, aesthetic dentistry, prosthetic rehabilitation (fixed and removable prosthesis), endodontics and implant dentistry
- iii. Supervision, training and mentorship of dental officers, dental interns and students
- iv. Undertaking call duties to review and manage patients with urgent/emergency conditions
- v. Participating in the multidisciplinary management of patients
- vi. Undertaking medico-legal duties such as completing insurance dental reports, P3 forms and judicial attendance
- vii. Conducting oral health community outreaches/camps
- viii. Taking part in the formulation and implementation of the departmental annual work plans
- ix. Formulate, review and implement dental policies, standards, guidelines and protocols.
- x. Awareness creation and promotion of preventive dentistry
- xi. Establishment and maintaining a dental health information system
- xii. Conduct research to advance dental sciences and provide solutions to existing problem areas.

Minimum Qualifications and Experience

- i. Bachelor of Dental Surgery (BDS) degree or any other equivalent qualification from an institution recognized by the Kenya medical practitioners and dentists council
- ii. Master of Dental Surgery in Prosthodontics from an institution recognized by the Kenya medical practitioners and dentists council.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC) as a maxillofacial surgeon.
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License from the Kenya medical practitioners and dentists council.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least 1 year experience as a Prosthodontist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

19. ORAL AND MAXILLOFACIAL SURGEON - V/FT/148/2022 - 1 POST

Position Summary

The Maxillofacial Surgeon specializes in the diagnosis and management of complex oral, craniomaxillofacial and neck diseases/conditions (congenital, developmental and acquired) in both paediatric and adult patients.

Duties and Responsibilities

- i. Diagnosis and management of complex oral, craniomaxillofacial, neck and salivary gland diseases and conditions, prescribe appropriate investigations and formulate treatment plans
- ii. Consulting with patients and analyzing patient data to determine patient needs and treatment goals as well as providing support to patients in long-term care
- iii. Participating in the multidisciplinary management of patients

- iv. Performing surgical procedures that include minor oral surgery, surgical oncology, trauma surgery, craniofacial surgery (congenital and developmental anomalies) reconstructive surgery and cosmetic surgery
- v. Management of infections in the oral, craniomaxillofacial and neck regions.
- vi. Undertaking call duties and providing emergency management to patients with oral, craniomaxillofacial and neck injuries involving soft tissue and bone.
- vii. Supervision, training and mentorship of dental officers, dental interns and students
- viii. Undertaking medico-legal duties such as completing medical reports, P3 forms and judicial attendance
- ix. Conducting oral health community outreaches/camps
- x. Taking part in the formulation and implementation of the departmental annual work plans
- xi. Formulate, review and implement dental policies, standards, guidelines and protocols.
- xii. Awareness creation and promotion of preventive medicine
- xiii. Establishment and maintenance of a dental health information systems
- xiv. Conducting research of the head and neck region to advance knowledge and provide solutions to existing problem questions.

Minimum Qualifications and Experience

- i. Bachelor of Dental Surgery (BDS) degree or any other equivalent qualification from an institution recognized by the Kenya medical practitioners and dentists council
- ii. Master of dental surgery (MDS) in Oral and Maxillofacial surgery from an institution recognized by the Kenya medical practitioners and dentists council.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC) as a maxillofacial surgeon.
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License from the Kenya medical practitioners and dentists council.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one (1) year experience as an Oral and Maxillofacial Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

20. TRANSPLANT SURGEON - V/FT/149/2022 - 2 POSTS

Position Summary

The Transplant Surgeon coordinates and provides specialized surgical services and participate in research in the area of specialization.

Duties and Responsibilities

- i. Reviewing patients and instructing in writing and ensuring all the recommendations are carried out.
- ii. Undertaking on call duties including clerking, investigating and managing patients.
- iii. Conducting ward rounds, clinics and theatre days as scheduled/directed.
- iv. Conduct medical research.

- v. Training, supervising and mentoring Clinical Officers, Medical Officers, Medical Interns and other students.
- vi. Undertaking medical examinations and preparing Medical Reports.
- vii. Participating in community outreach duties including care and treatment.
- viii. Ensuring data and information is collected, transmitted and utilized to the benefit of the customer and service provider.
- ix. Conducting disease surveillance, prevention and control.
- x. Carrying out health education and promotion.
- xi. Refer patients to other medical specialists for further diagnosis of complex or unclear disorder or disease within the hospital.
- xii. Establish plan of care for patients, centered on slowing the progress of their disease or disorder, and incorporate diet and lifestyle changes, as well as monitored medications within or without the hospital.
- xiii. Any other duties as directed by the Head of the Department.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery from a recognized institution.
- ii. Master of Medicine in General Surgery from a recognized institution.
- iii. Subspecialty / fellowship training in Transplant Surgery from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Valid Practice License
- vi. Professional Insurance Indemnity Cover
- vii. Knowledge of professional standards.
- viii. Proficiency in computer applications.
- ix. Proven track record of medical research and training.
- x. At least one (1) year working experience as a Transplant Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Leadership skills
- iii. Supervisory skills
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

21. PLASTIC SURGEON V/FT.150/2022- 2 POSTS

Position Summary

The Plastic Surgeon's job exists to coordinate and provide specialized services, coordinate research and training and advise the hospital.

Duties and Responsibilities

- i. Outlining all the risks and benefits associated with the surgery prior to the procedure.
- ii. Performing consultations with patients who suffer from birth defects, injuries, burn wounds, or those who want to enhance their physical appearance.
- iii. Preparing patients for surgical and non-surgical procedures.
- iv. Prescribing medication like painkillers, antibiotics, and providing aftercare advice to patients.
- v. Scheduling follow-ups to remove stitches, inspect incisions, and monitor the patients' healing.
- vi. Handling various administrative duties like updating patient records and clinic policies.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery from a recognized institution.
- ii. Master of Medicine in Plastic and Reconstructive Surgery from a recognized institution.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one (1) year working experience as a Plastic Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

22. GENERAL ENT SURGEON - V/FT/151/2022 - 2 POSTS

Position Summary

The ENT Surgeon's job exists to provide Specialized Medical ENT services, research and training in the hospital.

Duties and Responsibilities

- i. Treating conditions of the ears, upper pharynx and oral cavity, larynx, nose, face and neck.
- ii. Treating nosebleeds, tonsillectomies, adenoidectomies, infected mastoids and sinusitis.
- iii. Assisting patients with a limited or altered sense of smell.
- iv. Treating patients with tumors in the head or neck or patients with a defect in the ear, nose, or throat.
- v. Collaborating with other medical practitioners.
- vi. Any other duties that may be assigned by the Head of the Department.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery from a recognized institution.
- ii. Master of Medicine in ENT Surgery from a recognized institution.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council.
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one year of working experience as a General ENT Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

