



Kenyatta University Teaching, Referral & Research Hospital (KUTRRH)

Job and Person Specifications for Advertised Empaneled & Locum Positions

APRIL 2026

ADVERTISEMENT FOR EMPANELED AND LOCUM POSITIONS

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 individuals to be engaged on part-time basis under empaneled and locum terms. Applicants must demonstrate diligence, commitment and a positive attitude.

EMPANNELED POSITIONS

1. Paediatric Cardiologist [REF No: V/EMP/1/2026] – 1 Post

Job Purpose

To provide comprehensive assessment and management of congenital and acquired heart disease in infants, children, and adolescents, including non-invasive cardiac imaging and longitudinal care within KUTRRH's paediatric services.

Duties and Responsibilities

- i. Conduct detailed clinical evaluations and interpret paediatric echocardiography, ECG, and other cardiac diagnostics.
- ii. Develop and implement individualized management plans for congenital and acquired paediatric cardiac conditions.
- iii. Provide outpatient clinics, inpatient consults, and support peri-operative cardiac care in collaboration with anaesthesia and ICU teams.
- iv. Coordinate referrals for interventional cardiology and cardiothoracic surgery where indicated and co-manage follow-up.
- v. Optimise medication therapy, monitor treatment outcomes, and address complications including heart failure and arrhythmias.
- vi. Educate patients and caregivers on diagnosis, procedures, and long-term follow-up including transition to adult care.
- vii. Contribute to teaching, mentorship, audits, and quality improvement within paediatrics and cardiology.
- viii. Participate in research and registry activities relevant to paediatric cardiology and congenital heart disease.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. Master of Medicine (MMed) in Paediatrics and Child Health or equivalent qualification from an institution recognized by KMPDC.
- iii. Sub-specialty training/certification in Paediatric Cardiology from an institution recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC)

- v. Recognition as a specialist/ sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

2. Paediatric Oncologist [REF No: V/EMP/2/2026] – 1 Post

Job Purpose

To provide specialized diagnosis, treatment, and longitudinal follow-up for childhood cancers, integrating chemotherapy and multimodal care within KUTRRH's oncology and paediatric programs.

Duties and Responsibilities

- i. Evaluate and diagnose paediatric malignancies using clinical assessment, imaging, and pathology.
- ii. Plan and administer systemic anti-cancer therapy (SACT) per protocols; monitor response and toxicities.
- iii. Coordinate multimodal care with surgery, radiation oncology, pathology, radiology, and supportive services.
- iv. Provide inpatient and outpatient oncology services, including emergency management of oncologic complications.
- v. Counsel families on diagnosis, treatment options, consent, and survivorship care plans.
- vi. Participate in tumour boards, protocol development, audits, and quality improvement initiatives.
- vii. Support data collection, cancer registries, and clinical research/clinical trials where available.

- viii. Teach and mentor trainees and contribute to community awareness and early detection initiatives.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Paediatrics and Child Health or equivalent qualification from an institution recognized by KMPDC.
- iii. Sub-specialty training in Paediatric Oncology or equivalent from an institution recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

3. Paediatric Haemato-oncologist [REF No: V/EMP/3/2026] – 1 Post

Job Purpose

To provide comprehensive care for paediatric haematologic disorders and cancers, including chemotherapy, transfusion support, and multidisciplinary coordination.

Duties and Responsibilities

- i. Diagnose and manage leukaemias, lymphomas, bone marrow failure syndromes, haemoglobinopathies, and coagulation disorders.

- ii. Deliver protocol-driven chemotherapy and supportive care; prevent and manage treatment-related complications.
- iii. Coordinate transfusion services and advanced haematology interventions as indicated.
- iv. Provide inpatient, outpatient, and emergency consultations for haemato-oncological pediatric patients.
- v. Participate in tumour boards and MDT meetings with pathology, radiology, surgery, and palliative care.
- vi. Lead/participate in clinical audits, registry data, and quality improvement.
- vii. Teach and mentor health professionals involved in paediatric haemato-oncology care.
- viii. Engage in ethically conducted research and contribute to guideline development.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Paediatrics and Child Health from an institution recognized by KMPDC.
- iii. Sub-specialty training in Paediatric Haemato-oncology recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Professional Insurance Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

4. Paediatric Intensivist [REF No: V/EMP/4/2026] – 1 Post

Job Purpose

To provide specialized critical care to infants and children in the Paediatric ICU (PICU), ensuring safe, coordinated, and high-quality care in a multidisciplinary setting.

