



KISII TEACHING AND REFERRAL HOSPITAL

Passion for Excellence. Compassion for People

KISII TEACHING AND REFERRAL HOSPITAL (KTRH)

EXTERNAL/NATIONAL ADVERTISEMENT FOR VACANT POSITIONS

Kisii Teaching and Referral Hospital (KTRH) is a Kisii County Corporation established under the KTRH Act, 2024. Being a Regional Teaching, Training, Research, and Referral Hospital with fully operational specialized units, the Hospital seeks to engage interested and qualified individuals for full-time positions, **on a three (3) year performance-based renewable contract basis**. This is aimed at increasing the capacity of medical and non-medical professionals at KTRH in the various areas. We value self-motivated candidates with a strong work ethic and positive attitude.

No.	Position	No. of Posts	Job Grade	Job Reference Number
1	Consultant Clinical Pathologist	1	KTRH 4	KTRH/1/05/24
2	Consultant Anatomic Pathologist	1	KTRH 4	KTRH/2/05/24
3	Consultant Pediatrician	1	KTRH 4	KTRH/3/05/24
4	Consultant Physician	1	KTRH 4	KTRH/4/05/24
5	Consultant Conservative and Aesthetic Dental Surgeon	1	KTRH 4	KTRH/5/05/24
6	Consultant Pediatric Surgeon	1	KTRH 4	KTRH/6/05/24
7	Consultant Radiologists	1	KTRH 4	KTRH/7/05/24
8	Consultant Anesthesiologist	1	KTRH 4	KTRH/8/05/24
9	Consultant Family Physician	1	KTRH 4	KTRH/9/05/24
10	Consultant Obstetrician and Gynecologist	1	KTRH 4	KTRH/10/05/24
11	Consultant Orthopedic Surgeon	1	KTRH 4	KTRH/11/05/24
12	Consultant Ear, Nose and Throat (ENT) Surgeon	1	KTRH 4	KTRH/12/05/24
13	Consultant General Surgeon	1	KTRH 4	KTRH/13/05/24
14	Manager Supply Chain Management	1	KTRH 5	KTRH/14/05/24
15	Security Manager	1	KTRH 5	KTRH/15/05/24
16	Finance Manager	1	KTRH 5	KTRH/16/05/24

17	ICT Manager	1	KTRH 5	KTRH/17/05/24
18	Senior Medical Officers (Emergency Medicine)	3	KTRH 6	KTRH/18/05/24
19	Hospitality and Housekeeping Manager	1	KTRH 7	KTRH/19/05/24
20	Medical Officers (General)	12	KTRH 7	KTRH/20/05/24
21	General Dental Surgeons	2	KTRH 7	KTRH/21/05/24
22	Pharmacist	1	KTRH 7	KTRH/22/05/24
23	Librarian and Records Management Officer	1	KTRH 8	KTRH/23/05/24
24	Internal Auditor	1	KTRH 8	KTRH/24/05/24
25	Human Resource Officers	3	KTRH 8	KTRH/25/05/24
26	Partnerships and Resource Mobilization Officer	1	KTRH 8	KTRH/26/05/24
27	Business Development, Marketing and Public Relations Officer	1	KTRH 8	KTRH/27/05/24
28	Bio-Medical Engineer	1	KTRH 8	KTRH/28/05/24
29	Clinical Officer (Dermatology)	1	KTRH 8	KTRH/29/05/24
30	Clinical Officers (ENT)	2	KTRH 8	KTRH/30/05/24
31	Clinical Officer (Chest)	1	KTRH 8	KTRH/31/05/24
32	Clinical Officers (Anesthetist)	5	KTRH 8	KTRH/32/05/24
33	Clinical Officers (Ophthalmology)	2	KTRH 8	KTRH/33/05/24
34	Clinical Officers (Psychiatry)	2	KTRH 8	KTRH/34/05/24
35	Clinical Officer (Nephrology)	1	KTRH 8	KTRH/35/05/24
36	Ear Nose Throat (ENT) Nurses	3	KTRH 9	KTRH/36/05/24
37	Anesthetist Nurses	5	KTRH 9	KTRH/37/05/24
38	General Nurses (Degree)	10	KTRH 9	KTRH/38/05/24
39	Bio-Medical Engineering Technologist	3	KTRH 10	KTRH/39/05/24
40	Customer Relations Officer	1	KTRH 10	KTRH/40/05/24
41	Plumbers	2	KTRH 11	KTRH/41/05/24
42	Laundry Attendants	3	KTRH 11	KTRH/42/05/24
43	Registered Clinical Officers	15	KTRH 11	KTRH/43/05/24
44	Registered Nurses	60	KTRH 11	KTRH/44/05/24
45	Electrician	3	KTRH 11	KTRH/45/05/24
46	Medical Laboratory Technologist	6	KTRH 11	KTRH/46/05/24

Interested and qualified persons are required to make their applications to:

**The Chief Executive Officer,
Kisii Teaching and Referral Hospital,
P.O. Box 92-40200,
KISII.**

Applications can be submitted online via ktrh.go.ke/vacancies. Clearly indicate the Vacancy No. i.e. **JOB APPLICATION – VACANCY NUMBER** as the subject of your application. Applications sent to the hospital email addresses will not be processed.

All physical applications **MUST** be sent through the **POST OFFICE**. No hand deliveries at the Hospital will be accepted. For all physical applications, please indicate the **JOB VACANCY NUMBER** on the envelope.

The deadline for receipt of all applications is **21st May 2024**.

KISII TEACHING AND REFERRAL HOSPITAL IS AN EQUAL OPPORTUNITY EMPLOYER; PEOPLE LIVING WITH DISABILITIES, THE MARGINALIZED AND THE MINORITIES ARE ENCOURAGED TO APPLY.

Qualified Kenyans living abroad as well as experts from other nationalities within the East African Community are also encouraged to apply.

Terms of service will be 3 years Renewable Contract based on Performance.

Visit ktrh.go.ke/vacancies to access the detailed Job Description and KTRH Job Application Form.

The application should include the following:

1. KTRH Job Application Form
2. Letter of application (Indicate vacancy number)
3. Current Resume or Curriculum Vitae with telephone number and e-mail address.
4. Three letters of professional reference with contact telephone number and e-mail addresses
5. Certified copies of academic certificates and transcripts.