23. COLORECTAL SURGEON- V/FT/152/2022 – 2 POSTS

Duties and Responsibilities

- i. Establishing and operationalising of colorectal unit to provide out-patient and in-patient consultative services to patients with gastrointestinal pathologies
- ii. Provide laparoscopic or open surgical services to both benign and malignant lesions of the G.I tract
- iii. Display competency in both diagnostic and therapeutic lower endoscopy. Skills in EMR,ESD, TAMIS and TEN is an added advantage
- iv. Provide acute care to general surgical patients while “on call ”
- v. Supervise the implementation of evidence based care and treatment plans by other cadres of staff in the hospital
- vi. Participate in development of standard operative procedures and protocols relevant to field of specialisation
- vii. Conduct continuous medical education and research in clinical area of work
- viii. Participate in community out-reach prevention services with aim of providing patient education to common pathologies of the colon and ano-rectum
- ix. Display agility, prioritize and organise work to meet changing conditions and level of evidence towards patients care
- x. Participate actively in oncology multi-disciplinary meetings, provide evidence-based decisions tailored to individual patients
- xi. Display excellent communication and inter-personal skills

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery from a recognized institution.
- ii. Master of Medicine in Colon and Rectal Surgery from a recognized institution.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council.
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one year of working experience as a proctologist Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

24. BARIATRIC SURGEON - V/FT/153/2022 – 1 POST

Duties and Responsibilities

- i. Establishing and operationalizing of bariatric and weight loss unit that provides out-patient and in-patient consultative services to patients with gastric pathologies, morbid obesity and other metabolic disorders
- ii. Provide laparoscopic or open surgical services to patients requiring bariatric surgery

- iii. Display competency in both diagnostic and therapeutic upper endoscopy. Skills in EMR and EMD is an added advantage
- iv. Provide acute care to general surgical patients while “on call ”
- v. Supervise the implementation of evidence-based care and treatment plans by other cadres of staff in the hospital
- vi. Participate in development of standard operative procedures and protocols relevant to field of bariatrics
- vii. Conduct continuous medical education and research in clinical area of work
- viii. Participate in community out-reach services with aim of providing patient education on weight loss programs and healthy lifestyle
- ix. Display agility, prioritize and organize work to meet changing conditions and level of evidence towards patients care
- x. Participate actively in multi-disciplinary meeting consisting of nutrition, physiotherapy, endocrinology and other relevant departments offering evidence-based decisions tailored to individual patients
- xi. Display excellent communication and inter-personal skills

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery from a recognized institution.
- ii. Master of Medicine in Bariatric Surgery from a recognized institution.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council.
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one year of working experience as a Bariatric Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

25. HEPATOBILLIARY SURGEON - V/FT/154/2022 – 2 POSTS

Duties and Responsibilities

- i. Establishing and operationalising of hepato-biliary unit that provides out-patient and in-patient consultative services to patients with hepatic, biliary and pancreatic pathologies
- ii. In conjunction with relevant authorities set up a liver transplant unit within the hospital
- iii. Provide laparoscopic or open surgical services to patients requiring hepatic, biliary or pancreatic resections
- iv. Display competency in both diagnostic and therapeutic ERCP. Skills in percutaneous hepatic cholangiography, hepatic vessel ablative and embolization techniques is an added advantage
- v. Provide acute care to general surgical patients while “on call”
- vi. Supervise the implementation of evidence-based care and treatment plans by other cadres of staff in the hospital
- vii. Participate in development of standard operative procedures and protocols relevant to field of expertise
- viii. Conduct continuous medical education and research in clinical area of work

- ix. Participate in community out-reach services with aim of providing patient education relevant to area of specialisation
- x. Display agility, prioritize and organise work to meet changing conditions and level of evidence towards patients care
- xi. Participate actively in oncology multi-disciplinary meetings, provide evidence-based decisions tailored to individual patients

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery from a recognized institution.
- ii. Master of Medicine in Hepatobiliary Surgery from a recognized institution.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council.
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one year of working experience as a Hepatobiliary Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

26. BREAST SURGEON - V/FT/155/2022 – 4 POSTS

Position Summary

The Breast Surgeon will coordinate and provide comprehensive breast cancer and breast tumor surgical services, coordinate research and training and advise the Hospital and public on the same at KUTRRH.

Duties and Responsibilities

- i. Contribute to the design, launch, operationalization, and leadership of the Breast Cancer Center of Excellence
- ii. Provide breast surgical services including breast oncology services in the Breast Cancer Center of Excellence ensuring that services offered are aligned with the hospital's vision of providing excellent, world-class care.
- iii. Coordinate breast surgery referral services within and outside the Hospital according to the breast cancer surgery services needs in collaboration with other hospitals, sections and units and within the framework of the Hospital and National Referral policies.
- iv. Offer timely breast (oncology) surgical services within the expected standards, complying with the established ethics and regulations in the Hospital.
- v. Engage in medical research on breast cancer care in collaboration with external partners and within the Breast Cancer Center of Excellence.
- vi. Provide training to junior doctors, including students, residents, medical officers and fellows on breast surgery care
- vii. Lead regular CMEs and other training programs such as journal club to elevate knowledge of current practices in breast surgery.
- viii. Provide specialized breast (oncology) surgical services advice to the Hospital executive and other sections/units.

- ix. Work with other medical specialists to solve single or multiple medical issues or perform extensive surgery, as required by patients in the Hospital.
- x. Lead in breast cancer sensitization and outreach services.
- xi. Lead in review of breast cancer and breast disease patients in the outpatient clinic.
- xii. Review breast disease patients in oncology and other wards.
- xiii. Perform ultrasound guided and clinical core biopsies.
- xiv. Discuss breast cancer and breast disease patients in the MDT.
- xv. Carry out breast surgeries including mastectomy, breast conservation surgery, sentinel lymph node biopsy, oncoplastic procedures, immediate as well as delayed reconstruction procedures.
- xvi. Follow up patients post operatively and decide on their management path along with other care teams.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery from a recognized institution.
- ii. Master of Medicine in General Surgery from a recognized institution.
- iii. Subspecialty / fellowship training in Breast Surgery from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Valid Practice License
- vi. Professional Insurance Indemnity Cover
- vii. Knowledge of professional standards.
- viii. Proficiency in computer applications.
- ix. Proven track record of medical research and training.
- x. At least one (1) year working experience as a Breast Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Leadership skills
- iii. Supervisory skills
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

27. NEUROSURGEON SKULLBASE - V/FT/156/2022 – 1 POST

Position Summary

Neurosurgeon Skullbase Surgeon is responsible for evaluating, diagnosing and treating benign or cancerous growths located on the underside of the brain, the base of the skull and the upper vertebrae of the spinal column.

Duties and Responsibilities

- i. Implement clinical decisions for specialized quality inpatient and outpatient care that includes provision of promotive, preventive, curative and rehabilitative services.
- ii. Implement hospital programmes within their respective specialities.
- iii. Champion continuous quality healthcare standards and patient safety guidelines.
- iv. Coordinate intervention activities and programs for training health professionals in community health and health management in hospitals/health facilities.
- v. Accepts other responsibilities that the Senior Medical Specialists may request from time to time, such as representation on Committees, investigates patient management practices, and initiates new procedures and services.
- vi. Implementing clinical review protocol procedures and work instructions for the practice of specialized care.

