

Registered Nurse, Somaliland

Organisation Overview

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit Pharo Ventures. The vision of the Foundation is an economically vibrant and inclusive Africa. The mission is to achieve our vision by investing in Africa’s human and physical capital with a strong focus on job creation.

Established in 2011 as a UK based non-profit, the Foundation has since made a strategic shift to directly design and implement its own programmes to ensure greater engagement with communities, better results and increased accountability. The Foundation has carried out numerous projects in East Africa, with a focus on Ethiopia, Somaliland and Rwanda. The key themes for the philanthropic side of the Foundation are education, health, water and agriculture. At the end of 2019, the Foundation started its Pharo Ventures franchise to prioritise sectors where the Foundation believes a real impact can be made by establishing self- sustaining businesses that focus on job creation.

Recognising health as a key theme and aspect of human and economic development, the Foundation implements programmes that aim at increasing access and quality of health care, focusing on health infrastructure improvement and capacity enhancement for health professionals.

Headquartered in London, the Foundation has an operational Head Office in Nairobi, Kenya with country offices in Ethiopia (Addis Ababa and Assosa), Somaliland (Hargeisa) and Rwanda (Kigali) with further expansion plans in East Africa.

Position Summary

We are looking for a registered nurse to join our health programme. The registered nurse will promote and maintain care in a highly professional standards to meet the needs of the patients in all aspects.

Job Title:	Registered Nurse.
Reports to:	Health Coordinator.
Functional Relationships:	Country Representative (Hargeisa, Somaliland), Director of Health (Nairobi, Kenya) and Health Team.
Job Location:	Hargeisa, Somaliland.
Contract:	Fixed Term (One year with possibility of Extension).

Key Duties and Responsibilities

General

- Ensure the continuity of the expected standards of care by effective management of resources.
- Perform specific tasks, in a timely manner as are appropriate and delegated by the supervisor.
- Develop and maintain an up to date knowledge of statutory regulations which apply in the work situation.
- Act in accordance with the statutory regulations and related guidance. Particular attention is drawn to those regulations concerning control of drugs, health and safety, data protection and food hygiene.
- Be smartly dressed and be neat and tidy at all times according to the uniform policy.
- In the event the staff is unable to report on duty as allocated on the duty roster, a 12 hour notice must be given.

- Ensure all patients are treated with dignity, privacy and respect and that the patients are encouraged to be involved in decision making related to their care. The novice nurse must act as an advocate for the patient rights.
- Maintain nursing quality assurance standards and be involved in the auditing process of the nursing practice.
- Maintain infection control practices and standards and be involved in the same, as required by the infection standards.
- Participate in the organization wide and nursing orientation programme in place.
- Document quality assurance incidents on staff, patients, visitors and others promptly and thoroughly and to complete the incident form and write statements if required. Ensure that this is performed promptly.
- With a senior member of staff, ensure that all complaints are investigated and must be reported to the appropriate manager and supervisor without delay.

Clinical Responsibilities

- Be observant of the patients' needs and requirements, and assist where appropriate in providing care to meet those needs which are within the total care plan of the patient.
- Maintain a safe practice and environment for the patients at all times.
- Supervise and assess, plan and implement agreed individual care plans and evaluate the effectiveness of the care given.
- Ensure the medical treatment is given as prescribed or appropriate.
- Maintain personal contact with patients ensuring that they understand their treatment and that their needs are met.
- Communicate with other professional staff to ensure that the care given to patients is of appropriate standard.
- Take responsibility for doing the following and for ensuring maintenance of accurate records/ documentation for:
 - I. Nursing assessment
 - II. Follow up nursing care plan
 - III. Family and patient education
- Make sure that all information concerning patients and their treatment remain confidential at all times.
- Ensure equipment is safeguarded from damage, wastage or loss.

Professional Development

- Maintain and develop own professional competences and knowledge by participating in continuing education sessions
- Participate in the programmes of in service training.
- Maintain and develop own professional profile and identify development needs.
- Participate in performance where annual goals and objectives are set and met.
- Be BLS (basic life support) certified annually.

Qualification Requirements

- Diploma/degree from accredited school of nursing.
- Certificate of Registration with the Nursing Council.
- Valid practicing license.
- Computer literacy is a must.
- First Aid & CPR Certifications.

Behavioural Competencies

- Ability to be creative and innovative in generating new ideas and undertaking research.
- High level of professionalism, work ethics, integrity and data collection analysis and reporting.
- Ability to work under pressure and meet deadlines.
- Demonstrate ability to transmit knowledge, skills through patient education.
- Demonstrate safe and competent in chosen area of clinical practice with commitment to excellence in nursing practice.
- Knowledge of the nursing process and legal aspects of documentation.
- Demonstrate respect for and receptivity to other cultural norms and standards.
- Excellent verbal and written communication skills.
- Ability to express a personal philosophy of nursing.

Application Procedure

This position is open to both female and male nationals from Somaliland

Review of applications will begin as soon as they are received, and only **complete** applications will be considered. In the event that an outstanding applicant is identified early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested candidates to apply at the earliest possible time.

Due to the high volume of applications, we regret that we will only be able to contact short-listed candidates.

How to Apply:

Please send the information below, as a single PDF file, to the following email address:

Recruiting.SL@pharofoundation.org with the subject line “**Registered Nurse, Somaliland**”

1. A recent updated CV
2. Cover Letter to explain the experience you have gained that indicates you are the most qualified candidate for the role (maximum 1,000 words).
3. A list of minimum five (5) references with current email address and phone number.
4. Copies of your qualifications.
5. State on your application where you saw the advert for this position.