



Kenyatta University Teaching, Referral & Research Hospital (KUTRRH)

Job Descriptions and Person Specifications for Advertised Positions

March 2024

KENYATTA UNIVERSITY TEACHING, REFERRAL & RESEARCH HOSPITAL (KUTRRH)

ADVERTISEMENT FOR VACANT POSTS

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 Hospital seeks to engage qualified staff for the positions listed below. Applicants must demonstrate diligence, commitment and a positive attitude.

1. Clinical Pharmacist (Oncology) – Job Grade KUTRRH 5, Ref. V/FT/23/2024 (2 Positions)

Job Purpose: The Clinical Pharmacist (Oncology) job exists to provide comprehensive medication management services within the cancer care continuum. As an integral part of the oncology team, the Clinical Pharmacist (Oncology) advocates for patient safety, reduces medication-related problems, and ensures evidence-based, safe, efficient, and cost-effective care for cancer patients.

Duties and Responsibilities

- Attend doctors' rounds in the oncology wards consulting with the physicians and other health care providers in selecting the medication therapy that best meets the patient's needs and contributes effectively to the overall therapy goals;
- Conduct medication reviews and develop effective medication plans that minimize the risk of adverse side-effects;
- To offer drug information to consultants, physicians, nurses, and other health care providers of the Hospital;
- To participate in the review and update of the KUTRRH Formulary to enable optimal drug usage;
- To serve as an active member and to give professional advice to Antibiotic Stewardship, Medicines and Therapeutic, Infection Control, and other Advisory Committees as appropriate;
- Develop clinical pharmacy practice programs according to policies and regulations;
- Conduct regular clinical audits and other improvement activities;
- Prevent, detect, resolve and document medication errors and make appropriate evidence-based, patient-centered medication therapy recommendations as part of the interdisciplinary team;
- Participating in departmental education activities;

- Any other duty that may be assigned from time to time.

Qualifications and Requirements

- i. Bachelor of Pharmacy from a recognized institution.
- ii. Master's Degree in Clinical Pharmacy from a recognized institution.
- iii. At least eight (8) years' work experience out of which at least three (3) years' must have been served as a Pharmacist, preferably in the area of Cancer Care.
- iv. Registered with the Pharmacy & Poisons Board.
- v. Valid practice license.
- vi. Professional Insurance indemnity cover.
- vii. Experience with an online prescription system is an added advantage.
- viii. Management course lasting not less than four (4) weeks from a recognized institution.
- ix. Proficiency in computer applications.
- x. Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Key Competencies & Attributes

- **Strong Analytical Skills:** Demonstrates adeptness in assessing complex patient cases, analyzing available information, and making informed decisions regarding medication therapy.
- **Effective Communication:** Possesses strong verbal and written communication skills to convey drug-related information clearly and concisely.
- **Empathy and Compassion:** Demonstrates genuine care and understanding toward patients and their families. Fosters trust and enhances the overall patient experience.
- **Collaborative Team Player:** Works seamlessly within interdisciplinary teams, recognizing the importance of teamwork in achieving patient-centered care and effectively collaborating with physicians, nurses, and other healthcare providers.
- **Professional Ethics and Accountability:** Upholds ethical standards, demonstrates accountability, and prioritizes patient well-being in all clinical decisions.
- **Critical Thinking and Problem-Solving:** Analyzes complex cases, considers multiple factors, and devises innovative solutions. Adapts to unique patient needs and evolving medical challenges.
- **Leadership and Mentorship:** Inspires and guides junior colleagues, fostering a culture of excellence.
- **Resilience and Adaptability:** Navigates high-pressure situations, unexpected outcomes, and evolving medical landscapes. Remains composed, flexible, and committed to patient-centered care.

2. Clinical Oncologist – Job Grade KUTRRH 5, Ref. V/FT/24/2024 (5 Positions)

Job Purpose: The Clinical Oncologist job exists to provide specialized medical care and treatment to cancer patients, utilizing advanced diagnostic techniques and therapies to improve patient outcomes and quality of life.