- vii. Coordinating and managing referral care within the framework of the hospital and national referral policies.
- viii. Working with other specialists to solve single or multiple medical issues as required by patients in the hospital.
- ix. Undertaking research activities in the specialty and implement the research findings to improve quality of service delivery.
- x. Collaborates, writes, and responds to requests for consultation from other Specialists throughout the Hospital in the diagnosis and management of patients not directly under his/her care.
- xi. Performing regular rounds with the registrars and other officers to assist in patient management.
- xii. Communicating to all patients under their care about the nature of their illness and the outlook in treatment of their well-being so that they understand the full extent of their recovery or disability as may be the case.
- xiii. Carryout specialized diagnostic, therapeutic medical or surgical procedures.
- xiv. Executing Medico-legal duties including filling of P3 forms, court attendance and forensic duties.
- xv. Participating in community diagnosis, preventive & promotive care, and treatment.
- xvi. Undertake medical research & clinical audits and implementing the findings.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery or its equivalent qualification from an institution recognized by the Medical Practitioners and Dentists Council.
- ii. Master of Medicine in Neurosurgery or equivalent qualification from an institution recognized by the Medical Practitioners and Dentists Council.
- iii. Sub specialist training in skull base surgery with evidence of experience in anterior and/or lateral skull base.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a Neurosurgeon by the KMPDC.
- vi. Valid Practice License in Neurosurgery.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one (1) year working experience as a Cardiothoracic Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Leadership skills
- iii. Supervisory skills
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

28. SPINE SURGEON - V/FT/157/2022 – 1 POST

Position Summary

Spine Surgeon is conducting consultations with patients, making recommendations for the best courses of action regarding their cases, performing the surgery, and dealing with any post-operative pain and recovery.

Duties and Responsibilities

- i. Implement clinical decisions for specialized quality inpatient and outpatient care that includes provision of promotive, preventive, curative and rehabilitative services.
- ii. Implement hospital programmes within their respective specialties.

- iii. Champion continuous quality healthcare standards and patient safety guidelines.
- iv. Coordinate intervention activities and programs for training health professionals in community health and health management in hospitals/health facilities.
- v. Accepts other responsibilities that the Senior Medical Specialists may request from time to time, such as representation on Committees, investigates patient management practices, and initiates new procedures and services.
- vi. Implementing clinical review protocol procedures and work instructions for the practice of specialized care.
- vii. Coordinating and managing referral care within the framework of the hospital and national referral policies.
- viii. Working with other specialists to solve single or multiple medical issues as required by patients in the hospital.
- ix. Undertaking research activities in the specialty and implement the research findings to improve quality of service delivery.
- x. Collaborates, writes, and responds to requests for consultation from other Specialists throughout the Hospital in the diagnosis and management of patients not directly under his/her care.
- xi. Performing regular rounds with the registrars and other officers to assist in patient management.
- xii. Communicating to all patients under their care about the nature of their illness and the outlook in treatment of their well-being so that they understand the full extent of their recovery or disability as may be the case.
- xiii. Carryout specialized diagnostic, therapeutic medical or surgical procedures.
- xiv. Executing Medico-legal duties including filling of P3 forms, court attendance and forensic duties.
- xv. Participating in community diagnosis, preventive & promotive care, and treatment.
- xvi. Undertake medical research & clinical audits and implementing the findings.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery or its equivalent qualification from an institution recognized by the Medical Practitioners and Dentists Council.
- ii. Master of Medicine in Neurosurgery or equivalent qualification from an institution recognized by the Medical Practitioners and Dentists Council.
- iii. Sub-specialist training in spine surgery with evidence of experience in open and Minimally Invasive Spine Surgery (MISS).
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a Neurosurgeon or Orthopaedic surgeon by the KMPDC.
- vi. Valid Practice License in Neurosurgery.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one (1) year working experience as a Cardiothoracic Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

29. ORTHOPAEDIC SURGEON - V/FT/158/2022 - 3 POSTS

Position Summary

The Orthopedic Surgeon's job exists to coordinate and provide specialized trauma/orthopedic services, research and training in the hospital.

Duties and Responsibilities

- i. Provide orthopedic surgical services and services delivery in the orthopedic surgery unit of the hospital ensuring that they meet the expected standards and compliance in the hospital.
- ii. Coordinate orthopedic surgery referral services within and without the hospital according to the orthopedic surgery services needs in collaboration with other hospital sections and units and within the framework of the hospital and national referral policies.
- iii. Offer timely orthopedic services within the expected standards, complying with the established ethics and regulations in the hospital.
- iv. Provide medical research and training within the orthopedic unit of the hospital.
- v. Provide specialized orthopedic surgery services' advice to the hospital executive and other sections/units in the appropriate media.
- vi. Work with other medical specialists to solve single or multiple medical issue (s) or perform extensive surgery, as required by patients in the hospital.
- vii. Any other duties that may be assigned by the Head of the Department.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery from a recognized institution.
- ii. Master of Medicine in Orthopedic Surgery from a recognized institution.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one (1) year of working experience as an Orthopedic Surgeon in a reputable hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

30. CARDIOTHORACIC SURGEON - V/FT/159/2022 – 2 POSTS

Position Summary

The Cardiothoracic Surgeon's job exists to coordinate and provide specialized services, coordinate research and training and advise the hospital.

Duties and Responsibilities

- i. Should be able to conduct surgeries on the heart, lung and other chest organs.
- ii. Management of patients in the outpatient clinic, inpatient wards and ICU.
- iii. Should be able to prepare patients for surgeries in consultation with other specialists like cardiologists, pulmonologists etc.

- iv. Participate in continuous medical education.
- v. Supervise junior doctors, registrars and other allied healthcare workers.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery from a recognized institution.
- ii. Master of Medicine in Cardiothoracic Surgery from a recognized institution.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- iv. Recognition as a specialist by the KMPDC
- v. Valid Practice License.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one (1) year working experience as a Cardiothoracic Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

31. PAEDIATRIC CARDIOLOGIST – V/FT/160/2022 - 1 POST

Position Summary

The Paediatric Cardiologist specializes in diagnosing, treating and preventing diseases that mainly affect the heart and blood vessels of children and participates in research in the area of specialization.

Duties and Responsibilities

- i. Performing examinations and echo on young children to assess and diagnose their condition.
- ii. Analyzing records, reports and test and examination results to diagnose medical conditions.
- iii. Discussing the results and explaining procedures with patients and their parents.
- iv. Conducting ward rounds, clinics and theatre days as scheduled/directed.
- v. Conduct medical research.
- vi. Training, supervising and mentoring Pediatricians, Clinical Officers, Medical Officers, Medical Interns and other students.
- vii. Referring the patients to other specialists if necessary.
- viii. Measuring and tracking the improvement of the patient's cardiac health.
- ix. Any other duties as directed by the Head of the Department.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery from a recognized institution.
- ii. Master of Medicine in Pediatrics and Child Health from a recognized institution.
- iii. Subspecialty / fellowship training in pediatric cardiology from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one (1) year working experience as a Paediatric Cardiologist in a busy hospital.

32. PAEDIATRIC GASTROENTEROLOGIST - V/FT/161/2022 - 1 POST

Position Summary

The Pediatric Gastroenterologist exists to diagnose and treat various medical conditions related to the gastrointestinal tract and the liver and coordinates in research and training.