Duties and Responsibilities

- i. Lead evidence-based management of critically ill paediatric patients in PICU and support emergency responses hospital-wide.
- ii. Perform advanced airway management, ventilation strategies, and hemodynamic monitoring/interventions.
- iii. Coordinate care with paediatric subspecialists, anaesthesia, surgery, and nursing to optimize outcomes.
- iv. Establish and enforce infection prevention, sedation/analgesia, and patient safety protocols.
- v. Support step-up/step-down pathways and timely referrals/transfer where appropriate.
- vi. Participate in morbidity & mortality reviews, audits, and quality improvement projects.
- vii. Teach and mentor clinicians rotating through critical care and contribute to PICU training.
- viii. Engage in research and data-driven service development for paediatric critical care.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Paediatrics and Child Health or equivalent qualification from an institution recognized by KMPDC.
- iii. Fellowship/sub-specialty training in Paediatric Critical Care/Intensive Care or equivalent from an institution recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.

- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

5. Anaesthesiologist [REF No: V/EMP/5/2026] – 4 Posts

Job Purpose

To provide safe anaesthesia and perioperative care, contribute to critical care and pain management, and support training and quality improvement.

Duties and Responsibilities

- i. Conduct pre-anaesthetic assessment and risk optimization for diverse surgical populations, including paediatrics and high-risk cases.
- ii. Administer general, regional, and sedation anaesthesia; manage airway, fluid therapy, and intraoperative monitoring.
- iii. Provide post-anaesthesia care, acute pain control, and manage perioperative complications.
- iv. Support ICU/HDU services including mechanical ventilation and advanced life support.
- v. Ensure adherence to anaesthesia safety standards, infection prevention, and WHO Surgical Safety Checklist.
- vi. Participate in MDT meetings, theatre user forums, and continuous quality improvement.
- vii. Teach, supervise, and mentor trainees and other perioperative staff.
- viii. Contribute to audits, research, and policy/protocol development in anaesthesia and perioperative medicine.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Anaesthesiology and Critical Care or equivalent qualification from an institution recognized by KMPDC.
- iii. Sub-specialty training (e.g., paediatric, cardiac, neuroanaesthesia, critical care, pain) will be an added advantage.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

6. Orthodontist [REF No: V/EMP/6/2026] – 1 Post

Job purpose

To diagnose and manage malocclusion and dentofacial abnormalities in paediatric and adult patients using preventive, interceptive, and corrective orthodontics.

Duties and Responsibilities

- i. Conduct comprehensive orthodontic assessment, imaging analysis, and treatment planning.
- ii. Provide preventive and interceptive orthodontic care for growing patients.
- iii. Manage malocclusions using removable and fixed appliances, aligners, and myofunctional therapies as appropriate.
- iv. Design appliances and coordinate with dental laboratory services.
- v. Collaborate in MDT care for craniofacial anomalies and complex cases.
- vi. Supervise and mentor dental officers, interns, and students.
- vii. Participate in community oral health outreach and preventive programmes.
- viii. Contribute to quality improvement, research, and policy/protocol development in orthodontics.

Qualifications & Requirements

- i. Bachelor of Dental Surgery (BDS) or equivalent qualification from an institution recognized by KMPDC.
- ii. Master of Dental Surgery (MDS) in Orthodontics or equivalent qualification from an institution recognized by KMPDC.
- iii. Specialist recognition in Orthodontics by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.

- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

7. Ophthalmologist [REF No: V/EMP/7/2026] – 1 Post

Job purpose

To provide comprehensive medical and surgical eye care, including advanced cataract and subspecialty procedures in outpatient, inpatient, and emergency settings.

Duties and Responsibilities

- i. Provide comprehensive eye examinations, refraction, and management of medical eye conditions.
- ii. Perform cataract surgery and other anterior/posterior segment procedures within scope and credentialing.
- iii. Interpret ocular imaging and diagnostics (e.g., OCT, biometry, visual fields).
- iv. Manage ophthalmic emergencies and trauma.
- v. Collaborate with other specialties including neurology, oncology, and paediatrics as needed.
- vi. Participate in eye camps/outreaches and preventive eye health initiatives.
- vii. Teach and mentor trainees in clinical ophthalmology and surgery.
- viii. Engage in audits, research, and continuous quality improvement in ophthalmic services.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.

- ii. MMed in Ophthalmology from an institution recognized by KMPDC.
- iii. Sub-specialty training (e.g., cornea, retina, oculoplastics) will be an added advantage.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

8. Paediatric Ophthalmologist [REF No: V/EMP/8/2026] – 1 Post

Job purpose

To deliver specialized paediatric eye care including strabismus, congenital cataract, retinopathy of prematurity screening/management, and vision rehabilitation.