Duties and Responsibilities

- Diagnosing various types and stages of cancer through physical examinations, medical histories, imaging tests, and laboratory analyses;
- Developing comprehensive treatment plans based on patient-specific factors such as cancer type, stage and overall health;
- Administering chemotherapy, targeted therapy, and other cancer treatments to patients as part of their individualized treatment plans;
- Monitoring patients' progress during and after treatment, adjusting therapies as needed, and addressing any side effects or complications that arise;
- Collaborating with multidisciplinary teams including surgeons, radiation oncologists, nurses, and other healthcare professionals to ensure coordinated and holistic patient care;
- Providing education to patients and their families about cancer diagnosis, treatment options, potential outcomes, and supportive care resources;
- Keeping accurate medical records, documenting patient care activities, and adhering to ethical and legal standards in healthcare practice;
- Participating in clinical research and trials to advance knowledge and improve treatment options for cancer patients;
- Participating in professional development activities such as continuing medical education, conferences, and seminars to stay updated on the latest advancements in oncology;
- Mentor junior medical staff;
- Any other duty that may be assigned from time to time.

Qualifications and Requirements

- i. Bachelor of Medicine and Surgery from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- ii. A Masters degree in Medicine in Clinical Oncology or equivalent from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- iii. At least one (1) year work experience in Clinical Oncology.
- iv. Registration with the Kenya Medical Practitioners' and Dentists' Council.
- v. Retention in the Kenya Medical Practitioners' and Dentists' Council register.

- vi. Valid Practice License as a specialist from the Kenya Medical Practitioners' and Dentists' Council.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Key Competencies & Attributes

- **Diagnostic Expertise:** Proficient in interpreting diagnostic tests, imaging studies, and pathology reports to accurately diagnose cancer types, stages, and disease progression, guiding treatment planning and decision-making.
- **Empathy and Compassion:** Demonstrates genuine care and understanding toward cancer patients and their families, fostering trust and enhancing the overall patient experience.
- **Analytical Skills:** Analyzes complex oncology cases, considers various treatment options, and devises innovative solutions to address unique patient needs and evolving medical challenges in cancer care.
- **Ethical Practice and Professional Integrity:** Upholds high ethical standards, maintains patient confidentiality, and prioritizes patient welfare throughout the cancer treatment journey. Demonstrates honesty, transparency, and compassion in all interactions.
- **Teamwork and Collaboration:** Works seamlessly within multidisciplinary teams, collaborating effectively with oncologists, surgeons, radiologists, nurses, and other healthcare professionals to ensure coordinated and comprehensive cancer care.
- **Effective Communication:** Clearly communicates complex medical information related to cancer diagnosis, treatment options, prognosis, and supportive care to patients, their families, and colleagues, facilitating informed decision-making and understanding.
- **Leadership and Mentorship:** Inspires and guides junior staff in the Oncology Department, fostering a culture of excellence in oncology care. Shares expertise, encourages professional growth, and contributes to the development of future oncology professionals.
- **Resilience and Adaptability:** Navigates high-pressure situations, unexpected treatment outcomes, and advancements in cancer research and therapies. Remains composed, flexible, and committed to patient-centered care while adapting to changing landscapes in the field of Oncology.

3. Medical Oncologist – Job Grade KUTRRH 5, Ref. V/FT/25/2024 (5 Positions)

Job Purpose: The Medical Oncologist job exists to diagnose, treat, and manage cancer patients. Collaborating with other healthcare professionals, the position holder provides expert medical care, develops treatment plans, and supporting cancer patients and their families throughout their journey.

Duties and Responsibilities

- Diagnosing cancers by assessing patients, interpreting diagnostic tests, and determining the presence and stage of cancer;
- Collaborating with various healthcare professionals to develop personalized treatment plans;
- Prescribing appropriate medications, including chemotherapy drugs, and overseeing their administration;
- Monitoring patients' progress and supporting them and their families throughout their cancer journey;
- Regularly assessing patients' responses to treatment, adjusting the plan as needed;
- Monitoring side effects and managing any complications arising from cancer therapies;
- Participating in clinical trials and staying updated on the latest research;
- Stay updated on the latest advancements in Oncology;
- Mentor junior medical staff;
- Any other duty that may be assigned from time to time.