Please note:

1. KTRH does not charge any fee at any stage of its selection
2. Only shortlisted candidates will be contacted.
3. Successful candidate (s) will be required to submit the documents listed below to comply with the requirements of Chapter Six (6) of the Constitution of Kenya, 2010:
 - Certificate of good conduct from the Directorate of Criminal Investigations
 - Clearance Certificate from the Higher Education Loans Board (for university graduates only)
 - Tax Compliance Certificate from the KRA
 - Clearance from Ethics & Anti-Corruption Commission
 - A report from an approved Credit Reference Bureau

JOB TITLE: CONSULTANT CLINICAL PATHOLOGIST - KTRH 4 (1 position)

Job Purpose: The Clinical Pathologist performs clinical chemistry, hematology, microbiology, molecular tests, training, and research in the field of pathology. The officer is to report to the head of pathology.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Medicine and Surgery (MbChB) degree or any other equivalent qualification from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- b) Master of Medicine in Clinical Pathology or Human Pathology from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- c) Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- d) Recognition as a specialist by the KMPDC.
- e) Valid Practice License from the Kenya Medical Practitioners and Dentists Council.
- f) Professional Insurance Indemnity Cover.
- g) Proficiency in computer applications.
- h) At least 1 year experience as a Clinical Pathologist in a reputable hospital.

Competencies and Skills

- i. Communication skills
- ii. Organizational skills
- iii. Observational Skills
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

Duties and Responsibilities

- i. Perform and report bone marrow aspirates and trephine biopsy.
- ii. Report and interpret peripheral blood films.
- iii. Reporting and interpretation of specialized tests in hematology e.g. flow cytometry.
- iv. Management of quality processes in chemical pathology.
- v. Interpretation of culture and sensitivity results and annual antibiogram data.
- vi. Verification of critical, unusual, and abnormal test results before release.
- vii. Approval of SOPs for use and ensuring compliance with respect to regulatory requirements.

JOB TITLE: CONSULTANT ANATOMIC PATHOLOGIST - KTRH 4 (1 position)

Job Purpose: The Anatomic Pathologist performs autopsy, histopathology, cytopathology, molecular tests and training and research in the field of pathology.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- i. Bachelor of Medicine and Bachelor of Surgery degree or any other equivalent qualification from an institution recognized by the Kenya Medical Practitioners and Dentists Council
- ii. Master of Medicine in Anatomic Pathology or Human Pathology from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC).
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License from the Kenya Medical Practitioners and Dentists Council.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least 1 year experience as an Anatomic Pathologist in a reputable hospital.

Competencies and Skills

- i. Communication skills
- ii. Organizational skills
- iii. Observational Skills
- iv. Analytical skills
- v. Compassionate skills
- vi. Team player

Duties and Responsibilities

- i. Perform and report fine needle aspirates
- ii. Examination & Dissection of Surgical Sections
- iii. Reporting Histopathology & Cytopathology
- iv. Verification of critical, unusual, and abnormal test results before release.
- v. Approval of SOPs for use and ensuring compliance with respect to regulatory requirements.
- vi. Ensuring conformance to Histopathology Quality Indicators.
- vii. Reporting Immunohistochemistry and molecular tests.

JOB TITLE: CONSULTANT PAEDETRICIAN - KTRH 4 (1 position)

Job Purpose: Consultant pediatricians are expert child doctors, leading care for young patients. They diagnose complex issues, perform advanced procedures, and guide treatment plans, ensuring optimal health for children and families.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Medicine and Bachelor of Surgery (M.B.Ch.B) degree from an institution recognized by Medical Practitioners and Dentists Board.
- b) Master's degree in Pediatrics and Child Health.
- c) Registration with the Kenya Medical Practitioners and Dentists Board.
- d) Current retention certificate
- e) Valid Practice License.
- f) Recognition as a specialist by the KMPDC
- g) Professional Insurance Indemnity Cover.
- h) Proficiency in computer applications.
- i) At least one year of working experience as a Pediatrics and Child Health Specialist in a reputable hospital.

Competencies and Skills

- i. communication skills
- ii. Leadership skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate
- vi. Organizational skills
- vii. Teambuilding skills

Duties and Responsibilities

- i. Formulating and reviewing health policies, strategies, guidelines and protocols
- ii. Overseeing provision of promotive, preventive, curative and rehabilitative health services
- iii. Providing sub-specialized services to patients
- iv. Planning and managing hospital healthcare programs
- v. Initiating and managing healthcare projects and programs
- vi. Developing intervention activities and programs for training health professionals in community health and health management in hospitals/health facilities
- vii. Initiating and coordinating operational and clinical research
- viii. Facilitating implementation of research findings to improve quality of service delivery
- ix. Coordinating and providing specifications for procurement of health commodities
- x. Ensuring adherence to health standards and guidelines

- xi. Facilitating training and development of medical services staff
- xii. Mobilizing resources and promoting partnerships and collaborations with hospital agencies and development partners in promotion of health programmes and projects
- xiii. Monitoring and evaluating provision of health services
- xiv. Preparing, planning, and budgeting for the directorates
- xv. Coordinating capacity development and performance management.

JOB TITLE: CONSULTANT PHYSICIAN - KTRH 4 (1 position)

Job Purpose: Consultant family physicians act as expert primary care providers for patients of all ages. They manage chronic conditions, perform preventive care, and coordinate complex medical needs, ensuring a strong foundation for lifelong health within families.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Medicine and Bachelor of Surgery from a recognized institution;
- b) Master of Medicine in Family Medicine from a recognized institution;
- c) Registration with the Kenya Medical Practitioners and Dentists Board;
- d) Current retention certificate;
- e) Valid Practice License;
- f) Recognition as a specialist by the KMPDC;
- g) Professional Insurance Indemnity Cover;
- h) Proficiency in computer applications;
- i) At least one year of working experience as a Physician in a reputable hospital;

Competencies and Skills

- i. communication skills
- ii. Leadership skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate
- vi. Organizational skills
- vii. Teambuilding skills

Duties and Responsibilities

- i. Plan for general medical services and resources in the internal medicine unit of the hospital.
- ii. Provide specialized medical services and service delivery in the internal medicine unit of the hospital, ensuring that they meet the expected standards of quality, quantity and compliance.

- iii. Coordinate internal medicine referral services within and without the hospital according to the specialized medical services needs in collaboration with other hospital sections and units and within the framework of the hospital and national referral policies.
- iv. Provide medical research and training within the internal medicine unit of the hospital as well as ensure collaboration and cooperation with Internal Medicine.
- v. Offer specialized internal medical services' advice to the hospital executive and other sections/units and the general public.
- vi. Work with other medical specialists to solve single or multiple medical issue (s) or perform extensive surgery, when required.
- vii. Prepare and disseminate periodic reports appropriately.