Duties and Responsibilities

- i. Examining and managing children with GI diseases.
- ii. Performing specialized diagnostic procedures like endoscopies to examine the inside of the digestive tract or obtain tissue samples (biopsies).
- iii. To treat bleeding, swallowing problems, or other problems encountered in the gastrointestinal tract
- iv. Consulting with other specialists, such as oncologists, in the case of cancer.
- v. Performing other diagnostic (e.g., motility) and therapeutic (e.g., foreign body removal, polypectomy, injection therapy, gastrostomy placement, stenting of esophagus, dilation of strictures etc.) procedures.
- vi. Performing liver biopsy.
- vii. Should be able to mentor medical students and other junior doctors.
- xi. Undertaking research activities in the specialty and implementing the research findings to improve quality of service delivery.
- viii. Any other duties that may be assigned by the Head of the Department.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery from a recognized institution.
- ii. Master of Medicine in Paediatrics and Child health from a recognized institution.
- iii. Fellowship in Paediatric gastroenterology from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council as a gastroenterologist.
- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one year working experience as a Paediatric Gastroenterologist in a reputable hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

33. PAEDIATRIC HEMATO-ONCOLOGIST - V/FT/162/2022 - 1 POST

Position Summary

The Paediatric Haemato-oncologist will be expected to take full responsibility for patients under his/her care.

Duties and Responsibilities

- i. Implement clinical decisions for specialized quality patient care.
- ii. Implement hospital programmes within their respective specialities, including coordination of intervention activities, development and review of the protocol, SOPs, and work instructions.
- iii. Training, supervising and mentoring Medical Officers, Medical Interns and other students.
- iv. Work with other specialties for multi-disciplinary patient care.
- v. Undertake and support medical research and clinical audits, utilizing the data to benefit the patient while implementing the recommendations.

- vi. Undertake all required patient care activities; emergency medical.
- vii. procedures, ward rounds and communicating to patients.
- viii. Champion continuous quality healthcare standards and patient safety guidelines.
- ix. Accepts other responsibilities that the Senior Medical Specialist may request from time to time, such as representation on Committees, investigate patient management practices, and initiate new procedures and services.
- x. Coordinating and managing referral care within the framework of and national referral policies.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery (M.B.Ch.B) degree from a recognized institution by the Medical Practitioners and Dentists Council.
- ii. Master's Degree in Paediatrics or equivalent from the University of Nairobi or any other recognized University by the Medical Practitioner and Dentist Council.
- iii. Sub-specialization in Haemato-oncology or equivalent qualification from an Institution recognized by the Medical Practitioners and Dentists Council.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council as a gastroenterologist.
- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License from Medical Practitioners and Dentists Council.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one year working experience as a Paediatric Haemato-oncologist in a reputable hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

34. PAEDIATRIC ONCOLOGIST - V/FT/163/2022 - 1 POST

Position Summary

The Paediatric Oncologist will treat children with all forms of pediatric cancers, including leukemia, lymphoma, sarcoma, neuroblastoma, and more.

Duties and Responsibilities

- i. Diagnosing and treating children with cancer and other childhood cancers such as bone marrow disorders, leukaemia, lymphoma, sarcoma, neuroblastoma, and others.
- ii. Providing treatment plans to parents and children who have been diagnosed with cancer, including surgical procedures, chemotherapy, radiation therapy, immunotherapy, stem cell transplants and other treatments.
- iii. Participating in clinical research trials to study new treatments or improve existing treatments for children with cancer.
- iv. Coordinating with other health care providers to ensure that all aspects of a child's care are being addressed.
- v. Performing diagnostic procedures such as biopsies and Bone marrow aspiration to diagnose patients with cancer.
- vi. Educating patients and their families about the treatment process to help them understand what to expect during treatment.
- vii. Providing support to patients during treatment through counselling and emotional support.
- viii. Identifying risk factors that may cause children to develop cancer in the future.

- ix. Providing follow-up care to patients after they have finished treatment, monitoring for signs of recurrence, and helping them cope with any lasting effects of treatment or illness.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery or equivalent from the University of Nairobi or any other recognized University by the Medical Practitioner and Dentist Council.
- ii. Master of Medicine in Paediatrics and Child health or equivalent from the University of Nairobi or any other recognized University by the Medical Practitioner and Dentist Council.
- iii. Fellowship in Paediatric Oncology from a recognized institution or equivalent qualification from an institution recognized by the Medical Practitioners and Dentists Council.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council.
- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License from Medical Practitioners and Dentists Council.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one (1) year working experience as a Paediatric Oncologist in a reputable hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

35. PAEDIATRIC DEVELOPMENTAL SPECIALIST - V/FT/164/2022 - 1 POST

Position Summary

The Paediatric Developmental Specialist will work collaboratively with a large interdisciplinary team, which includes psychologists, speech therapists, physical and occupational therapists, dietitians, nurses, and social workers/family navigators.

Duties and Responsibilities

- i. Provide developmental assessment and clinical care to pediatric patients, working collaboratively as part of an interdisciplinary team.
- ii. Identifying specific developmental and psychological disorders in children and ensuring they receive the care they need so that they can thrive.
- iii. Creating a therapy program to overcome their developmental obstacles.
- iv. Confer with parents on an as-needed basis, offering them resources and mediating parent/provider conflict, as well as discussing children's assessments, needs and interests, and strategies to use in facilitating children's growth and development.
- v. Actively support parental involvement by planning and facilitating responsive and directed parent activities.
- vi. To teach parents, educators, and other caretakers how to help their child achieve his or her goals and reach their potential.
- vii. To work with social services and community assistance agencies to compile resources, organize educational and childcare arrangements, and make referrals when necessary.
- viii. Teach and mentor medical students, nurses and other doctors in the delivery of clinical care.

- ix. Any other duties that may be assigned by the Head of the Department.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery (M.B.Ch.B) degree from a recognized institution by the Medical Practitioners and Dentists Council.
- ii. Master's Degree in Paediatrics and Child health or equivalent from the University of Nairobi or any other recognized University by the Medical Practitioner and Dentist Council.
- iii. Fellowship in Developmental & Behavioral Pediatrics from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council.
- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License from Medical Practitioners and Dentists Council.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one year working experience as a Paediatric Developmental Specialist in a reputable hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational skills
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

36. PAEDIATRIC NEUROLOGIST - V/FT/165/2022 - 1 POST

Position Summary

The Paediatric Neurologist will work closely with other medical professionals to ensure that their patients receive the best possible care.

Duties and Responsibilities

- i. Diagnose complex medical problems by referring to a patient's history, examining them and conducting neurological tests.
- ii. Counsel patients on neurological disorders and its background.
- iii. Order neurological tests and interpret the results of neuroimaging studies.
- iv. Monitor the behavioral and cognitive side effects of treatment and medication.
- v. Order supportive care services for patients.
- vi. Participate in research activities.
- vii. Perform and interpret electroencephalography, electromyography and nerve conduction velocity tests.
- viii. To mentor medical students and other junior doctors.
- ix. Any other duties that may be assigned by the Head of the Department.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery (M.B.Ch.B) degree from a recognized institution by the Medical Practitioners and Dentists Council.
- ii. Master's Degree in Paediatrics and Child health or equivalent from the University of Nairobi or any other recognized University by the Medical Practitioner and Dentist Council.
- iii. Fellowship in Paediatric Neurology from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council.