Qualifications and Requirements

- i. Bachelor of Medicine and Surgery from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- ii. A Masters degree in Medicine in Medical Oncology or equivalent from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- iii. At least one (1) year work experience in Medical Oncology.
- iv. Registration with the Kenya Medical Practitioners' and Dentists' Council.
- v. Retention in the Kenya Medical Practitioners' and Dentists' Council register.
- vi. Valid Practice License as a specialist from the Kenya Medical Practitioners' and Dentists' Council.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Key Competencies & Attributes

- **Diagnostic Accuracy:** Proficient in interpreting diagnostic tests, imaging studies, and pathology reports to accurately diagnose cancer types, stages, and disease progression, guiding treatment planning and decision-making.
- **Empathy and Compassion:** Demonstrates genuine care and understanding toward cancer patients and their families, fostering trust and enhancing the overall patient experience.
- **Analytical Skills:** Analyzes complex oncology cases, considers various treatment options, and devises innovative solutions to address unique patient needs and evolving medical challenges in cancer care.
- **Ethical Practice and Professional Integrity:** Upholds high ethical standards, maintains patient confidentiality, and prioritizes patient welfare throughout the cancer treatment journey. Demonstrates honesty, transparency, and compassion in all interactions.
- **Teamwork and Collaboration:** Works seamlessly within multidisciplinary teams, collaborating effectively with oncologists, surgeons, radiologists, nurses, and other healthcare professionals to ensure coordinated and comprehensive cancer care.
- **Effective Communication:** Clearly communicates complex medical information related to cancer diagnosis, treatment options, prognosis, and supportive care to patients, their families, and colleagues, facilitating informed decision-making and understanding.
- **Leadership and Mentorship:** Inspires and guides junior staff in the Oncology Department, fostering a culture of excellence in oncology care. Shares expertise, encourages professional growth, and contributes to the development of future oncology professionals.
- **Resilience and Adaptability:** Navigates high-pressure situations, unexpected treatment outcomes, and advancements in cancer research and therapies. Remains composed, flexible, and committed to patient-centered care while adapting to changing landscapes in the field of Oncology.

4. Radiation Oncologist – Job Grade KUTRRH 5, Ref. V/FT/26/2024 (5 Positions)

Job Purpose: The Radiation Oncologist job exists to provide comprehensive care to cancer patients by using radiation therapy to treat tumors and manage symptoms, ensuring accurate treatment planning, delivery, and follow-up care.

Duties and Responsibilities

- Diagnosing cancer and determining the stage and extent of the disease;

- Developing treatment plans for cancer patients using radiation therapy techniques such as external beam radiation and brachytherapy;
- Collaborating with other healthcare professionals, including medical physicists, radiation therapists and oncology nurses, to ensure comprehensive patient care;
- Monitoring patients' progress during treatment, adjusting treatment plans as necessary, and managing any side effects or complications;
- Educating patients and their families about their diagnosis, treatment options, and potential outcomes;
- Ensuring compliance with regulatory requirements, quality assurance standards, and safety protocols related to radiation therapy;
- Participating in clinical trials and staying updated on the latest research and advancements in radiation oncology to improve treatment outcomes and patient care;
- Mentor junior medical staff;
- Any other duty that may be assigned from time to time.

Qualifications and Requirements

- i. Bachelor of Medicine and Surgery from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- ii. A Masters degree in Medicine in Radiation Oncology or equivalent from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- iii. At least one (1) year work experience in Radiation Oncology.
- iv. Registration with the Kenya Medical Practitioners' and Dentists' Council.
- v. Retention in the Kenya Medical Practitioners' and Dentists' Council register.
- vi. Valid Practice License as a specialist from the Kenya Medical Practitioners' and Dentists' Council.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Key Competencies & Attributes

- **Precision-oriented:** Pays meticulous attention to detail in treatment planning, dosage calculations, and radiation delivery techniques, ensuring accuracy and precision in targeting cancer cells while minimizing damage to surrounding healthy tissues.
- **Empathy and Compassion:** Demonstrates genuine care and understanding toward cancer patients and their families, fostering trust and enhancing the overall patient experience.