**JOB TITLE: CONSULTANT CONSERVATIVE AND AESTHETIC DENTAL SURGEON
- KTRH 4 (1 position)**

Job Purpose: The conservative Aesthetic Surgeon combines expertise in preserving teeth and enhancing smiles. They perform essential procedures to restore oral health and function, while also offering cosmetic dentistry options to achieve patients' desired aesthetics.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Dental Surgery (BDS) degree or any other equivalent qualification from an institution recognized by the Kenya Medical Practitioners and Dentists Council
- b) Master of dental surgery (MDS) in Conservative and Aesthetic surgery from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- c) Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC) as a maxillofacial surgeon.
- d) Recognition as a specialist by the KMPDC.
- e) Valid Practice License from the Kenya Medical Practitioners and Dentists Council.
- f) Professional Insurance Indemnity Cover.
- g) Proficiency in computer applications.
- h) At least one (1) year experience as a Conservative and Aesthetic Surgeon in a reputable hospital.

Competencies and Skills

- i. Communication skills
- ii. Organizational skills
- iii. Observational Skills
- iv. Analytical skills
- v. Compassionate skills

- vi. Team player

Duties and Responsibilities

- i. Diagnose and treat a wide range of dental problems like cavities, gum disease, root canals, and tooth wear.
- ii. Perform tooth-saving procedures such as fillings, crowns, bridges, and inlays/onlays to restore functionality and prevent tooth loss.
- iii. Conduct root canal therapy to save infected teeth.
- iv. Perform periodontal surgery for gum disease treatment.
- v. Extract teeth when necessary, using minimally invasive techniques whenever possible
- vi. Consult with patients about their cosmetic dental goals and develop personalized treatment plans.
- vii. Offer a variety of cosmetic dentistry procedures like teeth whitening, porcelain veneers, dental implants, and smile makeovers.
- vii. Supervision, training and mentorship of dental officers, dental interns, and students
- viii. Undertaking medico-legal duties such as completing medical reports, P3 forms and judicial attendance
- ix. Conducting oral health community outreaches/camps
- x. Taking part in the formulation and implementation of the departmental annual work plans dental policies, standards, guidelines, and protocols.
- xi. Awareness creation and promotion of preventive medicine
- xii. Establishment and maintenance of a dental health information systems

JOB TITLE: CONSULTANT PEDIATRIC SURGEON - KTRH 4 (1 position)

Job Purpose: The Pediatric Surgeon at the Hospital specializes in performing surgical procedures on pediatric patients. This role exists to provide expert surgical care, improve the health and well-being of children, and ensure the highest standards of pediatric surgery.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Master's degree (MMed) in Pediatric Surgery or equivalent specialization from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- b) Bachelor of Medicine and Bachelor of Surgery degree from an institution recognized by Kenya Medical Practitioners and Dentists Council.
- c) Retention in the Kenya Medical Practitioners' and Dentists' Council register.
- d) Registration with the Kenya Medical Practitioners' and Dentists' Council.
- e) Recognition as a specialist or sub-specialist by the Kenya Medical Practitioners' and Dentists' Council.
- f) Valid Practice License from the Kenya Medical Practitioners' and Dentists' Council .

- g) Professional Insurance Indemnity Cover.
- h) Proficiency in computer applications.
- i) Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.
- j) At least one (1) year experience as a Pediatric Surgeon in a reputable hospital.

Competencies and Skills

- i. Specialized skills in pediatric surgery, encompassing a wide range of surgical procedures for children.
- ii. Compassionate care for pediatric patients, recognizing their vulnerability and providing emotional support.
- iii. Collaboration and communication within medical teams to coordinate surgical interventions effectively.
- iv. Dedication to continuous learning and research to offer the latest and most advanced pediatric surgical techniques.
- v. Empathy and compassion for pediatric patients, focusing on their comfort and well-being before, during, and after surgery.

Duties and Responsibilities

- i. Evaluate and diagnose surgical conditions in pediatric patients.
- ii. Perform surgical procedures on infants, children, and adolescents.
- iii. Provide pre-operative and post-operative care to patients and their families.
- iv. Collaborate with pediatricians and other specialists for comprehensive care.
- v. Stay updated on the latest advancements in pediatric surgery.
- vi. Participate in teaching and mentoring junior medical staff.
- vii. Any other duty that may be assigned from time to time.

JOB TITLE: CONSULTANT RADIOLOGIST - KTRH 4 (1 position)

Job Purpose: The Radiologist plays a critical role in providing accurate diagnostic imaging services. This position exists to interpret medical images, guide patient treatment plans, and ensure the highest quality of radiology services.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Master's degree (MMed) in Radiology or equivalent specialization from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- b) Bachelor of Medicine and Bachelor of Surgery degree from an institution recognized by Kenya Medical Practitioners and Dentists Council.
- c) At least one (1) year experience as a Consultant Radiologist in a reputable hospital.
- d) Evidence of having taken a leadership course.

- e) Retention in the Kenya Medical Practitioners' and Dentists' Council register.
- f) Registration with the Kenya Medical Practitioners' and Dentists' Council.
- g) Recognition as a specialist by the Kenya Medical Practitioners' and Dentists' Council.
- h) Valid Practice License from the Kenya Medical Practitioners' and Dentists' Council. Professional Insurance Indemnity Cover.
- i) Proficiency in computer applications.
- j) Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Competencies and Skills

- i. Proficiency in diagnostic imaging interpretation, ensuring accurate and timely assessments.
- ii. Collaboration and effective communication within interdisciplinary healthcare teams for comprehensive patient care.
- iii. Dedication to continuous learning and research to stay updated on the latest advancements in radiology.
- iv. Commitment to maintaining quality and safety standards in radiology procedures.
- v. Leadership and mentorship skills to guide and support junior staff members.

Duties and Responsibilities

- i. Perform and interpret a wide range of radiology studies.
- ii. Collaborate with medical teams to provide accurate diagnoses.
- iii. Ensure the quality and safety of radiology procedures.
- iv. Stay updated on advancements in radiology technology and practices.
- v. Participate in research and clinical trials.
- vi. Provide mentorship and guidance to radiology staff.
- vii. Any other duty that may be assigned from time to time.

JOB TITLE: CONSULTANT ANESTHESIOLOGIST - KTRH 4 (1 position)

Job Purpose: Anesthesiologists ensure patient safety and comfort during surgery. They administer anesthesia, monitor vital signs, and manage pain throughout the surgical process, playing a critical role in successful patient outcomes.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Medicine and Bachelor of Surgery from a recognized institution
- b) Master of Medicine in Anesthesiology from a recognized institution
- c) Registration with the Kenya Medical Practitioners and Dentists Board
- d) Current retention certificate

- e) Valid Practice License
- f) Recognition as a specialist by the KMPDC
- g) Professional Insurance Indemnity Cover
- h) Proficiency in computer applications
- i) At least one year of working experience as an Anesthesiologist in a reputable hospital.

