

Pharo Medical Center, Medical Nurse, Somaliland

Organisation Overview

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as a for-profit arm, Pharo Ventures. The Vision of the Foundation is an economically vibrant and inclusive Africa. The Mission is to achieve our Vision by investing in the human and physical capital of Africa, 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 and Somaliland, and is now expanding operations in Kenya and Rwanda. The key strategic pillars 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 and economic value 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 an experienced Medical Nurse to join our clinical team of professionals at the Pharo Medical Center. The Nurse will be expected to promote and maintain medical care to the highest standards to meet the diverse needs of all the patients.

Job Title:	Medical 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 a possibility of Extension).

Key Duties and Responsibilities

Clinical Responsibilities

- Monitor the patients' conditions and needs, and provide care to meet those needs which are within the total care plan of the patient.
- Observe and interpret a patient's symptoms and communicate them to the Medical Doctor or Physician.
- Perform routine procedures (blood pressure measurements, administering injections, etc.) and fill in patients' charts.

- Ensure the medical treatment is given as prescribed by the Medical Doctor.
- Maintain a safe practice and environment for the patients at all times by inspecting the facilities and acting to maintain excellent hygiene (decontaminating equipment, sanitizing surfaces, preparing beds, etc).
- Maintain personal contact with patients and their families to ensure 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 the highest 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.
- Continuous professional development (CPD).

General Responsibilities

- Act in accordance with the statutory regulations and generally accepted norms in nursing. Particular attention is drawn to those regulations concerning the control of drugs, health and safety, data protection and food hygiene.
- Be smartly dressed and be neat at all times according to the Pharo Medical Center uniform policy.
- 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.
- Maintain nursing quality assurance standards and be involved in the auditing process of the nursing practice.
- Maintain infection control practices and standards.
- Participate in the organisation-wide training.
- Document quality assurance incidents on staff, patients, visitors and others promptly and thoroughly and complete the incident form and write statements if required. Ensure that this is performed promptly.
- Ensures that medical ethics and clinical governance procedure is appropriately complied with and that breaches are reported.
- With a senior member of staff, ensure that all complaints are investigated and must be reported to the appropriate manager and supervisor without delay.

Qualification Requirements

- Diploma/Degree in Nursing from an accredited school of Nursing.
- A minimum of five (5) years experience in medical/surgical, emergency, or primary care nursing.
- Certificate of Registration with the Nursing Council.
- Valid practicing license.
- Strong writing and spoken communication skills in English and Somali.
- 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 competence in the chosen area of clinical practice with a 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 of Somaliland. Candidates who are nationals of Somaliland and currently residing in other countries are also encouraged to apply.

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 shortlisted 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 "**Pharo Medical Center, Medical Nurse, Somaliland** "

1. A recently 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). State in your cover letter where you heard about this position e.g. through website, jobs board, etc.
3. A list of a minimum of five (5) references with a current email address and phone number.
4. Copies of your qualifications.