- **Analytical Skills:** Analyzes complex oncology cases, considers various treatment options, and devises innovative solutions to address unique patient needs and evolving medical challenges in cancer care.
- **Ethical Practice and Professional Integrity:** Upholds high ethical standards, maintains patient confidentiality, and prioritizes patient welfare throughout the cancer treatment journey. Demonstrates honesty, transparency, and compassion in all interactions.
- **Teamwork and Collaboration:** Works seamlessly within multidisciplinary teams, collaborating effectively with oncologists, surgeons, radiologists, nurses, and other healthcare professionals to ensure coordinated and comprehensive cancer care.
- **Effective Communication:** Clearly communicates complex medical information related to cancer diagnosis, treatment options, prognosis, and supportive care to patients, their families, and colleagues, facilitating informed decision-making and understanding.
- **Leadership and Mentorship:** Inspires and guides junior staff in the Oncology Department, fostering a culture of excellence in oncology care. Shares expertise, encourages professional growth, and contributes to the development of future oncology professionals.
- **Resilience and Adaptability:** Navigates high-pressure situations, unexpected treatment outcomes, and advancements in cancer research and therapies. Remains composed, flexible, and committed to patient-centered care while adapting to changing landscapes in the field of Oncology.

5. Pulmonologist – Job Grade KUTRRH 5, Ref. V/FT/27/2024 (2 Positions)

Job Purpose: The Pulmonologist job exists to diagnose and treat diseases related to the respiratory system, including asthma, pneumonia, and lung cancer, providing specialized medical care to patients in KUTRRH. The position holder collaborates with other healthcare professionals to develop comprehensive treatment plans and educate patients on managing respiratory conditions for improved health outcomes.

Duties and Responsibilities

- Diagnose and treat respiratory system disorders such as asthma, COPD, pulmonary fibrosis, and lung cancer;
- Perform pulmonary function tests, bronchoscopies, and other diagnostic procedures to evaluate lung function and identify abnormalities;
- Prescribe medications and therapies for patients with respiratory conditions;
- Monitor and manage mechanical ventilation for patients in critical care units;
- Provide education and counseling to patients and their families regarding respiratory health, disease management, and lifestyle modifications;

- Collaborates with other specialists such as thoracic surgeons, oncologists, allergists, and rheumatologists to provide multidisciplinary care for complex pulmonary conditions and comorbidities;
- Implement pulmonary rehabilitation programs for patients with chronic lung diseases, focusing on exercise training, breathing techniques, education, and psychosocial support to improve quality of life;
- Participate in research studies and clinical trials related to pulmonary medicine to advance knowledge and treatment options;
- Stay updated with the latest developments in pulmonary medicine through continuing education and professional development activities;
- Adhere to ethical and legal standards in patient care, documentation, and communication;
- Mentor junior medical staff;
- Any other duty that may be assigned from time to time.

Qualifications and Requirements

- i. Bachelor of Medicine and Surgery from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- ii. A Masters degree in Medicine in Pulmonary Medicine or equivalent from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- iii. At least one (1) year work experience in Pulmonary/ Respiratory Medicine.
- iv. Registration with the Kenya Medical Practitioners' and Dentists' Council.
- v. Retention in the Kenya Medical Practitioners' and Dentists' Council register.
- vi. Valid Practice License as a specialist from the Kenya Medical Practitioners' and Dentists' Council.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Key Competencies & Attributes

- **Critical Care Skills:** Experienced in managing critically ill patients in the intensive care unit (ICU), including respiratory failure, sepsis, acute respiratory distress syndrome (ARDS), and ventilator-associated pneumonia.
- **Smoking Cessation Counseling Skills:** Provides effective counseling and support for smoking cessation, addressing tobacco addiction and its impact on respiratory health, and promoting lifestyle modifications for lung disease prevention.

- **Empathy and Compassion:** Demonstrates empathy and compassion towards patients, showing understanding of their concerns, fears, and emotions related to respiratory health issues.
- **Effective Communication:** Communicates clearly and effectively with patients, their families, and healthcare teams, explaining complex medical concepts in an understandable manner and promoting open dialogue for shared decision-making.
- **Active Listening:** Listens attentively to patients' medical histories, symptoms, and concerns, fostering a trusting patient-provider relationship and ensuring thorough understanding of individual patient needs.
- **Collaborative Teamwork:** Works collaboratively with nurses, radiologists, and other healthcare professionals to deliver coordinated and comprehensive care, respecting each team member's expertise and contributions.