Competencies and Skills

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

Duties and Responsibilities

- i. Schedule and maintain use of surgical suites, including operating, wash-up, waiting rooms, and anesthetic and sterilizing equipment.
- ii. Review patients' medical histories and records in order to determine anesthesia procedure before surgical operations and other medical procedures in the anesthesia centers of the hospital.
- iii. Prepare patients for surgical operations and other medical procedures as required in the surgical theatres.
- iv. Examine patient medical history and records and use diagnostic results to determine risk related to surgical operations and other medical procedures.
- v. Administer anesthesia to patients in order to prepare them for surgical operations and other surgical procedures in the anesthesia centers.
- vi. Administer anesthesia or sedation during medical procedures, using local, intravenous, spinal, or caudal methods.
- vii. Collaborate with other medical professionals to determine type and method of anesthesia or sedation to render patient insensible to pain.
- viii. Monitor patients before, during, and after anesthesia and counteract adverse reactions or complications in the anesthesia centers.
- ix. Record type and amount of anesthesia and patient condition throughout surgical operations and other medical procedure in the surgical theatres.
- x. Provide and maintain life support and airway management and help prepare patients for emergency surgery.
- xi. Determine when patients have recovered or stabilized enough to be moved from the recovery room or ward or to be discharged following outpatient surgical procedures.
- xii. Provide clinical research and training to students in the anesthesia unit. Guide and mentor junior anesthesia staff, interns, and students in the anesthesia centers.

JOB TITLE: CONSULTANT FAMILY PHYSICIAN - KTRH 4 (1 position)

Job Purpose: Consultant Family physicians are the first point of contact for many patients, providing both preventive care and treatment for a wide range of illnesses

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) A Master of Medicine degree and specialization in Family Medicine from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- b) Bachelor of Medicine and Surgery from an institution recognized by the Kenya Medical Practitioners' and Dentists' Council.
- c) Evidence of having taken a leadership course
- d) Retention in the Kenya Medical Practitioners' and Dentists' Council register. Registration with the Kenya Medical Practitioners' and Dentists' Council.
- e) Recognition as a sub-specialist by the Kenya Medical Practitioners' and Dentists' Council.
- f) Valid Practice License from the Kenya Medical Practitioners' and Dentists' Council.
- g) Professional Insurance Indemnity Cover.
- h) Proficiency in computer applications.
- i) Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.
- j) At least one (1) year experience as a Consultant Family Physician in a reputable hospital.

Competencies and Skills

- i. Expertise in diagnosing and managing infectious diseases, including a deep understanding of various pathogens and treatment strategies.
- ii. Strong knowledge of infection control measures to prevent the spread of infections within the hospital setting.
- iii. Ability to collaborate within interdisciplinary teams to coordinate efforts for infectious disease management.
- iv. Proficiency in conducting research and analyzing data to contribute to advancements in infectious disease treatment.
- v. Ability to educate and train others in infection prevention and management.

Duties and Responsibilities

- i. Diagnose and treat patients with infectious diseases.
- ii. Develop and implement infection control measures.
- iii. Collaborate with infection control teams and other specialists.

- iv. Conduct research and stay updated on infectious disease trends.
- v. Provide education and training on infection prevention and management.
- vi. Participate in outbreak investigations and response.
- vii. Mentor junior medical staff and contribute to clinical rounds.
- viii. Any other duty that may be assigned from time to time.

**JOB TITLE: CONSULTANT OBSTETRICIAN & GYNAECOLOGIST- KTRH 4
(1 position)**

Job Purpose: Consultant Obstetrician & Gynecologists are women's health surgeons managing pregnancy, childbirth, and female reproductive system care, ensuring lifelong well-being.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Medicine and Bachelor of Surgery from a recognized institution
- b) Master of Medicine in Obstetrics and Gynecology from a recognized institution
- c) Registration with the Kenya Medical Practitioners and Dentists Board
- d) Current retention certificate
- e) Valid Practice License
- f) Recognition as a specialist by the KMPDC
- g) Professional Insurance Indemnity Cover
- h) Proficiency in computer applications
- i) At least one year of working experience as an Obstetrician and Gynecologist in a reputable hospital

Competencies and Skills

- i. Communicationskills
- ii. Leadership skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate
- vi. Organizational skills
- vii. Teambuilding skills

Duties and Responsibilities

- i. Plan for obstetrics and gynecology services and resources.
- ii. Provide obstetrics and gynecology services and service delivery in the obstetrics and gynecology unit ensuring that they meet the expected standards and compliance.

- iii. Coordinate obstetrics and gynecology referral services within and without the hospital according to the obstetrics and gynecology needs in collaboration with other hospital sections and units and within the framework of the hospital and national referral policies.
- iv. Provide obstetrics and gynecology research and training within the hospital.
- v. Offer specialized obstetrics and gynecological service advice to the CEO and other sections/units and the general public.
- vi. Work with other medical specialists to solve single or multiple medical issue(s) or perform extensive surgery, when required.

JOB TITLE: CONSULTANT ORTHOPEDIC SURGEON- KTRH 4 (1 position)

Job Purpose: Consultant orthopedic surgeons are highly skilled surgical specialists dedicated to diagnosing and treating musculoskeletal disorders. They perform complex procedures to repair, reconstruct, and replace bones, joints, muscles, ligaments, and tendons, restoring mobility and function for their patients.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Medicine and Bachelor of Surgery from a recognized institution
- b) Master of Medicine in Orthopedic Surgery from a recognized institution
- c) Registration with the Kenya Medical Practitioners and Dentists Board
- d) Current retention certificate
- e) Valid Practice License
- f) Recognition as a specialist by the KMPDC
- g) Professional Insurance Indemnity Cover
- h) Proficiency in computer applications
- i) At least one year of working experience as an Orthopedic Surgeon in a reputable hospital

Competencies and Skills

- i. communication skills
- ii. Leadership skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate
- vi. Organizational skills
- vii. Teambuilding skills

Duties and Responsibilities

- i. Provide orthopedic surgical services and services delivery in the orthopedic surgery unit ensuring that they meet the expected standards and compliance.
- ii. Coordinate orthopedic surgery referral services within and without the hospital

- iii. according to the orthopedic surgery services needs in collaboration with other hospital sections and units and within the framework of the hospital and national referral policies.
- iv. Offer timely orthopedic services within the expected standards, complying with the established ethics and regulations in the hospital.
- v. Provide medical research and training within the orthopedic unit of the hospital.
- vi. Provide specialized orthopedic surgery services' advice to the hospital executive and other sections/units in the appropriate media.
- vii. Work with other medical specialists to solve single or multiple medical issue (s) or perform extensive surgery, as required by patients in the hospital.