Duties and Responsibilities

- i. Conduct paediatric eye assessments including orthoptic evaluation and age-appropriate visual acuity testing.
- ii. Diagnose and manage paediatric ocular disorders and undertake paediatric cataract/strabismus surgery within credentialed scope.
- iii. Coordinate ROP screening/treatment with NICU teams and retinal services.
- iv. Provide low-vision and amblyopia therapy guidance and follow-up.
- v. Collaborate with paediatrics, neurology, and rehabilitation teams for complex cases.
- vi. Support outreach, screening, and public health initiatives in paediatric eye care.
- vii. Teach and mentor trainees in paediatric ophthalmology.
- viii. Participate in audits, registries, and research to improve paediatric eye outcomes.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Ophthalmology from an institution recognized by KMPDC.
- iii. Fellowship/sub-specialty training in Paediatric Ophthalmology or equivalent qualification from an institution recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

9. ENT Surgeon-Paediatric ENT [REF No: V/EMP/9/2026] – 1 Post

Job Purpose

To provide diagnosis and surgical management of complex paediatric airway, otologic, and head & neck disorders and integrating multidisciplinary care.

Duties and Responsibilities

- i. Evaluate and manage paediatric airway, otologic, rhinologic, and head & neck conditions including congenital anomalies.
- ii. Perform paediatric ENT surgeries within credentialed scope, including airway, otology, and endoscopic procedures.
- iii. Coordinate MDT care with anaesthesia, paediatrics, maxillofacial, and speech/swallowing services.

- iv. Establish and follow peri-operative pathways and safety protocols for paediatric ENT.
- v. Provide outpatient clinics and inpatient consults, including urgent/emergency care.
- vi. Contribute to guideline/policy development for paediatric ENT services.
- vii. Teach and mentor trainees and allied health professionals.
- viii. Participate in audits, registries, and research in paediatric otolaryngology.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in ENT, Head & Neck Surgery/Otorhinolaryngology from an institution recognized by KMPDC.
- iii. Fellowship/sub-specialty training in Paediatric Otolaryngology recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

10. ENT Surgeon – Rhinology (Anterior Skull Base) [REF No: V/EMP/10/2026] – 1 Post

Job Purpose

To provide advanced rhinology and anterior skull base care, including endoscopic surgery, in collaboration with neurosurgery and other specialties.

Duties and Responsibilities

- i. Diagnose and manage complex rhinologic and anterior skull base diseases including chronic rhinosinusitis and neoplasms.
- ii. Perform endoscopic sinus and skull base procedures within credentialed scope.
- iii. Coordinate peri-operative care with neurosurgery, radiology, oncology, and anaesthesia.
- iv. Establish protocols for image-guided surgery, hemostasis, and CSF leak management.
- v. Provide outpatient clinics and inpatient consults including emergency management of complications.
- vi. Contribute to MDT tumour boards and care planning.
- vii. Teach and mentor trainees in advanced rhinology.
- viii. Lead audits, outcomes tracking, and research in rhinology/skull base surgery.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in ENT, Head & Neck Surgery/Otorhinolaryngology or equivalent qualification from an institution recognized by KMPDC.
- iii. Fellowship/sub-specialty training in Rhinology/Anterior Skull Base Surgery recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

11. Paediatric Endocrinologist [REF No: V/EMP/11/2026] – 1 Post

Job Purpose

To diagnose and manage paediatric endocrine and metabolic disorders, and support development of integrated paediatric endocrine services.

Duties and Responsibilities

- i. Evaluate and treat disorders of growth, puberty, thyroid, adrenal, pituitary, and glucose metabolism including Type 1 diabetes.
- ii. Coordinate multidisciplinary paediatric diabetes care including education and technology-assisted therapies.
- iii. Interpret dynamic endocrine testing and imaging; optimize long-term follow-up and transition care.
- iv. Develop protocols, clinical pathways, and patient education materials for endocrine disorders.
- v. Provide inpatient consults and outpatient clinics; manage endocrine emergencies.
- vi. Mentor trainees and deliver CME for endocrine topics.
- vii. Participate in audits, registries, and research in paediatric endocrinology.
- viii. Contribute to service planning and quality improvement for endocrine/diabetes services.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Paediatrics and Child Health or equivalent qualification from an institution recognized by KMPDC.
- iii. Fellowship/sub-specialty training in Paediatric Endocrinology/ Diabetes or equivalent from an institution recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.

- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

12. Obesity Medicine Specialist [REF No: V/EMP/12/2026] – 1 Post

Job Purpose

To provide comprehensive medical management of obesity and related cardiometabolic conditions, and contribute to a multidisciplinary bariatric/metabolic service.