- v. Recognition as a specialist by the KMPDC.
- vi. Valid Practice License from Medical Practitioners and Dentists Council.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. At least one year working experience as a Paediatric Neurologist in a reputable hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

37. PAEDIATRIC ENT SURGEON - V/FT/166/2022 - 1 POST

Position Summary

The Paediatric ENT Surgeon's job exists to provide Specialized Medical ENT services, research and training and advise the hospital.

Duties and Responsibilities

- i. Treating conditions of the ears, upper pharynx and oral cavity, larynx, nose, face and neck.
- ii. Treating nosebleeds, tonsillectomies, adenoidectomies, infected mastoids and sinusitis.
- iii. Assisting patients with a limited or altered sense of smell.
- iv. Treating patients with tumors in the head or neck or patients with a defect in the ear, nose, or throat.
- v. Collaborating with other medical practitioners.
- vi. Any other duties that may be assigned by the Head of the Department.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Bachelor of Surgery (M.B.Ch.B) degree from a recognized institution by the Medical Practitioners and Dentists Council.
- ii. Master's Degree in Paediatrics and Child health or equivalent from the University of Nairobi or any other recognized University by the Medical Practitioner and Dentist Council.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council.
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License from Medical Practitioners and Dentists Council.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one year working experience as a Paediatric ENT Surgeon in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

38. PAEDIATRIC DENTIST - V/FT/167/2022 - 1 POST

Position Summary

The Paediatric Dentist specializes in the diagnosis and management of complex orofacial conditions (congenital, developmental and acquired) in paediatric patients including preventive, interceptive and curative dentistry.

Duties and Responsibilities

- i. Diagnosis of orofacial diseases/conditions, prescribe appropriate investigations and formulate treatment plans.
- ii. Performing specific dental procedures in areas that include conservative and restorative dentistry, aesthetic dentistry, prosthetic rehabilitation, endodontics, minor oral surgery and orthodontics.
- iii. Supervision, training and mentorship of dental officers, dental interns and students.
- iv. Undertaking call duties to review and manage patients with urgent/emergency conditions.
- v. Participating in the multidisciplinary management of patients.
- vi. Conducting age assessment and writing dental reports.
- vii. Undertaking medico-legal duties such as completing insurance dental/medical reports, P3 forms and judicial attendance.
- viii. Conducting oral health community outreaches/camps.
- ix. Taking part in the formulation and implementation of the departmental annual work plans.
- x. Formulate, review and implement dental policies, standards, guidelines and protocols.
- xi. Awareness creation and promotion of preventive dentistry.
- xii. Establishment and maintaining a dental health information system.
- xiii. Conduct research to advance dental sciences and provide solutions to existing problem areas.

Minimum Qualifications and Experience

- i. Bachelor of Dental Surgery (BDS) degree or any other equivalent qualification from an institution recognized by the Kenya medical practitioners and dentists' council.
- ii. Master of dental surgery (MDS) in paediatric dentistry from an institution recognized by the Kenya medical practitioners and dentists' council.
- iii. Specialist recognition certificate from the Kenya medical practitioners and dentists' council.
- iv. Registration certificate from the Kenya medical practitioners and dentists' council.
- v. A valid practising license from the Kenya medical practitioners and dentists' council.
- vi. Professional Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one year working experience as a Paediatric Dentist in a busy hospital.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

39. NUCLEAR MEDICINE PHYSICIAN - V/FT/168/2022 – 3 POSTS

Position Summary

The Nuclear Medicine Physician use radioactive materials, called radiopharmaceuticals, to diagnose and treat disease. They employ such techniques as scintigraphy, which uses radiopharmaceuticals to produce images of the body's organs or to visualize certain diseases.

Duties and Responsibilities

- i. Generate medical information and review patient medical history in order to guide and inform the appropriate diagnosis procedures in the Molecular Imaging Centre (IMIC) and radiology unit of the hospital.
- ii. Receive patients referred from other medical units for PET/CT Scanning, radiologic and other imaging diagnosis, and schedule them for the respective radiology and therapeutic procedures in the hospital.
- iii. Perform or interpret nuclear imaging procedures including positron emission tomography (PET), nuclear cardiology treadmill studies in the hospital.
- iv. Prepare comprehensive interpretive reports of findings and communicate examination results or diagnostic information to referring physicians, patients and families in the hospital.
- v. Provide advanced PET/CT Imaging and other nuclear medicine services in order to diagnose complex or complicated medical conditions among patients in the hospital.
- vi. Examine patients to establish their fit and suitability for administration of nuclear examinations in the hospital.
- vii. Provide counselling to nuclear imaging patients to explain the processes, risks, benefits, or alternative treatments in the hospital.
- viii. Formulate, enforce, and ensure radio safety standards and procedures and duly implemented and followed in the nuclear imaging unit of the hospital.
- ix. Develop and monitor procedures to ensure adequate quality control of nuclear imaging and therapeutic services in the hospital.
- x. Ensure that IMIC Imaging machines, equipment and tools are in good working condition and inform biomedical engineering department of the same for timely and quality imaging services delivery in the hospital.
- xi. Provide clinical research and training to students in the IMIC unit of the hospital.
- xii. Mentor and guide junior radiology staff, interns and students in the IMIC unit of the hospital.

Minimum Qualifications

- i. Bachelor of Medicine and Bachelor of Surgery or equivalent from a recognized institution.
- ii. Master of Medicine in Radiology and/or Imaging or equivalent from a recognized institution.
- iii. Fellowship in Nuclear Medicine from a recognized institution or College.
- iv. Experience with PET/CT and/or SPECT/CT Technology in molecular imaging
- v. Proficiency in Computer applications
- vi. Knowledge of professional standards
- vii. Proven track record of clinical research and training in a reputable institution
- viii. Registration with the Kenya Medical Practitioners and Dentists Council
- ix. Valid Practice License.
- x. Professional Insurance Indemnity Cover.
- xi. Registration with The Kenya Nuclear Regulatory Authority.
- xii. At least one (1) year working experience in a busy Nuclear Medicine Department.
- xiii. Radiologists with prior PET CT experience in a busy hospital / diagnostic centre are also encouraged to apply.

Soft Skills Required

- i. Communication skills

- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

40. NUCLEAR MEDICINE TECHNOLOGISTS - V/FT/169/2022 – 2 POSTS

Position Summary

Nuclear Medicine Technologists prepare radioactive drugs and administer them to patients for imaging or treatment. They provide technical support to physicians or others who diagnose, care for, and treat patients and to researchers who investigate uses of radioactive drugs.