JOB TITLE: CONSULTANT ENT SURGEON- KTRH 4 (1 position)

Job Purpose: The ENT Surgeon's job exists to provide Specialized Medical ENT services, research, and training in the hospital.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- i. Bachelor of Medicine and Bachelor of Surgery from a recognized institution.
- ii. Master of Medicine in ENT Surgery from a recognized institution.
- iii. Registration with the Kenya Medical Practitioners and Dentists Council.
- iv. Recognition as a specialist by the KMPDC.
- v. Valid Practice License.
- vi. Professional Insurance Indemnity Cover.
- vii. Proficiency in computer applications.
- viii. At least one year of working experience as a General ENT Surgeon in a reputable hospital.

Competencies and Skills

- i. communication skills
- ii. Leadership skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate
- vi. Organizational skills
- vii. Teambuilding skills

Duties and Responsibilities

- i. Treating conditions of the ears, upper pharynx and oral cavity, larynx, nose, face, and neck.
- ii. Treating nosebleeds, tonsillectomies, adenoidectomies, infected mastoids, and sinusitis.
- iii. Assisting patients with a limited or altered sense of smell.

- iv. Treating patients with tumors in the head or neck or patients with a defect in the ear, nose, or throat.
- v. Collaborating with other medical practitioners.
- vi. Any other duties that may be assigned by the Head of the Department.

JOB TITLE: CONSULTANT GENERAL SURGEON- KTRH 4 (1 position)

Job Purpose: Consultant General Surgeons diagnose and treat a comprehensive spectrum of conditions affecting the digestive system, abdominal organs, and soft tissues.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Medicine and Bachelor of Surgery from a recognized institution
- b) Master of Medicine in General Surgery from a recognized institution
- c) Registration with the Kenya Medical Practitioners and Dentists Board
- d) Current retention certificate
- e) Valid Practice License
- f) Recognition as a specialist by the KMPDC
- g) Professional Insurance Indemnity Cover
- h) Proficiency in computer applications
- i) At least one year of working experience as a General Surgeon in a reputable hospital

Competencies and Skills

- viii. communication skills
- ix. Leadership skills
- x. Observation skills
- xi. Analytical skills
- xii. Compassionate
- xiii. Organizational skills
- xiv. Teambuilding skills

Duties and Responsibilities

- i. Review medical history and records of patients in order to understand their medical conditions better and administer treatment through surgical operations and other medical procedures.
- ii. Review and analyze patient's medical history, reactions to medicines, physical condition, and examination results to verify operation's necessity and determine best procedure.
- iii. Examine patients in order to obtain information on medical conditions and establish risk associated with or related to surgical operations among them.
- iv. Diagnose bodily disorders and provide treatments, such as medications and surgeries, in medical clinics, hospital wards, and operating rooms.

- v. Prescribe preoperative and postoperative treatments and procedures for patients.
- vi. Operate on patients to correct deformities, repair injuries, prevent and treat diseases, or improve or restore patients' functions.
- vii. Provide consultation and surgical assistance to other medical specialists and surgeons.
- viii. Refer patient with complex or diverse medical conditions to other medical specialist for further medical diagnosis and treatment when necessary within and without the hospital.
- ix. Examine surgical instruments, equipment, and operating room to ensure sterility and suitability to perform surgical operations.
- x. Perform surgical operations and other medical procedures in order to treat patients in the operating theatres of the hospital.
- xi. Prepare case histories for discharged or transferred patients from the operating theatres to other sections and units of the hospital.
- xii. Collaborate with other surgeons in performing complex or extensive surgical operation or other medical procedures required by patients.
- xiii. Provide clinical research and training to students in general surgery.
- xiv. Guide and mentor junior surgeons, interns, and students in the general surgery unit of the hospital.

JOB TITLE: MANAGER SUPPLY CHAIN MANAGEMENT- KTRH 5 (1 position)

Job Purpose: The Manager Supply Chain Management plans, coordinates, organizes, and oversees all activities involved in the identification, acquisition, production and distribution of the Hospital's goods and services.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor's degree in any of the following; Supply Chain Management, Commerce (Supplies Management option), Procurement or its equivalent qualification from a recognized institution.
- b) Master's degree in any of the following disciplines; Supplies Chain Management, Commerce (Supplies Management option), Procurement or its equivalent qualification from a recognized institution.
- c) A minimum period of eight (10) years relevant work at least four (4) years' experience in a supervisory position.
- d) Leadership/Management Course lasting not less than four (4) weeks from a recognized institution.
- e) Membership in good standing with Kenya Institute of Supplies Management (KISM) or Chartered Institute of Purchasing and Supplies (CIPS); demonstrated by a Valid 2024 Practicing License.
- f) Proficiency in computer applications.
- g) Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya, 2010.
- h) Demonstrated professional Competencies and administrative capability.

Competencies and Skills

- i. Ability to articulate and implement departmental mandates, aligning supply chain strategies with overall public sector goals.
- ii. Demonstrated track record of translating policies into actionable plans, ensuring efficient and compliant procurement practices.
- iii. Expertise in streamlining processes, reducing costs, and ensuring on-time delivery within the public sector framework.
- iv. Strong understanding of public procurement risks, proactive identification, and implementation of mitigation strategies.
- v. Ability to build strong relationships with internal and external stakeholders, fostering transparency and trust in the procurement process.
- vi. Proficiency in utilizing relevant technology for e-procurement, data analysis, and supply chain management tools.

Duties and Responsibilities

- i. Development, implementation, and review of supply chain management policies, strategies, and programs;
- ii. Ensuring compliance with the Public Procurement and Asset Disposal Act 2015 and government regulations related to supply chain management activities;
- iii. Ensuring timely submission of quarterly reports to the National Treasury and Public Procurement Regulatory Authority (PPRA);
- iv. Ensuring efficient procurement of goods, services and works;
- v. Coordinating preparation of procurement plans in accordance with the budget process;
- vi. Evaluating suppliers and contractor's performance;
- vii. Ensuring prudent and timely execution of contracts;
- viii. Coordinating processing of tenders, market surveys and research;
- ix. Managing pre-qualification of suppliers, inventory, and stock control;
- x. Ensuring compliance with re-order levels for various items;
- xi. Overseeing preparation of supplies expenditure estimates;
- xii. Overseeing disposal of stores and automation of procurement processes;
- xiii. Ensuring adherence to quality standards;
- xiv. Reviewing tenders and contract documents;
- xv. Maintaining and updating supplier database;
- xvi. Spearheading planning for supplies and procurement needs of the hospital;
- xvii. Coordinating development of supply chain management strategic plans;
- xviii. Training users on compliance with established procurement regulations and policies; and

- xix. Interpreting and implementing procurement policies.

