

We're

HIRING

POSITION:

NURSING DIRECTOR



FOR MORE DETAILS, PLEASE VISIT
curekenya.org

DEADLINE: 10TH JUNE 2021

ORGANIZATION OVERVIEW: AIC CURE Hospital- Kenya a Christian Orthopedic Hospital.

POSITION: NURSING DIRECTOR

LEVEL: Leadership

LOCATION: Kijabe, Kenya.

POSITION OVERVIEW:

The Nursing Director is responsible for Directing, managing, supervising and coordinating the activities and employees of the nursing units within the hospital. The Nursing Director is an active participant of the hospital senior management team to ensure that nursing is represented as an integral part of the patient care strategy through provision of dynamic leadership and clinical skill. They assess, evaluate and set up high nursing care standards and objectives. They also oversee quality assurance of the various units as per the laid down accreditation and regulatory standards.

ESSENTIAL DUTIES:

Nursing

1. Overall administration of the department of Nursing (wards/ICU/Quality/infection control) to include planning, organizing, staffing, coordinating, controlling, reporting and budgeting.
2. Develops, maintain and implement nursing policies that conform to the updated standards of nursing practice.
3. Manage, supervise and coordinate the development and implementation of the goals, objectives and priorities for the nursing area(s).
4. Implement management strategies that promote efficient and effective health care delivery.
5. Oversee implementation and adherence to CURE nursing policies, procedures, and standards.
6. Ensure and lead continuous quality service improvement and accreditation initiatives, in-service education programs, unit meetings and committee functions as assigned.
7. Collaborate with the Medical director, HoDs and other external institutions for the improvement of health care services.
8. Develop and implement an annual health plan for nursing services to include Strategic goals and objectives in liaison with the department supervisors.
9. Develop and coordinate quality assurance programs for nursing services and monitor compliance with the standards and ensure that the quality of nursing meets patient needs.
10. Maintain records, prepare reports, and compose correspondence on nursing related issues.
11. Liaise with the Ministry of Health, Nursing Council of Kenya and other related bodies in matters affecting nursing services

Quality

12. Ensures that processes needed for the Quality Management System/Infection Control are reviewed, revised, implemented and maintained.
13. Oversee the quality inspections and implementation of quality programs.
14. Recommend quality tools and techniques to be used in measuring CURE's quality performance and variations; and solving quality problems
15. Establish systems of surveillance and reporting of hospital infections
16. Obtain and analyse statistics for safety and health

EDUCATION/EXPERIENCE REQUIREMENTS:

1. Minimum Bachelors' of Science in Nursing, with a current license to practice with no restrictions
2. Minimum of 3 years clinical nursing practice, with some experience on a pediatric surgical unit highly preferred.
3. Masters in any field will be an added advantage
4. Minimum of five years of relevant experience in a management position.

KNOWLEDGE, SKILLS & ABILITIES:

1. Strong leadership and communication skills.
2. Computer proficiency in the applications/software used by the organization.
3. Excellent knowledge of standard concepts, practices and procedures within the field of nursing.
4. Knowledge of common safety hazards and precautions to establish a safe working environment.
5. Strong supervisory, education and performance evaluation skills.

COMPETENCIES:

1. Communication Skills - Able to take responsibility for actions and outcomes and persist despite obstacles; demonstrate dependability in difficult circumstances and show a sense of urgency about getting results.
2. Decision Making & Problem Solving - Able to take action in solving problems while exhibiting judgment and a realistic understanding of issues; able to use reason, even when dealing with emotional topics; review facts and weigh options.
3. Influences and Persuasion - Able to convince others in either positive or negative circumstances; use tact when expressing ideas or opinions; present new ideas to authority figures; adapt presentations to a particular audience; respond to objections successfully.
4. Integrity - Ability to be tactful, maintain confidences, and foster an ethical work environment; prevent inappropriate behavior by coworkers; give proper credit to others; handle all situations honestly.
5. Tolerance of Ambiguity - Able to withhold actions or speech in the absence of important information; deal with unresolved situations and frequent change, delays, or unexpected events.

Send your application to kenya.hr@cureinternational.org by 10th June 2021.

Due to the high volumes of applications, if you do not hear from us Two weeks after the close of this date, consider your application unsuccessful.