6. Nephrologist – Job Grade KUTRRH 5, Ref. V/FT/28/2024 (2 Positions)

Job Purpose: The Nephrologist job exists to provide specialized medical care to patients with kidney-related disorders, including diagnosis, treatment, and management of kidney diseases, as well as conducting dialysis procedures and kidney transplant evaluations at KUTRRH. The position holder collaborates with multidisciplinary teams to optimize patient outcomes and contribute to research and education in the field of Nephrology.

Duties and Responsibilities

- Diagnosing and treating kidney-related disorders;
- Managing patients requiring dialysis, including prescribing appropriate dialysis modalities and monitoring treatment effectiveness;
- Evaluating and managing patients before and after kidney transplant procedures, including assessing transplant suitability, coordinating transplant care, and monitoring post-transplant outcomes;
- Conducting diagnostic procedures such as kidney biopsies, imaging studies (ultrasound, CT scans), and laboratory tests to assess kidney function and identify underlying conditions;
- Developing and implementing comprehensive treatment plans tailored to each patient's specific needs, including medication management, dietary recommendations, and lifestyle modifications;
- Collaborating with other healthcare professionals, such as nephrology nurses, dietitians, social workers, and transplant coordinators, to provide coordinated and holistic patient care;

- Participating in multidisciplinary team meetings, case conferences, and quality improvement initiatives to enhance patient outcomes and optimize healthcare delivery;
- Keeping abreast of advances in Nephrology research, guidelines, and technologies, and incorporating evidence-based practices into clinical care;
- Educating patients and their families about kidney disease, treatment options, self-management strategies, and preventive measures to promote kidney health and improve quality of life;
- Adhere to ethical and legal standards in patient care, documentation, and communication;
- Mentor junior medical staff;
- Any other duty that may be assigned from time to time.

Qualifications and Requirements

- i. Bachelor of Medicine and Surgery from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- ii. A Masters degree in Medicine in Nephrology from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- iii. At least one (1) year work experience in Nephrology.
- iv. Registration with the Kenya Medical Practitioners' and Dentists' Council.
- v. Retention in the Kenya Medical Practitioners' and Dentists' Council register.
- vi. Valid Practice License as a specialist from the Kenya Medical Practitioners' and Dentists' Council.
- vii. Professional Insurance Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Key Competencies & Attributes

- **Empathy and Patient-Centered Care:** Demonstrates empathy towards patients with kidney diseases, providing compassionate and patient-centered care that considers their physical, emotional, and social well-being.
- **Effective Communication:** Communicates effectively with patients, their families, and healthcare teams, explaining complex renal conditions, treatment options, and lifestyle modifications in a clear and understandable manner.
- **Collaborative Teamwork:** Works collaboratively with nephrology nurses, dietitians, social workers, and other specialists to develop comprehensive care plans, ensuring holistic support for patients with kidney diseases.

- **Patient Advocacy:** Advocates for patients' rights and access to quality kidney care, addressing healthcare disparities and promoting equitable treatment options for all patients regardless of background or socioeconomic status.
- **Adaptability and Flexibility:** Adapts to changes in healthcare policies, treatment guidelines, and technological advancements in Nephrology, remaining flexible in managing diverse patient populations and evolving clinical challenges.
- **Ethical Practice:** Upholds high ethical standards in nephrology practice, maintaining patient confidentiality, respecting autonomy, and prioritizing beneficence and non-maleficence in medical decision-making.

7. Nuclear Medicine Physician – Job Grade KUTRRH 5, Ref. V/FT/29/2024 (2 Positions)

Job Purpose: The Nuclear Medicine Physician at the Hospital specializes in using radioactive substances for diagnostic and therapeutic purposes. This position exists to provide accurate diagnoses and treatment options, particularly in cases of complex medical conditions.

Duties and Responsibilities

- Perform nuclear medicine procedures using advanced imaging equipment;
- Interpret imaging studies to guide patient treatment plans;
- Collaborate with multidisciplinary teams for optimal patient care;
- Stay updated on the latest advancements in nuclear medicine;
- Ensure radiation safety protocols are strictly adhered to;
- Participate in research and clinical trials;
- Provide education and training to medical staff;
- Ensure adherence to strict radiation safety and protection protocols;
- Adhere to ethical and legal standards in patient care, documentation, and communication;
- Any other duty that may be assigned from time to time.