JOB TITLE: SECURITY MANAGER- KTRH 5 (1 position)

Job Purpose: Responsible for overseeing and ensuring the security of KTRH through continuous monitoring and protection of facilities, personnel, and information systems. Evaluates suspected security breaches and recommends corrective actions. To train, educate and develop all employees and security officers in all aspects of security and safety.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) At least seven years' working experience as a security officer in an institution or serving as an Inspector in the National Police Service or a Lieutenant in Kenya Defense Forces.
- b) Must have held a supervisory role for at least 3 years
- c) Bachelor's Degree in Criminology, Security Management or any Social Sciences from a recognized institution;
- d) Master's degree in Security Management, Business Management or any other relevant qualification from a recognized institution;
- e) Diploma level and professional training in security.
- f) Member of PROASAK and other security related professional organizations.
- g) Knowledge of modern surveillance & vigilance techniques, equipment, and systems.
- h) Knowledge of first aid, fire safety measures, firefighting equipment, and alarm systems.
- i) Knowledge and understanding of conducting investigations.
- j) Certificate of good conduct from the National Police Service;
- k) Industry-recognized security certifications will be an added advantage.

Competencies and Skills

- i. Deep understanding of security principles, threats, vulnerabilities, and mitigation strategies.
- ii. Ability to design and implement robust security architectures that align with organizational needs and IT infrastructure.
- iii. Ability to build, motivate, and lead a high-performing security team.
- iv. Strong understanding of risk assessment methodologies and the ability to identify, analyze, and prioritize security risks.
- v. Ability to operate with a high degree of professionalism, confidentiality, ethics, and integrity, and maintains a role-model image.

Duties and Responsibilities

- i. Plan for security of human and non-human resources for the security function of the hospital.
- ii. Ensure sufficient supply of commodities such as CCTV cameras, alarms, patrol dogs etc, needed in the security function of the hospital.
- iii. Ensure that CCTV cameras and alarms are well installed and properly functioning in the designated areas of the hospital.
- iv. Manage and supervise staff such as security officers, security guards and alarms and CCTV Operators.
- v. Participate in budgeting and management of resources needed at and allocated to the security unit of the hospital.
- vi. Develop, implement, and maintain policies, standards and guidelines related to Hospital security.
- vii. Responsible for physical protection including asset protection, workplace violence prevention, access control systems, and video surveillance.
- viii. Oversee incident response planning as well as the investigation of security breaches and assist with disciplinary and legal matters associated with such breaches as necessary.
- ix. Serve as the focal point for security incident response planning and execution.
- x. Prepare regular security reports and briefings on security operations, risks, and initiatives.
- xi. Leads in development and management of the security budget, allocating resources effectively to meet security objectives and priorities.
- xii. To select, train, coach, develop, manage, and supervise security team to meet current and future needs of the Hospital.
- xiii. Ensure the Hospital complies with relevant laws and regulations related to security and to ensure that the working environment is safe at all times in accordance with OSHA laws.
- xiv. Observe team members in the Hospital, analyze operations and detect situations of concern with regard to both team member and guest behaviors.

JOB TITLE: FINANCE MANAGER- KTRH 5 (1 position)

Job Purpose: The Finance Manager will be responsible for overseeing all the financial operations of KTRH, including accounting, financial reporting, and business control. S/he will direct the hospital's financial objectives, establish financial policies, manage financial risk, manage financial recordkeeping, as well as oversee the finance department.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Master of Science (MSc), Master of Arts or Master of Business Administration (MBA) degree in Finance, Accounting, or related field;
- b) Bachelor's degree in Finance, Accounting, Economics, or any other related field;
- c) Certified Public Accountant (CPA) (K) (mandatory qualification), Association of Chartered Certified Accountants (ACCA) or Chartered Accountant (CA)

- qualification and be a member of the Institute of Certified Public Accountants and in good standing;
- d) Have at least ten (15) years of experience four (5) of which should have been served as Chief Accountant or Deputy Chief Finance Officer or its equivalent in the public sector;
 - e) Leadership/Management Course lasting not less than four (4) weeks from a recognized institution.
 - f) Have demonstrated outstanding qualities of leadership, and coordination and organizational capabilities at top management level;
 - g) Provide evidence of information communication technology skills;
 - h) Experience of working in a fast-paced and busy environment with competing demands on time and resources;
 - i) Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya, 2010.
 - j) Demonstrated professional Competencies and administrative capability.

Competencies and Skills

- i. Upholding the highest ethical standards and maintaining a professional demeanor in all interactions.
- ii. Demonstrating exceptional time management and prioritization skills
- iii. Ability to manage multiple competing demands in a fast-paced environment.
- iv. Skilled negotiator, able to secure favorable terms in complex financial transactions.
- v. Result-oriented team player with exceptional motivation and interpersonal skills.

Duties and Responsibilities

- i. Developing and implementing financial strategies aligned with long-term organizational goals, translating vision into actionable financial roadmaps.
- ii. Driving and monitoring financial sustainability through effective cost control, revenue optimization, and strategic investment analysis.
- iii. Aligning financial strategies with the overall business strategy, providing insights and leadership to guide the hospital towards sustainable growth.
- iv. Continuously seeking opportunities to optimize financial processes, leveraging technology and innovation to streamline efficiency and effectiveness.
- v. Building strong relationships with internal and external stakeholders, fostering a collaborative environment to achieve shared goals.
- vi. Motivating, mentoring, and leading a high-performing finance team to achieve departmental objectives and support broader organizational success.