Duties and Responsibilities

- i. Correctly interpret PET/CT and SPECT/CT Request forms and ensure they have been approved and protocolled by the Nuclear Medicine Physician
- ii. Consult with the Nuclear Medicine Physician in case of any doubt in the requests and/or protocols
- iii. Clerking Patients for Scans
- iv. Explain to the patients the procedure and make sure they understand what to expect at each and every step.
- v. Reconstitution of Radiopharmaceuticals
- vi. Performing PET/SPECT/Planar Examinations
- vii. Manipulation of the acquired data
- viii. Responsible for patient safety including pre-screening for contraindications, aseptic injection technique, etc. and radiation safety/regulations, including proper documentation and technique when working with radioactive materials/patients
- ix. Troubleshoot the scanner, coach and peripheral equipment
- x. Maintenance and dissemination of the acquired scans
- xi. Documentation and maintenance of departmental records
- xii. Stock control

Minimum Qualifications

- i. Bachelor's degree in Nuclear Medicine or Medical Imaging or Diploma in Nuclear Medicine or Medical Imaging with additional training in PET/CT and SPECT/CT Technology or equivalent from a recognized institution.
- ii.
- iii. Certificate in basic life support.
- iv. Proficiency in Computer applications
- v. Proven track record of clinical research and training in a reputable institution
- vi. Up to date certification with The Kenya Nuclear Regulatory Authority.
- vii. Prior experience in the Nuclear Medicine Department is an added advantage, but not mandatory.
- viii. Proficiency in computer applications.
- ix. Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya 2010

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational

- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

41. MEDICAL PHYSICIST - V/FT/170/2022 – 1 POST

Position Summary

The Medical Physicist will be responsible for ensuring the safe application of ionizing and non-ionizing radiation including equipment calibration and commissioning, clinical support, maintenance of appropriate quality assurance for equipment and treatment delivery in line with established protocols.

Duties and Responsibilities

- i. Developing equipment specifications for radiation therapy treatment, Nuclear Medicine and diagnostic imaging.
- ii. Developing procedures for the initial and continuing evaluation of radiation therapy treatment, nuclear medicine, and diagnostic imaging equipment.
- iii. Providing evidence of compliance of equipment for radiation therapy treatment, Nuclear Medicine and Diagnostic imaging with regulatory and accreditation agency rules and recommendations.
- iv. Performing acceptance testing, evaluation and commissioning of equipment used for radiation therapy treatment, Nuclear Medicine, and Diagnostic imaging.
- v. Approving radiation oncology technical procedures prior to clinical use.
- vi. Developing and managing a comprehensive Quality Management Program that monitors, evaluates, and optimizes radiation oncology processes.
- vii. Providing radiation oncology physics and radiation dosimetry training for medical practitioners and students posted in the department.
- viii. Measuring and characterizing medical radiation from radiopharmaceuticals prior to clinical utilization.
- ix. Participating in the development and implementation of strategic plans for Medical Physics.
- x. Ensuring compliance with statutory standards.

Minimum qualifications

- i. Master's degree in Medical Physics from a recognized institution.
- ii. Must be a registered member with the relevant registration body and hold a valid practicing license.
- iii. Prior experience with cyberknife will be an added advantage.
- iv. Proficiency in VMAT/IMRT treatment planning.
- v. In-depth understanding of Radiation Dosimetry.
- vi. In-depth understanding of nuclear medicine.
- vii. Proficiency in computer applications.
- viii. Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya 2010
- ix. At least 2 years' experience as a medical physicist in radiotherapy center.

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

42. RADIATION THERAPIST TECHNOLOGIST - V/FT/171/2022 – 2 POSTS

Position Summary

The Radiation Therapist Technologist will be expected to work closely with patients and provide support to them throughout the process by determining their needs, answering questions, and providing the best medical care possible.

Duties and Responsibilities

- i. Competently perform a range of radiotherapy techniques, CT simulations and mould room procedures whilst ensuring high standards are maintained.
- ii. Maintaining and evaluating radiation safety measures, Implementing Radiotherapy Policies, Guidelines, Standards and Procedures.
- iii. Participate in departmental quality improvement activities
- iv. Provide information, support, and reassurance to patients, considering their physical and psychological and emotional needs.
- v. Practice high standards of infection control procedures in line with the hospital infection control
- vi. Providing individualized radiation therapy treatments to patients in consultation with the oncology team using the available equipment in the hospital i.e. Linac, brachytherapy and Cyberknife.
- vii. Explaining the process to patients and answering any questions.
- viii. Administering radiation therapies as per patient treatment plans.
- ix. Using medical imaging equipment to ensure treatments are delivered accurately.
- x. Assessing patients' reactions to treatments, providing advice on the side effects of treatments, and methods of alleviating these.
- xi. Monitoring the progress of patients undergoing radiotherapy and suggesting amendments to treatment plans, when necessary.

Minimum qualifications

- i. BSc. Radiation therapy degree from a recognized university or Higher diploma in radiation therapy with at least 5 years' experience.
- ii. Prior experience with cyberknife will be an added advantage
- iii. Must be a registered member with the relevant registration body and hold a valid practicing license.
- iv. Proficiency in using medical imaging equipment.
- v. Excellent interpersonal and communication skills.
- vi. Outstanding hand-eye coordination.
- vii. Ability to empathize with patients while remaining professional.
- viii. Experience working as a radiation therapist.
- ix. Proficiency in computer applications.
- x. Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya 2010

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player
- vii. Attention to detail

43. NEPROLOGIST V/FT/173/2022 – 2 POSTS

Position Summary

A Nephrologist is concerned with the diagnosis and treatment of disorders related to the kidneys. A Nephrologist focuses on kidneys and the entire renal system of the body.

Duties and Responsibilities

- i. Conducting consultations to diagnose illnesses.
- ii. Evaluating kidneys to determine treatment.
- iii. Referring patients to surgeons.
- iv. Treating and managing conditions.
- v. Recommending dialysis.
- vi. Administering medication
- vii. Managing patients with kidney disorders or injuries.
- viii. Prescribe renal replacement therapy for patients with kidney diseases.
- ix. Will be part of a multi-disciplinary team for the kidney transplant program.
- x. Consult other specialists especially in critical care units as part of a multidisciplinary team.
- xi. Maintain and ensure that relevant patient records are properly updated and filed physically and in the Health Management Information System.
- xii. Supervise medical students and registrars.
- xiii. Any other duties as may be assigned by the Head of the Department.

Minimum Qualifications and Experience

- i. Bachelor of Medicine and Surgery (MBChB)/ Medical Degree)
- ii. Master of Medicine in internal medicine from a recognized institution.
- iii. Fellowship Nephrology from a recognized institution.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Subspecialty recognition in nephrology by the Kenya Medical Practitioners and Dentists Council
- vi. Valid practicing license.
- vii. A valid professional insurance indemnity cover.
- viii. Proficiency in computer applications.
- ix. Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya 2010
- x. A minimum of two (2) years' working experience as a Nephrologist in a busy hospital.

Soft Skills Required

- i. Excellent verbal and written communication skills
- ii. Analytical skills
- iii. Team player.
- iv. Effective presentation skills, both theoretical and practical.
- v. Interpersonal skills
- vi. High degree of professionalism and ethics
- vii. Research and development skills
- viii. Organizational skills
- ix. Observational skills
- x. Mentorship, coaching skills
- xi. Leadership skills

Position Summary

Mechanical engineer is responsible for the design, development, building, and testing using the principles of motion, energy, and force—ensuring that designs function safely, efficiently, and reliably.