Duties and Responsibilities

- i. Conduct holistic assessments including metabolic, nutritional, psychological, and lifestyle factors.
- ii. Deliver individualized treatment plans including pharmacotherapy, lifestyle interventions, and behaviour change support.
- iii. Coordinate care pathways with endocrinology, bariatric surgery, dietetics, psychology, and physiotherapy.
- iv. Screen for and manage obesity-related comorbidities (e.g., T2DM, NAFLD, OSA, hypertension).
- v. Prepare and optimize patients for metabolic/bariatric procedures and deliver post-operative medical follow-up.
- vi. Support group education, digital tools, and long-term weight maintenance strategies.
- vii. Participate in audits, outcomes tracking, and research in obesity medicine.
- viii. Teach and mentor staff on evidence-based obesity care and stigma-free communication.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Internal Medicine, Family Medicine or other relevant field from an institution recognized by KMPDC.
- iii. Sub-specialty/fellowship training or certification in Obesity Medicine/Endocrinology/Metabolism or equivalent qualification recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.

- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

13. Anatomic Pathologist [REF No: V/EMP/13/2026] – 1 Post

Job Purpose

To provide histopathology, cytopathology, and autopsy services; support oncology diagnostics including immunohistochemistry and molecular pathology.

Duties and Responsibilities

- i. Perform grossing, microscopic examination, and reporting of surgical specimens and biopsies.
- ii. Undertake cytopathology including FNAC procedures and reporting.
- iii. Interpret immunohistochemistry and support molecular test correlation where available.
- iv. Ensure quality assurance, SOP compliance, and participation in EQA schemes.
- v. Validate and release critical/unusual results in a timely manner.
- vi. Participate in MDT tumour boards and clinico-pathological meetings.
- vii. Contribute to laboratory accreditation, audits, and continuous improvement.
- viii. Teach and mentor trainees; participate in research and biobanking initiatives as applicable.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Anatomic Pathology/Human Pathology or equivalent qualification from an institution recognized by KMPDC.

- iii. Sub-specialty training (e.g., onco-pathology, cytopathology or molecular pathology) will be an added advantage.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

14. Clinical Pathologist [REF No: V/EMP/14/2026] – 1 Post

Job Purpose

To provide oversight and expert interpretation across clinical chemistry, haematology, microbiology, transfusion, and molecular diagnostics to support patient care.

Duties and Responsibilities

- i. Interpret specialized tests in haematology (including flow cytometry) and provide consultative input to clinicians.
- ii. Lead quality management, SOP development, and compliance with regulatory/accreditation standards.
- iii. Oversee clinical chemistry validation, reference intervals, and critical value policies.
- iv. Guide antimicrobial stewardship with interpretation of culture/sensitivity and antibiograms.
- v. Support transfusion medicine practices and haemovigilance.
- vi. Validate critical/unusual results prior to release and ensure timely communication.

- vii. Participate in MDT meetings and laboratory-clinical liaison rounds.
- viii. Teach and mentor trainees; lead audits, research, and service improvement.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Clinical Pathology/Human Pathology or equivalent qualification from an institution recognized by KMPDC.
- iii. Sub-specialty training in any laboratory medicine field will be an added advantage.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

15. Oral & Maxillofacial Surgeon [REF No: V/EMP/15/2026] – 1 Post

Job Purpose

To diagnose and surgically manage complex oral, maxillofacial, and neck conditions, including trauma, pathology, deformity, and reconstruction.

Duties and Responsibilities

- i. Evaluate and manage oral/maxillofacial infections, trauma, neoplasia, and congenital/developmental anomalies.

- ii. Perform minor and major oral/maxillofacial procedures including oncologic and reconstructive surgery within credentialed scope.
- iii. Coordinate MDT care with ENT, plastic surgery, oncology, radiology, and dentistry.
- iv. Provide emergency on-call services for maxillofacial injuries and airway compromise.
- v. Undertake medico-legal reporting and court attendance as required.
- vi. Supervise and mentor dental teams and trainees.
- vii. Contribute to protocols, quality improvement, and infection prevention in theatres and clinics.
- viii. Participate in outreach, research, and service development for maxillofacial surgery.

Qualifications & Requirements

- i. Bachelor of Dental Surgery (BDS) from an institution recognized by KMPDC.
- ii. Master of Dental Surgery in Oral & Maxillofacial Surgery from an institution recognized by KMPDC.
- iii. Sub-specialty training (e.g., craniofacial, head & neck oncology, reconstruction) will be an added advantage.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

16. Paediatric Dentist [REF No: V/EMP/16/2026] - 1 Post

Job Purpose

To provide preventive, restorative, and interceptive dental care for infants, children, and adolescents, including care for patients with special health needs.