JOB TITLE: ICT MANAGER- KTRH 5 (1 position)

Job Purpose: The ICT Manager will lead the strategic use of technology to improve patient care, while ensuring efficient and secure IT operations for the entire hospital; driving innovation and optimizing hospital functionality.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor's degree from a recognized university in Computer Science, Information Science, Information Communication and Technology or any other relevant, related, and equivalent qualifications;
- b) Master's degree from a recognized university in Information Science, Information Communication and Technology or any other relevant, related, and equivalent qualifications will be an added advantage;
- c) Professional Diploma/Certificate in any of the following:-CompTIA A+ Certification, CompTIA Network+ Certification, CompTIA Security+ Certification, Cisco CCNA Certification, Cisco CCNP Certification, Microsoft Certified Solutions Associate (MCSA), Microsoft Certified Solutions Expert (MCSE);
- d) Competency in Database Management Systems (DBMS);
- e) Proficiency working with any programming language;
- f) In-depth understanding of health data management and information systems with strong technical proficiency in configuring and maintaining healthcare data infrastructure for HIMIS;
- g) At least ten (10) years relevant work experience two (2) of which must be in senior management in the public service or private sector;

Competencies and Skills

- i. Understanding of Health Management Information Systems (HMIS), telemedicine solutions, and other healthcare-specific technologies.
- ii. Expertise in managing hardware, software, networks, and data security solutions.
- iii. Ability to plan, execute, and monitor IT projects effectively.
- iv. Ability to develop and implement a long-term ICT strategy aligned with the hospital's goals.
- v. Ability to stay up to date with emerging technologies and adapt to changing IT landscapes.

Duties and Responsibilities

- i. Develop and implement a comprehensive ICT strategy aligned with the hospital's overall vision and mission.
- ii. Lead the ICT department in providing efficient and reliable technology services to support patient care, administrative operations, and research activities.
- iii. Oversee the management and maintenance of the hospital's IT infrastructure, including hardware, software, network systems, and data security.
- iv. Develop and implement policies and procedures for IT asset management, procurement, and disposal.
- v. Implement disaster recovery and business continuity plans to minimize downtime and ensure data integrity.

- vi. Manage and maintain electronic medical records (EMR) systems and other critical healthcare applications.
- vii. Ensure data security and compliance with relevant Kenyan regulations regarding data privacy, cybersecurity, and healthcare IT standards.
- viii. Implement and maintain a robust security framework to protect the hospital's IT infrastructure and patient data.
- ix. Identify and mitigate potential IT risks associated with cyber threats, data breaches, and system failures.
- x. Develop and maintain incident response plans to address IT security incidents effectively.
- xi. Collaborate with other departments to ensure optimal integration of technology into hospital operations.

**JOB TITLE: SENIOR MEDICAL OFFICER (EMERGENCY MEDICINE)- KTRH 6
(3 positions)**

Job Purpose: Provide general medical services to patients in the hospital; ensure provision of quality and timely medical services, quality patient care and medical counselling. The Senior Medical Officer will be responsible for a Section within the Directorate of Clinical Services that requires a section head.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Medicine and Bachelor of Surgery from a recognized university;
- b) Completed one (1) year medical internship;
- c) At least one-year working experience in the capacity of a Medical Officer;
- d) Postgraduate Diploma in Internal Medicine will be an added advantage;
- e) Must have a Certificate in basic life support and Advanced Cardiac life support
- f) Good computer skills;
- g) Knowledge of relevant legislations as well as professional standards;
- h) Proven track record of clinical research and training in a reputable institution;
- i) Must be registered with the Kenya Medical Practitioners and Dentists Council;
- j) Must have a valid practice license.

Competencies and Skills

- i. **Empathy and Compassion:** Demonstrates genuine care and understanding toward patients and their families. Fosters trust and enhances the overall patient experience.

- ii. **Critical Thinking and Problem-Solving:** Analyzes complex cases, considers multiple factors, and devises innovative solutions. Adapts to unique patient needs and evolving medical challenges.
- iii. **Ethical Practice and Professional Integrity:** Upholds ethical standards, maintaining patient confidentiality and prioritizing patient welfare. Demonstrates honesty and transparency in all interactions.
- iv. **Teamwork and Collaboration:** Works seamlessly within multidisciplinary teams, collaborating with other healthcare professionals.
- v. **Effective Communication:** Clearly communicates complex medical information to patients, colleagues, and families.
- vi. **Resilience and Adaptability:** Navigates high-pressure situations, unexpected outcomes, and evolving medical landscapes. Remains composed, flexible, and committed to patient-centered care.

Duties and Responsibilities

- i. Provide leadership to Medical Officers and other staff in the section/unit to ensure quality patient care.
- ii. Ensure all staff in the unit/section attend to their duties in strict adherence to the duty rota.
- iii. Participate in the strategic planning of the division in collaboration with other medical staff in the unit for significant impact on the performance or business outcome of the hospital and its sub-functions.
- iv. Attend to patients' medical needs, diagnose their illnesses, and prescribe medicines and other therapeutic interventions in consultation rooms at the hospital.
- v. Follow-up on and observe the medical condition and progress of patients in the unit.
- vi. Provide medical advice, counselling, health education and control measures to patients in the hospital in order to prevent spread of diseases and injuries.
- vii. Ensure use of all Hospital's automated systems, as appropriate, including the Hospital Management Information System (HMIS)
- viii. Regular update of the Hospital Management Information System (HMIS).
- ix. Work with other medical staff to solve single or multiple medical issues and/or participate in performing extensive surgical operations in the Hospital.
- x. Implement best practice clinical and patient care related policies and procedures in the outpatient division of the Hospital.
- xi. Refer outpatients to the appropriate specialized clinics and medical consultants within the hospital for further diagnosis, treatment, and management of their medical conditions.
- xii. Provide quality emergency medical services to patients in the Hospital.

JOB TITLE: HOSPITALITY AND HOUSEKEEPING MANAGER- KTRH 7 (1 position)

Job Purpose: The Hospitality and Housekeeping Manager will supervise the catering and housekeeping teams to deliver an outstanding service to patients and clients. The

officer will handle administrative roles relating to general housekeeping, food preparation, staff, inventory, maintaining operational standards among other duties.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- i. Bachelor's Degree or Diploma in Hospitality Management.
- ii. Proficiency in computer applications.
- iii. At least two (5) years of proven work experience as a Hotel Manager, Restaurant Manager or Housekeeping Lead.
- iv. Three (3) years Hands-on experience with planning menus and ordering ingredients
- v. Knowledge of laundry services in particular detergents and operations of laundry machines
- vi. Familiarity with kitchen sanitation and safety regulations.
- vii. Flexibility to work during evenings and weekends.
- viii. Knowledge of relevant cleaning protocols and safety standards is necessary.