Qualifications and Requirements

- i. Bachelor of Medicine and Surgery from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- ii. A Masters degree in Medicine from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- iii. Specialization in Nuclear Medicine from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- iv. Relevant work experience in a Nuclear Medicine department.
- v. Registration with the Kenya Medical Practitioners' and Dentists' Council.

- vi. Retention in the Kenya Medical Practitioners' and Dentists' Council register.
- vii. Valid Practice License as a specialist from the Kenya Medical Practitioners' and Dentists' Council.
- viii. Professional Insurance Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Key Competencies & Attributes

- **Empathy and Compassion:** Demonstrates genuine care and understanding toward patients and their families. Fosters trust and enhances the overall patient experience.
- **Analytical Skills:** Analyzes complex cases, considers multiple factors, and devises innovative solutions. Adapts to unique patient needs and evolving medical challenges.
- **Ethical Practice and Professional Integrity:** Upholds ethical standards, maintaining patient confidentiality and prioritizing patient welfare. Demonstrates honesty and transparency in all interactions.
- **Teamwork and Collaboration:** Works seamlessly within multidisciplinary teams, collaborating with other healthcare professionals.
- **Effective Communication:** Clearly communicates complex medical information to patients, colleagues, and families.
- **Leadership and Mentorship:** Inspires and guides junior colleagues, fostering a culture of excellence. Shares knowledge, encourages growth, and contributes to the development of future nuclear medicine professionals.
- **Resilience and Adaptability:** Navigates high-pressure situations, unexpected outcomes, and evolving medical landscapes. Remains composed, flexible, and committed to patient-centered care.

8. Medical Officer – Job Grade KUTRRH 8 Ref. V/FT/30/2024 (200 Positions)

Job Purpose: The Medical Officer is responsible for providing diagnostic, curative, rehabilitative and preventive health care services to patients under their care to whom they are entrusted to provide quality health care services.

Duties and Responsibilities

- Undertaking “first-on-call” duties including clerking, investigating and managing patients;
- Reviewing patients and instructing in writing all the recommendations;
- Conducting weekly clinic and theatre days;

- Performing emergency surgeries;
- Working with Medical Specialists in wards, theatres and clinics;
- Undertaking medico-legal duties including filling of P.3 forms, court attendance and performing postmortems;
- Undertaking medical examinations;
- Training and supervising Medical Officers (Interns) and other students;
- Carrying out outreach services;
- Ensuring data and information is collected, transmitted and utilized to benefit the customer and service provider;
- Preparing medical reports;
- Adhere to ethical and legal standards in patient care, documentation, and communication;
- Any other duties as may be assigned from time to time.

Qualifications and Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MChB) degree from an institution recognized by the Kenya Medical Practitioners' and Dentist Council.
- ii. Completed one (1) year medical internship.
- iii. Registration Certificate by the Kenya Medical Practitioners' and Dentists' Council.
- iv. Valid practicing license from Kenya Medical Practitioners' and Dentists' Council.
- v. Must possess a professional indemnity cover.
- vi. Possesses a deep understanding of medical theories, principles, and practices, demonstrating comprehensive medical knowledge.
- vii. Exhibits proficiency in conducting various medical examinations, performing procedures, and interpreting diagnostic tests with precision and accuracy.
- viii. Proficiency in computer applications.
- ix. Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya, 2010.

Key Competencies and Attributes

- **Empathy and Compassion:** Demonstrates genuine care and understanding toward patients and their families. Fosters trust and enhances the overall patient experience.
- **Critical Thinking and Problem-Solving:** Analyzes complex cases, considers multiple factors, and devises innovative solutions. Adapts to unique patient needs and evolving medical challenges.
- **Ethical Practice and Professional Integrity:** Upholds ethical standards, maintaining patient confidentiality and prioritizing patient welfare. Demonstrates honesty and transparency in all interactions.