Duties and Responsibilities

- i. Develop policies and technical advice on assets, equipment and spares;
- ii. Detail Contractors during the design, procurement and construction activities, ensuring the quality of the works according to the contract requirements.
- iii. Implement Planned Preventive Maintenance policies;
- iv. Expediting suppliers of mechanical equipment, through desk or field expediting.
- v. Supervise installation of mechanical equipment and fabrication / installation of piping and Defining Piping and Layout requirements.
- vi. Providing technical input, in line with project requirements, into technical studies and Basis of Design.
- vii. Ensuring a smooth and effective transfer of data and information between Contractors and between Contractors and the Company.
- viii. Production of mechanical designs drawings using AutoCAD or any other computer programs as necessary.
- ix. Optimizing installation and construction activities / sequences, minimizing cost and safety risks.
- x. Acting as a technical authority on mechanical & piping issues for the Project, for example, reply to formal Deviation / Concession Requests issued by contractors and where necessary act as coordinator in resolution of technical issues.
- xi. Assessing capabilities and limitations of detail design contractors and incorporating in development planning and risk mitigation processes.
- xii. Participation to technical integrity activities and reviews / audits.
- xiii. Manage information on Engineering services;
- xiv. Promote and advice on use of appropriate Engineering technologies;
- xv. Undertake research in general engineering, trends and technologies; and
- xvi. Foster collaboration with partners and stakeholders in support of engineering services

Minimum Qualifications and Experience

- i. Bachelor's degree in electrical/Mechanical/Civil Engineering from a recognized institution with a minimum of three (3) years work experience with a recognized organization or firm.
- ii. Registration with relevant professional body.
- iii. Certificate in Supervisory Skills course lasting not less than two (2) weeks from a recognized institution will be an added advantage.
- iv. Proficiency in computer applications.
- v. Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya 2010

Soft Skills Required

- i. Effective communication skills.
- ii. Good supervisory skills.
- iii. Good time management.
- iv. Decision-making and problem-solving skills.
- v. Target setting.
- vi. High Risk Management of professional ethics.
- vii. Responsive, prompt and effective provision of services.
- viii. Team player.
- ix. Excellent interpersonal skills.

- x. Client service support and public relations.
- xi. Leadership skills

45. ELECTRICAL ENGINEER V/FT/175/2022 -1 POST

Position Summary

Electrical engineer is responsible for designing, developing, testing, and supervising the manufacture of electrical equipment, such as electric motors, radar and navigation systems, communications systems, or power generation equipment.

Duties and Responsibilities

- i. Prepare material schedule summary reports.
- ii. Installation and implementation of projects.
- iii. Provide technical design and implementation of project electrical installation system.
- iv. Production of Electrical designs drawings using AutoCAD or any other computer programs as necessary.
- v. Analyze and resolve design problems in a timely manner.
- vi. Be part of the commissioning and testing of electrical installation project.
- vii. Prepare electrical plans, technical specifications, line diagrams and other project documentations for management review.
- viii. Track project status regularly and ensure to execute projects within allotted budget and timelines. Assess potential risks and technical challenges and accordingly develop corrective action plans.

Minimum Qualifications and Experience

- i. Bachelor's Degree in Electrical Engineering from a recognized University and a Minimum of three (3) years' experience in estimating, budgeting and designing of electrical installation contracts.
- ii. Registration by Engineers Registration Board of Kenya, (EBK) at least as a Graduate Engineer.
- iii. Proficient in AutoCAD and/or other engineering applications
- iv. Self-motivated, team player and ability to work within deadlines with high organizational skills.
- v. Proficiency in Computer skills; and
- vi. Complied with the requirements of Chapter Six (6) of the Constitution of Kenya, 2010

Soft Skills Required

- i. Excellent verbal and written communication skills
- ii. Analytical skills
- iii. Team player.
- iv. Effective presentation skills, both theoretical and practical.
- v. Interpersonal skills
- vi. High degree of professionalism and ethics
- vii. Research and development skills
- viii. Organizational skills
- ix. Observational skills
- x. Mentorship, coaching skills

46. ARCHITECT V/FT/176/2022 -1 POST

Position Summary

An Architect is responsible for creating designs for new construction projects, alterations and redevelopments. An Architect uses their specialist construction knowledge and high-level drawing skills to design buildings that are functional, safe, sustainable and aesthetically pleasing.

Duties and Responsibilities

- i. Lead in the production of schematic design, design development and construction documents in consultation with User.
- ii. Review new projects for compliance with the master plan to ensure smooth integration of the project.
- iii. Plan, coordinate and maintain project design schedules.
- iv. Ensure close out documentation and project archives are completed.
- v. Lead the quality assurance team during construction.
- vi. Undertake the in-house design of projects that are within the capabilities of the Projects Office.
- vii. Have met the requirements of Chapter Six of the Constitution of Kenya; and Public Officer Ethics

Minimum Qualifications and Experience

- i. Bachelor's Degree in Architecture from a recognized University and a minimum of four (4) years work experience with a reputable organization or firm of Architects.
- ii. Be registered or eligible for registration with the Board of Registration of Architects and Quantity Surveyors, Kenya.
- iii. Have evidence-based experience of working through all architectural stages from concept design to running a job site.
- iv. Demonstrate skills on the areas of design, presentation, and technical skills.
- v. Proficiency in ArchiCAD, REVIT, 3D Drawings and Rendering.
- vi. Shown merit and ability as reflected in work performance and results.
- vii. Proficiency in Computer skills; and
- viii. Complied with the requirements of Chapter Six (6) of the Constitution of Kenya, 2010

Soft Skills Required

- i. Excellent verbal and written communication skills
- ii. Analytical skills
- iii. Effective presentation skills, both theoretical and practical.
- iv. Interpersonal skills
- v. High degree of professionalism and ethics
- vi. Research and development skills
- vii. Organizational skills
- viii. Observational skills
- ix. Mentorship, coaching skills
- x. Team player with excellent communication & interpersonal skills.

47. DRAUGHTSMAN V/FT/177/2022 -1 POST

Position Summary

The Draughtsman is responsible for ensuring that works are carried out in accordance with the necessary Specifications, are involved with design specification and procedures and ensure that the procedures are adhered to.

Duties and Responsibilities

- i. Produce Mechanical drawings in AutoCAD.
- ii. Produce plant/machinery/equipment layouts

- iii. Produce machine components drawings (assembly drawings for machines)
- iv. Prepare basic Mechanical/civil engineering construction drawings and foundation drawings.
- v. Arrange and keep engineering drawing office records.

Minimum Qualifications and Experience

- i. Diploma in Mechanical Engineering and technical certification as mechanical draughtsman and minimum of three (3) years of successful work as Mechanical Draughtsman in an engineering firm.
- ii. AUTO CAD Designing (Mechanical), covering 3D Drafting.
- iii. Drawing and designing ability.
- iv. Ability to translate concepts on to paper and to visualize things in three-dimensional terms.
- v. Demonstrated commitment to accuracy and manual dexterity.
- vi. Proficiency in Computer skills; and
- vii. Complied with the requirements of Chapter Six (6) of the Constitution of Kenya, 2010

Soft Skills Required

- i. Excellent verbal and written communication skills
- ii. Analytical skills
- iii. Team player.
- iv. Effective presentation skills, both theoretical and practical.
- v. Interpersonal skills
- vi. High degree of professionalism and ethics
- vii. Research and development skills
- viii. Organizational skills
- ix. Observational skills
- x. Mentorship, coaching skills

48. PROJECT MANAGER (CONSTRUCTION) V/FT/178/2022 -1 POST

Position Summary

A project Manager is responsible for delivering the project by leading and managing individuals and the project team, with authority and responsibility from the project board, to run the project on a day-to-day basis.

