



KENYATTA UNIVERSITY TEACHING, REFERRAL & RESEARCH HOSPITAL (KUTRRH)

CAREER OPPORTUNITIES (INTERNAL ADVERT)

JOB DESCRIPTION & PERSON SPECIFICATION

Kenyatta University Teaching, Referral and Research Hospital (KUTRRH) is a State Corporation registered under Legal Notice Number 4 of the State Corporations Act Cap 446. We seek to engage qualified staff who are serving in KUTRRH for the positions of Senior Nurses as shown below. Applicants must have demonstrated diligence, commitment and a positive attitude.

1. SENIOR NURSING OFFICER – GENERAL NURSING- V/IA/1/2024

Position Summary

The Senior Nursing Officer – General Nursing will be responsible for the provision of efficient and effective operating services that achieve optimal patient outcomes in the Directorate of Nursing Services. Reporting to the Supervisor in the Directorate of Nursing Services, the General Senior Nurse will be responsible for a section within the Directorate of Nursing.

Main Duties and Responsibilities

- i. Supervise nursing and other staff in the section/unit to ensure that they perform their duties as required.
- ii. Ensure all staff in the unit/section attend to their duties in strict adherence to the duty rota.
- iii. Maintain availability of minimum stock of commodities and supplies to ensure optimal provision of services in the unit.
- iv. Liaise with other hospital departments in the provision of Services.
- v. Ensure use of all Hospital's automated systems, as appropriate, including the Hospital Management Information System (HMIS)
- vi. Regular update of the Hospital Management Information System (HMIS).
- vii. In liaison with immediate supervisor, set performance targets, monitor and conduct periodic evaluations for the team.
- viii. Ensures nurses adhere to set metrics of quality care indicators such as admission time, waiting times, discharge turnaround times and medication timings.
- ix. Ensure and coordinate the implementation of the hospital's strategic plan in the section/unit within the framework of the vision, mission and culture of the hospital and other national and international healthcare frameworks.
- x. Develop and manage partnerships with clinicians, physicians and administrative counterparts to achieve common goals and promote integration of multidisciplinary work groups.
- xi. Any other work-related duties as assigned by the supervisor.

Minimum Qualifications

- i. Bachelor's Degree in Nursing with a minimum of eight (8) years working experience as a nurse or
- ii. Diploma in Nursing with a minimum of ten (10) years working experience as a nurse.
- iii. Must have successfully completed the six (6) months' probation period and served at KUTRRH for a minimum period of one (1) year inclusive of the probation period.
- iv. Master's degree in a relevant and related field is an added advantage.



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- v. Registration with Nursing Council of Kenya
- vi. Leadership or supervisory experience will be an added advantage.

Soft skills required for the job.

- i. Communication skills
- ii. Leadership skills
- iii. Supervisory skills
- iv. Analytical skills
- v. Organizational skills
- vi. Ability to work under pressure.

2. SENIOR NURSING OFFICER, CRITICAL CARE - V/IA/2/2024

Position Summary

The Senior Nursing Officer, Critical Care will be responsible for the provision of efficient and effective operating services that achieve optimal patient outcomes in the Directorate of Nursing Services. Reporting to the Supervisor in the Directorate of Nursing Services, the Senior Nurse, Critical Care will be responsible for a Section within the Directorate of Nursing.