- **Teamwork and Collaboration:** Works seamlessly within multidisciplinary teams, collaborating with other healthcare professionals.
- **Effective Communication:** Clearly communicates complex medical information to patients, colleagues, and families.
- **Resilience and Adaptability:** Navigates high-pressure situations, unexpected outcomes, and evolving medical landscapes. Remains composed, flexible, and committed to patient-centered care.

9. Pharmacist – Job Grade KUTRRH 8, Ref. V/FT/31/2024 (20 Positions)

Job Purpose: The Pharmacist job exists to ensure safe and effective medication management within the Hospital by screening prescriptions, dispensing medicines according to standards, educating patients, managing inventory, participating in patient care, and providing medication-related information to healthcare professionals and the public.

Duties and Responsibilities

- Screening prescriptions for legal validity, drug contraindications, drug interactions, appropriateness of dose, frequency and duration of dosing and patients convenience;
- Preparation and dispensing of medicines according to Good Dispensing Practices and educating patients on use of medicines;
- Making of extemporaneous preparations; ordering, receiving, storage and issuing of pharmaceuticals;
- Making entries into the relevant inventory management records;
- Participating in ward rounds to identify and advise on medicinal use, gaps and challenges;
- Filing and safe custody of patients prescription records;
- Responding to requests on medicine information from the general public and health workers;
- Adhere to ethical and legal standards in patient care, documentation, and communication;
- Monitoring, documenting and reporting of medication errors; and
- Preparing and disseminating drug availability lists to various specialist clinics.

Qualifications and Requirements

- i. Bachelor of Pharmacy from a recognized institution.
- ii. Completed one (1) year internship in Pharmacy.
- iii. Registered with the Pharmacy & Poisons Board.
- iv. Valid practice license.

- v. Experience with an online prescription system is an added advantage.
- vi. Proficiency in computer applications.
- vii. Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Key Competencies & Attributes

- **Attention to Detail:** Pays meticulous attention to detail in medication labeling, packaging, and documentation, preventing medication errors and ensuring patient safety.
- **Patient Education:** Offers comprehensive medication counseling to patients, explaining proper usage, potential side effects, and adherence strategies to promote optimal therapeutic outcomes and patient safety.
- **Interdisciplinary Collaboration:** Collaborates effectively with physicians, nurses, and other healthcare professionals to optimize medication therapy, resolve medication-related issues, and improve patient care outcomes.
- **Effective Communication:** Communicates clearly and effectively with patients, healthcare teams, and pharmaceutical suppliers, ensuring accurate transmission of medication information and promoting patient understanding and compliance.
- **High Ethical Practice:** Upholds strong ethical standards in pharmacy practice, maintaining patient confidentiality, respecting autonomy, and adhering to legal and regulatory requirements in medication dispensing and counseling.
- **Critical Thinking:** Applies critical thinking skills to assess medication efficacy, identify potential drug interactions or contraindications, and develop individualized medication regimens for patients based on their medical history and needs.

HOW TO APPLY:

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

For all applications, please indicate the subject as follows: **JOB APPLICATION – [JOB REFERENCE NUMBER]**. Please note that you have to attach the *Application Form, Application Letter, Curriculum Vitae and Practising License ONLY* when you apply to the address below:

**The Chief Executive Officer
Kenyatta University Teaching, Referral & Research Hospital
P.O. Box 7674 – 00100 GPO
Nairobi Kenya**

The deadline for the receipt of all applications is **2nd April 2024**.

KUTRRH is an Equal Opportunity Employer
YOUTH, WOMEN, AND PEOPLE LIVING WITH DISABILITY ARE ENCOURAGED TO APPLY.

Please note:

1. Kenyatta University Teaching, Referral, and Research Hospital does not charge any fees for application.
2. Only shortlisted candidates will be contacted.
3. Successful candidate (s) will be required to submit the documents listed below to comply with the requirements of Chapter Six (6) of the Constitution of Kenya, 2010:
 - Certificate of good conduct from the Directorate of Criminal Investigations
 - Clearance Certificate from the Higher Education Loans Board (for university graduates only)
 - Tax Compliance Certificate from the KRA
 - Clearance from Ethics & Anti-Corruption Commission
 - A report from an approved Credit Reference Bureau

Any form of canvassing will lead to immediate disqualification.