Duties and Responsibilities

- i. Conduct comprehensive paediatric dental assessments and formulate age-appropriate treatment plans.
- ii. Provide restorative, endodontic, minor surgical, and interceptive orthodontic care for children.
- iii. Manage dental emergencies, dental trauma, and dental pain in paediatric patients.
- iv. Deliver behaviour guidance and, where indicated, sedation/GA care in collaboration with anaesthesia.
- v. Educate caregivers on preventive oral health and caries-risk management.
- vi. Participate in community oral health promotion and school-based initiatives.
- vii. Supervise and mentor dental officers, interns, and students.
- viii. Contribute to audits, research, and quality improvement in paediatric dentistry.

Qualifications & Requirements

- i. Bachelor of Dental Surgery (BDS) from an institution recognized by KMPDC.
- ii. Master of Dental Surgery in Paediatric Dentistry or equivalent qualification from an institution recognized by KMPDC.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- iv. Recognition as a specialist/sub-specialist by KMPDC.
- v. Retention in the KMPDC register.
- vi. Valid Practice License from KMPDC.
- vii. Valid Indemnity Cover.
- viii. Proficiency in computer applications.
- ix. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.

- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

17. Paediatric Neurologist [REF No: V/EMP/17/2026] – 1 Post

Job Purpose

To provide expert diagnosis and management of neurological disorders in children, and support multidisciplinary neurodevelopmental care.

Duties and Responsibilities

- i. Assess and manage epilepsy, cerebral palsy, neurodevelopmental disorders, neuromuscular diseases, headaches, neuro-infections, and genetic conditions.
- ii. Interpret EEG, neuroimaging, and relevant neuro-diagnostics; coordinate further testing as needed.
- iii. Provide inpatient/outpatient consults including emergency neurological care.
- iv. Develop individualized treatment and rehabilitation plans with MDTs (physio/OT/speech/psychology).
- v. Counsel families on diagnosis, prognosis, and long-term management including transition planning.
- vi. Participate in teaching, mentorship, and CPD activities.
- vii. Engage in audits, registries, and research in paediatric neurology.
- viii. Contribute to protocols and quality improvement for neurology services.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Paediatrics and Child Health or equivalent qualification from an institution recognized by KMPDC.
- iii. Fellowship/certification in Paediatric Neurology or equivalent qualification recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

18. Adult Haemato-oncologist [REF No: V/EMP/18/2026] – 1 Post

Job Purpose

To provide specialized care for adult patients with haematologic malignancies and disorders, including systemic therapy and multidisciplinary coordination.

Duties and Responsibilities

- i. Diagnose and manage leukaemias, lymphomas, myeloma, and related disorders; stage disease and assess risk.
- ii. Plan and administer systemic anti-cancer therapy; monitor efficacy and toxicity.
- iii. Coordinate transfusion support, stem cell transplantation referrals, and supportive care.
- iv. Lead/participate in MDT tumour boards and evidence-based care planning.
- v. Provide inpatient and outpatient haemato-oncology services including urgent care.
- vi. Communicate diagnoses, treatment options, and prognosis with patients and families.
- vii. Contribute to audits, research, and quality improvement initiatives.
- viii. Teach and mentor trainees in oncology/haematology principles.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Internal Medicine, Medical Oncology, Clinical Haematology or other relevant qualification from an institution recognized by KMPDC.
- iii. Fellowship/sub-specialty training in Haemato-oncology recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.

- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

19. Adult Infectious Disease Specialist [REF No: V/EMP/19/2026] – 2 Posts

Job Purpose

To provide expert diagnosis and management of infectious diseases, support infection prevention and control (IPC), and contribute to antimicrobial stewardship.

Duties and Responsibilities

- i. Evaluate and manage complex infectious diseases including HIV, TB, sepsis, and emerging infections.
- ii. Advise on antimicrobial therapy and lead antimicrobial stewardship initiatives.
- iii. Collaborate with IPC teams on surveillance, outbreak investigation, and containment measures.
- iv. Provide inpatient/outpatient consults and liaison with ICU, oncology, and surgical services.
- v. Guide vaccination, post-exposure prophylaxis, and occupational health recommendations.
- vi. Participate in development and review of guidelines, protocols, and training for ID and IPC.
- vii. Contribute to research, audits, and monitoring of resistance trends.
- viii. Teach and mentor clinicians and trainees in infectious diseases.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Internal Medicine from an institution recognized by KMPDC.
- iii. Fellowship/sub-specialty training in Infectious Diseases recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

20. Adult Neurologist [REF No: V/EMP/20/2026] – 1 Post

Job

To provide specialized care for adults with neurological disorders, integrating diagnostics, medical therapy, and multidisciplinary rehabilitation.