Duties and Responsibilities

- i. Help in the designing and applying appropriate project management standards;
- ii. Managing the production of the required deliverables and planning and monitoring the project;
- iii. Adopting any delegation and use of project assurance roles within agreed reporting structures;
- iv. Preparing and maintaining project, stage and exception plans as required;
- v. Managing project risks, including the development of contingency plans and in liaison with programme management (if the project is part of a programme) and related projects to ensure that work is neither overlooked nor duplicated;
- vi. Monitoring overall progress and use of resources, initiating corrective action where necessary and applying change control and configuration management processes
- vii. Reporting through agreed lines on project progress through highlight reports and end-stage assessments in liaison with appointed project assurance representatives to assure the overall direction and integrity of the project
- viii. Maintaining an awareness of potential interdependencies with other projects and their impact
- ix. Adopting and applying appropriate technical and quality strategies and standards
- x. Identifying and obtaining support and advice required for the management, planning and control of the project'

- xi. Conducting a project evaluation review to assess how well the project was managed and
- xii. Preparing any follow-on action recommendations

Minimum Qualifications and Experience

- i. Bachelor's Degree in Architecture or relevant qualifications from a recognized institution and at least Served for a minimum of eight (8) years relevant work experience, three (3) of which should have been in a supervisory position.
- ii. Management course lasting not less than four (4) weeks.
- iii. Registered as a Professional Architect by BORAQS and a corporate member of the Architectural Association of Kenya;
- iv. Demonstrated knowledge of construction, engineering, and architecture principles and results in work performance.
- v. Proficiency in Computer skills; and
- vi. Complied with the requirements of Chapter Six (6) of the Constitution of Kenya, 2010

Soft Skills Required

- i. Excellent verbal and written communication skills
- ii. Analytical skills
- iii. Team player.
- iv. Effective presentation skills, both theoretical and practical.
- v. Interpersonal skills
- vi. High degree of professionalism and ethics
- vii. Research and development skills
- viii. Organizational skills
- ix. Observational skills
- x. Mentorship, coaching skills

49. ECHO CARDIOGRAPHERS (Re-advertisement) - V/FT/180/2022 – 2 POSTS

Job Description

The job exists to coordinate and provide echocardiography and cardiac technician services in the hospital.

Duties and Responsibilities

- i. Proper patient preparation including detailed explanation of the respective test.
- ii. Performing echocardiogram study in and outpatient according to American Society of Echocardiography (ASE) guidelines.
- iii. Write echocardiogram reports to be countersigned by the cardiologist.
- iv. Assist cardiologist in performing specialized studies such as Trans Esophageal Echo (T.E.E), dobutamine stress echo and exercise stress Echo.
- v. Connect patients to 24/48hr holter monitor and disconnect them upon completion of the monitoring period.
- vi. Connect and Perform exercise stress test (EST) on patients.
- vii. Analyze and report on holter monitor recordings for the physician to review.
- viii. Ensure timely dispatch of echo and holter monitor reports to patients or referring physicians.
- ix. Collaborate with biomedical engineers to ensure prompt maintenance of equipment.
- x. Maintain accurate records of tests carried out by ensuring correct data entry on computer, report forms as well as in the registers.
- xi. Any other duties that may be assigned by the Head of the Department.

Minimum Qualifications and Experience

- i. Diploma in Cardiac Technology and other relevant and related field.
- ii. Minimum training of 6 months in Cardiac Ultrasound/Echo-Cardiography.
- iii. Registration with the relevant professional body.
- iv. Valid Practice License.
- v. Training in nursing and clinical medicine will be an added advantage.
- vi. At least 3 years' experience in a busy cardiology center.
- vii. Proficiency in Computer skills; and
- viii. Complied with the requirements of Chapter Six (6) of the Constitution of Kenya, 2010

Soft Skills Required

- i. Communication skills
- ii. Organizational skills
- iii. Observational
- iv. Analytical skills
- v. Compassionate skills
- vii. Team player

50. TAILORS V/FT/181/2022 -3 POSTS

Position Summary

The Tailors are responsible for constructing, altering, repairing, or modifying garments for customers based on their specifications, needs, and preferences. They take customers' measurements, assist in fabric selection, and arrange fittings to determine whether additional adjustments are needed.

Duties and Responsibilities

- i. Discussing design, alteration, or repair requirements to ensure that the expected specifications are met.
- ii. Taking measurements using a tape measure.
- iii. Accurately recording measurements, instructions, and preferences.
- iv. Attaching labels to garments to prevent any errors.
- v. Develop and implement tailoring service procedures and guidelines and modifying garments according to specification instructions, which includes tapering pant legs, lining sheer garments, removing pockets, and adding padding.
- vi. Altering garments to improve comfort and fit, which includes shortening sleeves or straps, narrowing lapels, as well as taking in or letting out seams.
- vii. repair of damaged materials.
- viii. Maintain an inventory and safe custody of tailoring tools and equipment and make requisition of tailoring equipment, tools and materials and ensure their proper use;
- ix. Undertake regular inspection of tailoring tools and equipment to ascertain its functionality;
- x. Coordinating tailoring services;
- xi. Operate dry-cleaning and ironing machines;
- xii. Design, measure cut, stitch, repair, modify and repairs linens and upholstery; and
- xiii. Maintain and keep safe sewing equipment and tools.

Minimum Qualifications and Experience

- i. Diploma in any of the following disciplines: Textile Technology or its equivalent qualification from a recognized institution with a minimum of six (6) years working experience three (3) of which should be in a supervisory level.
- ii. Proficiency in Computer skills; and
- iii. Proficient in using different types of industrial sewing and embroidery machines.
- iv. Complied with the requirements of Chapter Six (6) of the Constitution of Kenya, 2010
- v. Experience in linen and garment branding.

Soft Skills Required

- i. Effective communication skills.
- ii. Keen to details.
- iii. Ability to work under minimal supervision.
- iv. Good time management.
- v. Ability to meet deadlines.
- vi. Team player.
- vii. Excellent interpersonal skills.
- viii. Client service support and public relations

Application Process

If your background and competencies match the specifications of any of the posts above, please apply online via: www.kutrrh.go.ke/careers

For all applications, please indicate the subject as follows: **JOB APPLICATION – [JOB REFERENCE NUMBER]**. Note that you must attach the *Application Letter, Curriculum Vitae and Filled Application Form and Practicing License ONLY* when you apply online via the portal.

The deadline for the receipt of all applications is **25th October 2022**.

Detailed job descriptions can be accessed on the Kenya University Teaching, Referral and Research Hospital careers portal on the website www.kutrrh.go.ke

The successful candidates will be offered an attractive remunerative package which includes a basic salary and allowances. The Hospital will facilitate travel for the successful candidates and assist in acquiring work permits and job placement for spouses where possible.

Qualified Kenyans living abroad as well as well as experts from other nationalities are encouraged to apply.

Any form of canvassing will lead to immediate disqualification.

KUTRRH is an Equal Opportunity Employer.

YOUTH, WOMEN AND PEOPLE LIVING WITH DISABILITY ARE ENCOURAGED TO APPLY