Main Duties and Responsibilities

- i. Supervise nursing and other staff in the section/unit to ensure that they perform their duties as required.
- ii. Ensure all staff in the unit/section attend to their duties in strict adherence to the duty rota.
- iii. Maintain availability of minimum stock of commodities and supplies to ensure optimal provision of services in the unit.
- iv. Liaise with other hospital departments in the provision of care such as radiology, laundry, laboratory, and pharmacy.
- v. Ensure use of all Hospital's automated systems, as appropriate, including the Hospital Management Information System (HMIS)
- vi. Regular update of the Hospital Management Information System (HMIS).
- vii. In liaison with immediate supervisor, set performance objectives, monitor and conduct periodic evaluations for the team.
- viii. Ensure and coordinate the implementation of the hospital's strategic plan in the section/unit within the framework of the vision, mission and culture of the hospital and other national and international healthcare frameworks.
- ix. Develop and manage partnerships with clinicians, physicians and administrative counterparts to achieve common goals and promote integration of multidisciplinary work groups.
- x. Ensures nurses adhere to set metrics of quality care indicators such as admission time, waiting times, discharge turnaround times and medication timings.
- xi. Manages and supports the day-to-day operations of assigned patient care area(s) in the Hospital
- xii. Ensure that the critical care centers are clean and in the right conditions to provide the conducive environment needed by patients.
- xiii. Ensure that the critical care centers have all the machinery, equipment and materials needed to provide critical care to patients.
- xiv. Set up and monitor medical equipment and devices such as cardiac monitors, mechanical ventilators and alarms, oxygen delivery devices, transducers, or pressure lines, and identify malfunctioning equipment or devices, and report the same to the biomedical engineering section.



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- xv. Oversee the receiving of patients in critical conditions that are referred to the critical care centers and book them in for advanced care.
- xvi. Oversee delivery of quality nursing care in accordance with the set Nursing Standards and as per the policies and procedures of the hospital.
- xvii. Ensure the provision of quality critical care nursing services to the admitted critically ill patients, based on assessment data or identified needs.
- xviii. Monitor patients for their progress and changes in status and indications of health conditions such as sepsis or shock and institute appropriate interventions together with medical specialists in the hospital.
- xix. Ensure proper administration of the prescribed therapeutic procedures based upon patients' clinical status and assess patients' pain levels or sedation requirements in the critical care centers.
- xx. Conduct of pulmonary assessments to identify abnormal respiratory patterns or breathing sounds that indicate medical conditions.
- xxi. Monitor patients' fluid intake and outlet to detect any emerging problems such as fluid and electrolyte imbalances.
- xxii. Ensure proper documentation of patients' medical histories and assessment findings, compile and analyze data obtained from monitoring or diagnostic tests.
- xxiii. Coordinate patient care conferences and participate in the development, review, or evaluation of critical care nursing practice protocols
- xxiv. In liaison with immediate supervisor, set performance targets, monitor and conduct periodic evaluations for the team.
- xxv. Any other work-related duties as assigned by the supervisor.

Minimum Qualifications and Experience

- i. Bachelor's Degree in Nursing and Higher Diploma in critical care with a minimum of seven (7) years nursing experience five (5) of which must have been in critical care.
- ii. Diploma in Nursing and Higher Diploma in critical care with a minimum of nine (9) years nursing experience six (6) of which must have been in critical care
- iii. Must have successfully completed the six (6) months' probation period and served at KUTRRH for a minimum period of one (1) year inclusive of the probation period.
- iv. Registration with Nursing Council of Kenya
- v. Must have a valid resuscitation training certificate in life saving course.
- vi. Master's degree in a relevant or related field is an added advantage.
- vii. Evidence of leadership or supervisory experience will be an added advantage

Soft Skills Required

- i. Communication skills
- ii. Leadership skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate skills
- vi. Organizational skills
- vii. Team building skills

If your background and competencies match the specifications of the above-described positions, please apply online via careers.kutrrh.go.ke by uploading your *Application Letter, Curriculum Vitae and Filled Application Form*. Clearly indicate the Job Reference No. i.e. **JOB APPLICATION – [JOB/ CADRE REFERENCE NUMBER]** as the subject of your application. The deadline for the receipt of all applications is close of business **Friday, 23rd August 2024**.



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Note: Only KUTRRH staff and those who have successfully completed their probation are eligible to apply. APPLICATIONS ARE STRICTLY ONLINE. Only applications sent via the portal shall be considered. Equally, ONLY shortlisted candidates will be invited for interviews and will be required to produce their Confirmation Letters. In addition to the above criteria, shortlisted candidates will be interviewed and considered for the Nurse in-charge positions as well as Nurse Covering positions.

**Any form of canvassing will lead to immediate disqualification.
KUTRRH is an Equal Opportunity Employer.**