Purpose

Duties and Responsibilities

- i. Evaluate and manage epilepsy, stroke, movement disorders, neuromuscular diseases, headaches, demyelinating and neurodegenerative disorders.
- ii. Interpret EEG, EMG/NCS, and neuroimaging; coordinate additional diagnostics where required.
- iii. Provide inpatient consults, acute neurology input, and outpatient clinics.
- iv. Develop individualized treatment and secondary prevention plans.
- v. Collaborate with neurosurgery, rehabilitation, psychiatry, and internal medicine as needed.
- vi. Participate in guideline development, audits, and quality improvement.
- vii. Teach and mentor trainees in adult neurology.

- viii. Engage in research and registries in neurological disorders.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Internal Medicine from an institution recognized by KMPDC.
- iii. Fellowship/sub-specialty training in Neurology recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

21. Psychiatrist [REF No: V/EMP/21/2026] – 1 Post

Job Purpose

To provide comprehensive mental health services including assessment, psychotherapy, pharmacotherapy, crisis intervention, and liaison psychiatry.

Duties and Responsibilities

- i. Conduct psychiatric evaluations and formulate biopsychosocial management plans.
- ii. Prescribe and monitor psychotropic medications; manage side effects and treatment adherence.
- iii. Provide psychotherapy or coordinate referral to appropriate psychological services.
- iv. Deliver emergency/crisis intervention and liaison services across the hospital.
- v. Collaborate with multidisciplinary teams (psychology, nursing, social work, occupational therapy).

- vi. Undertake medico-legal assessments and provide reports/testimony as required.
- vii. Participate in community mental health promotion and stigma reduction initiatives.
- viii. Teach, supervise, and contribute to research and quality improvement in mental health services.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Psychiatry from an institution recognized by KMPDC.
- iii. Additional sub-specialty training (e.g., child & adolescent, addiction, liaison) is an added advantage.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

22. Pulmonologist [REF No: V/EMP/22/2026] – 1 Post

Job Purpose

To provide diagnosis and management of respiratory diseases, including critical care support and multidisciplinary coordination for complex pulmonary conditions.

Duties and Responsibilities

- i. Evaluate and manage asthma, COPD, interstitial lung disease, pulmonary infections, and pulmonary hypertension.
- ii. Perform and interpret spirometry, full PFTs, bronchoscopies, and other relevant procedures within credentialed scope.
- iii. Provide ventilatory support advice and liaison with ICU for respiratory failure.
- iv. Collaborate with thoracic surgery, oncology, allergy, and rheumatology services for complex cases.
- v. Implement pulmonary rehabilitation and smoking cessation initiatives.
- vi. Develop and implement clinical protocols and care pathways for pulmonary conditions.
- vii. Teach and mentor trainees; participate in audits and quality improvement.
- viii. Engage in research and surveillance of respiratory disease trends.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Internal Medicine from an institution recognized by KMPDC.
- iii. Fellowship/sub-specialty training in Pulmonology/Respiratory Medicine recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

Job Purpose

To provide specialized medical and surgical care for urological conditions, including endourology, uro-oncology, and reconstruction within a multidisciplinary framework.

Duties and Responsibilities

- i. Diagnose and manage urological conditions using clinical evaluation, imaging, and endoscopic diagnostics.
- ii. Perform urological procedures within credentialed scope (e.g., TURP, endourology, stone surgery, oncology, reconstruction).
- iii. Coordinate peri-operative care and collaborate with nephrology, oncology, radiology, and anaesthesia.
- iv. Provide inpatient/outpatient services and on-call support for urological emergencies.
- v. Implement protocols for infection prevention, stent tracking, and peri-operative safety.
- vi. Participate in MDT tumour boards and case conferences.
- vii. Teach and mentor trainees and contribute to service development.
- viii. Engage in audits, registries, and research in urology.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in General Surgery (or Urology where applicable) from an institution recognized by KMPDC.
- iii. Fellowship/sub-specialty training in Urology recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.

- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

24. Microsurgeons [REF No: V/EMP/24/2026] – 2 Posts

Job

Purpose

To provide advanced reconstructive microsurgery for complex defects (oncologic, trauma, congenital), including free tissue transfer and limb salvage.

Duties and Responsibilities

- i. Evaluate and plan complex reconstruction using microsurgical techniques.
- ii. Perform microvascular anastomosis and soft tissue/bony reconstruction within credentialed scope.
- iii. Collaborate with oncology, orthopaedics, maxillofacial, and general surgery for multidisciplinary reconstruction.
- iv. Implement peri-operative protocols including anticoagulation, flap monitoring, and ERAS pathways.
- v. Provide on-call support for trauma and urgent reconstruction needs.
- vi. Lead quality assurance, outcomes tracking, and complication review in reconstructive surgery.
- vii. Teach and mentor surgical trainees and theatre teams in microsurgical principles.
- viii. Contribute to research and innovation in reconstructive microsurgery.

Qualifications & Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. MMed in Plastic & Reconstructive Surgery or equivalent qualification from an institution recognized by KMPDC.
- iii. Fellowship/sub-specialty training in Reconstructive Microsurgery or equivalent qualification recognized by KMPDC.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.

- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

25. PLASTIC, RECONSTRUCTIVE & AESTHETIC SURGEONS [REF No: V/EMP/25/2026] – 3 Posts

Job Purpose

To deliver advanced microsurgical free-flap reconstruction, support multidisciplinary trauma and oncology care and strengthen institutional microsurgery capacity through training and protocol development.

Duties and Responsibilities

- i. Perform complex microsurgical free flap reconstructions for trauma, oncologic, and reconstructive cases.
- ii. Participate in multidisciplinary tumour Boards and trauma management meetings.
- iii. Provide on-call microsurgical coverage on a rotational basis.
- iv. Mentor residents and junior surgeons in microsurgical techniques.
- v. Contribute to development of microsurgery protocols and SOPs.
- vi. Participate in academic activities including teaching, audits and research.
- vii. Support the establishment of structured microsurgical training pathways.

Qualifications and Requirements

- i. Bachelor of Medicine and Bachelor of Surgery (MBChB) from an institution recognized by KMPDC.
- ii. Masters Degree in Plastic, Reconstructive & Aesthetic Surgery or equivalent qualification from an institution recognized by KMPDC.
- iii. Sub-specialty training will be an added advantage.
- iv. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- v. Recognition as a specialist/sub-specialist by KMPDC.
- vi. Retention in the KMPDC register.
- vii. Valid Practice License from KMPDC.
- viii. Valid Indemnity Cover.
- ix. Proficiency in computer applications.
- x. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. **Clinical Excellence:** Demonstrated expertise in the stated specialty and evidence-based practice.
- ii. **Professional Integrity:** High ethical standards, accountability, and sound clinical judgement.
- iii. **Compassionate Care:** Patient- and family-centered approach that is respectful and culturally sensitive.
- iv. **Collaborative Teamwork:** Effective engagement within multidisciplinary teams.
- v. **Effective Communication:** Clear, timely, and empathetic communication with patients, families, and colleagues.
- vi. **Continuous Learning & Teaching:** Commitment to CPD, teaching, mentorship, quality improvement, and research.

LOCUM POSITIONS

1. Dental Officer [REF No: V/LC/01/2026] – 2 Posts

Job Purpose

To provide diagnostic, curative, preventive and rehabilitative dental services.

Duties and responsibilities

Reporting to the Head of Dental Unit, the position holder will be responsible for the following:

- i. Managing patients with dental conditions by diagnosing, investigating, treating and documenting.
- ii. Undertaking complicated dental procedures.
- iii. Carrying out dental examinations, age assessment and writing dental reports.
- iv. Performing specific dental care procedures in Restorative Dentistry, Prosthodontics, Paediatric Dentistry, Orthodontics, Periodontology, minor oral surgeries and special care dentistry.
- v. Collecting, updating and maintaining dental health information system.
- vi. Writing discharge summaries and follow-up of patients.
- vii. Diagnosing, investigating, treating patients, and assisting in theatre activities.
- viii. Conducting oral health education.
- ix. Providing formal and informal training and supervising other health workers in the unit such as Dental Technologists and Dental Assistants.
- x. Disseminating information for dentistry planning.
- xi. Organizing and participating in community sensitization and outreach programs on dental health care.
- xii. Any other duty as may be assigned.

Qualifications and Requirements

- i. Bachelor of Dental Surgery (BDS) degree or any other equivalent qualification from an institution recognized by the Medical Practitioners and Dentists Board.

- ii. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- iii. Retention in the KMPDC register.
- iv. Valid Practice License from KMPDC.
- v. Valid Indemnity Cover.
- vi. Proficiency in computer applications.
- vii. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. Strong analytical and critical thinking skills with good clinical judgement for effective problem-solving.
- ii. Effective communication with patients, families, and colleagues.
- iii. Resilience and adaptability in high-pressure medical situations.
- iv. High level of teamwork and seamless collaboration within multidisciplinary teams.
- v. Empathy, compassion, and commitment to patient welfare.
- vi. Ethical practice and professional integrity in patient care.

2. Clinical Psychologist [REF No: V/LC/02/2026] – 2 Posts

Job Purpose

To undertake psychological assessment, diagnosis, and evidence-based interventions to support patients' mental health and well-being, while contributing to multidisciplinary care and promoting recovery.

Duties and responsibilities

Reporting to the Head of Mental Health, the position holder will be responsible for the following:

- i. Conducting client intake and comprehensive mental status examinations (MSE).
- ii. Performing psychological assessments using standardized screening and diagnostic tools.
- iii. Developing and reviewing individualized treatment plans based on evidence-based models.
- iv. Providing therapeutic interventions to individuals and groups to address mental health concerns.
- v. Prescribing appropriate psychological interventions and making referrals where necessary.
- vi. Participating in case conferences and multidisciplinary team discussions for holistic patient care.
- vii. Attending ward rounds and contributing to patient management plans.
- viii. Collecting and analyzing data for research and reporting purposes.
- ix. Educating patients and families on mental health management and coping strategies.
- x. Any other duty as may be assigned.

Qualifications and Requirements

- i. Bachelors' degree in Clinical Psychology or any other relevant and equivalent qualification from a recognized institution.
- ii. Master's Degree in Clinical Psychology from a recognized institution will be an added advantage.
- iii. Valid license and registration by the Counsellors and Psychologists Board (CPB).
- iv. Proficiency in computer applications.
- v. Compliance with Chapter Six (6) of the Constitution of Kenya, 2010.

Core Competencies

- i. Strong communication and interpersonal skills.
- ii. Effective communication and case conferencing abilities.
- iii. Responsive, prompt, and effective provision of services.
- iv. Planning, organizing, and ability to work in a team.
- v. High standards of professional ethics and confidentiality.

3. Theatre Technician [REF No: V/LC/03/2026] – 2 Posts

Job Purpose

To support surgical procedures by preparing and maintaining the operating theater, assisting surgical teams with equipment and patient positioning, ensuring proper sterilization of instruments, and maintaining a safe, clean, and well-equipped environment for efficient and effective surgical operations.

Duties and Responsibilities

Reporting to the Nurse In-charge, Theatre, the position holder will be responsible for the following:

- i. Maintaining procedure room and operating theatre equipment to ensure a clean, safe, and efficient environment for patients and staff.
- ii. Ensuring the operating room table and floor are sterilized and linen and rubbish are removed at the conclusion of each procedure.
- iii. Collecting and returning all necessary equipment required for procedures.
- iv. Sterilizing instruments and carrying out decontamination processes.
- v. Assembling operating instruments and sets.
- vi. Wrapping items for sterilization.
- vii. Storing sterile sets and packs appropriately.
- viii. Issuing sterile sets and packs to operating room staff and maintaining accurate records.
- ix. Providing assistance to staff with the movement of patients within the operating theatre and promoting patient safety at all times.
- x. Any other duty as may be assigned.

Qualifications and Requirements

- i. Certificate in Theatre Technician course or its equivalent qualification from a recognized institution.

- ii. KCSE Certificate with minimum Grade D (Plain)
- iii. Proficiency in computer applications.
- iv. Compliance with Chapter Six (6) of the Constitution of Kenya.

Core Competencies

- i. Effective communication and interpersonal skills.
- ii. Responsive, prompt and effective provision of services.
- iii. High level of collaboration and teamwork within a multidisciplinary environment. Effective time management and organizational skills.
- iv. Ethical practice and professional integrity.

HOW TO APPLY:

For a detailed job description, qualifications, and application instructions, please visit our website at (www.kutrrh.go.ke/careers).

All applications should be submitted via (<https://recruitment.kutrrh.go.ke/>) with the subject line clearly indicating the position applied for (e.g., “Application for Paediatric Cardiologist” and Job Reference Number). All applications should reach KUTRRH not later than **Friday, 1st May 2026**.

Please note that:

- i. Kenyatta University Teaching, Referral, and Research Hospital does not charge a fee at any stage of the recruitment process.
- ii. Only shortlisted candidates will be contacted.
- iii. Canvassing will lead to automatic disqualification.
- iv. Shortlisted candidates will be required to demonstrate compliance with Chapter Six of the Constitution by submitting required documents (e.g., clearance certificates from EACC, DCI, KRA, HELB, CRB and CUE/ KNAQ for those with academic qualifications obtained from learning institutions outside Kenya).

Applicants are required to attach the following documents in PDF format:

- Application Letter, Curriculum Vitae,
- Copy of National ID,
- Copy of Valid Practicing License,
- Copies of academic and professional certificates (MUST be certified by the issuing institution; all applicants with foreign qualifications must get the qualifications equated to those of the Kenyan education system),
- Testimonials and any other relevant document.

The application letter should include among other details; your current position, email and telephone contacts of three (3) referees. Physical applications should be addressed to the postal address below or be dropped at the CEO’s Office KUTRRH, Kahawa West, Northern Bypass Road.

KUTRRH is an equal opportunity employer and respects inclusivity, and diversity. Persons living with disabilities and individuals from marginalized and minority communities who meet the person specifications are strongly encouraged to apply.