Competencies and Skills

- i. Familiarity with property management software and other relevant applications
- ii. Demonstrable ability to lead and manage a team.
- iii. Knowledge of relevant health and safety regulations
- iv. Ability to manage a team in a fast-paced work environment.
- v. Excellent communication and organizational skills
- vi. Leadership skills
- vii. Organizational skills

Duties and Responsibilities

- i. Creating efficient housekeeping schedules, optimizing assignments, and ensuring timely completion of tasks.
- ii. Developing and adhering to a housekeeping and hospitality budget for supplies and equipment.
- iii. Ensure that the hospital catering department is well stocked at all times.
- iv. Ensuring hospital wards meet consistently high standards of cleanliness and presentation.
- v. Manage and supervise catering staff and coordinate food orders.
- vi. Resolving housekeeping issues, addressing guest complaints, and finding solutions to unexpected challenges.
- vii. Leading, motivating, and coaching a housekeeping and hospitality team to achieve high performance.
- viii. Ensure Compliance with Health & Safety Standards related to the hospitality industry.

JOB TITLE: MEDICAL OFFICER (GENERAL) - KTRH 7 (12 positions)

Job Purpose: The Medical Officer is responsible for providing diagnostic, curative, rehabilitative and preventive health care services to patients under their care.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Medicine and Bachelor of Surgery (MBChB) degree from an institution
- b) recognized by the Kenya Medical Practitioners' and Dentist Council.
- c) Completed one (1) year medical internship.
- d) Registration Certificate by the Kenya Medical Practitioners' and Dentists' Council.
- e) Valid practicing license from Kenya Medical Practitioners' and Dentists' Council.
- f) Must possess a professional indemnity cover.
- g) Possesses a deep understanding of medical theories, principles, and practices,
- h) demonstrating comprehensive medical knowledge.
- i) Exhibits proficiency in conducting various medical examinations, performing
- j) procedures, and interpreting diagnostic tests with precision and accuracy.
- k) Proficiency in computer applications.
- l) Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya, 2010.

Competencies and Skills

- i. **Empathy and Compassion:** Demonstrates genuine care and understanding toward patients and their families. Fosters trust and enhances the overall patient experience.
- ii. **Critical Thinking and Problem-Solving:** Analyzes complex cases, considers multiple factors, and devises innovative solutions. Adapts to unique patient needs and evolving medical challenges.
- iii. **Ethical Practice and Professional Integrity:** Upholds ethical standards, maintaining patient confidentiality and prioritizing patient welfare. Demonstrates honesty and transparency in all interactions.
- iv. **Teamwork and Collaboration:** Works seamlessly within multidisciplinary teams, collaborating with other healthcare professionals.
- v. **Effective Communication:** Clearly communicates complex medical information to patients, colleagues, and families.
- vi. **Resilience and Adaptability:** Navigates high-pressure situations, unexpected outcomes, and evolving medical landscapes. Remains composed, flexible, and committed to patient-centered care.

Duties and Responsibilities

- i. Undertaking "first-on-call" duties including clerking, investigating and managing patients;
- ii. Reviewing patients and instructing in writing all the recommendations;

- iii. Conducting weekly clinic and theatre days;
- iv. Performing emergency surgeries;
- v. Working with Medical Specialists in wards, theatres and clinics;
- vi. Undertaking medico-legal duties including filling of P.3 forms, court attendance and performing postmortems;
- vii. Undertaking medical examinations;
- viii. Training and supervising Medical Officers (Interns) and other students;
- ix. Carrying out outreach services;
- x. Ensuring data and information is collected, transmitted, and utilized to benefit the customer and service provider;
- xi. Preparing medical reports;
- xii. Adhere to ethical and legal standards in patient care, documentation, and communication;
- xiii. Any other duties as may be assigned from time to time.

JOB TITLE: GENERAL DENTAL SURGEON - KTRH 4 (2 positions)

Job Purpose: The Dental Surgeon specializes in the diagnosis and management of complex oral, and surgical procedures in the mouth, jaw, and facial region.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- i) Bachelor of Dental Surgery (BDS) degree or any other equivalent qualification from an institution recognized by the Kenya Medical Practitioners and Dentists Council
- j) Master of dental surgery (MDS) in Dental Surgery from an institution recognized by the Kenya Medical Practitioners and Dentists Council.
- k) Registration with the Kenya Medical Practitioners and Dentists Council (KMPDC) as a maxillofacial surgeon.
- l) Recognition as a specialist by the KMPDC.
- m) Valid Practice License from the Kenya Medical Practitioners and Dentists Council.
- n) Professional Insurance Indemnity Cover.
- o) Proficiency in computer applications.
- p) At least one (1) year experience as an Oral and Maxillofacial Surgeon in a busy hospital.

Competencies and Skills

- xiii. Communication skills
- xiv. Organizational skills
- xv. Observational Skills
- xvi. Analytical skills
- xvii. Compassionate skills
- xviii. Team player

Duties and Responsibilities

- viii. Diagnosis and management of complex oral, craniomaxillofacial, neck and salivary gland diseases and conditions, prescribe appropriate investigations and formulate treatment plans
- ix. Consulting with patients and analyzing patient data to determine patient needs and treatment goals as well as providing support to patients in long-term care
- x. Participating in the multidisciplinary management of patients
- xi. Performing surgical procedures that include minor oral surgery, surgical oncology trauma surgery, craniofacial surgery (congenital and developmental anomalies) reconstructive surgery and cosmetic surgery
- xii. Management of infections in the oral, craniomaxillofacial and neck regions.
- xiii. Undertaking call duties and providing emergency management to patients with oral, craniomaxillofacial and neck injuries involving soft tissue and bone.
- xiv. Supervision, training and mentorship of dental officers, dental interns and students
- xv. Undertaking medico-legal duties such as completing medical reports, P3 forms and judicial attendance
- xvi. Conducting oral health community outreaches/camps
- xvii. Taking part in the formulation and implementation of the departmental annual work plans
- xviii. Formulate, review and implement dental policies, standards, guidelines and protocols.
- xix. Awareness creation and promotion of preventive medicine
- xx. Establishment and maintenance of a dental health information systems
- xxi. Conducting research of the head and neck region to advance knowledge and provide solutions to existing problem questions.

JOB TITLE: PHARMACIST - KTRH 7 (3 positions)

Job Purpose: The Pharmacist job exists to ensure safe and effective medication management within the Hospital by screening prescriptions, dispensing medicines according to standards, educating patients, managing inventory, participating in patient care, and providing medication-related information to healthcare professionals and the public.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Pharmacy from a recognized institution.
- b) Completed one (1) year internship in Pharmacy.
- c) Registered with the Pharmacy & Poisons Board.
- d) Valid practice license.
- e) Experience with an online prescription system is an added advantage.
- f) Proficiency in computer applications.

- g) Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Competencies and Skills

- i. **Attention to Detail:** Pays meticulous attention to detail in medication labeling, packaging, and documentation, preventing medication errors and ensuring patient safety.
- ii. **Patient Education:** Offers comprehensive medication counseling to patients, explaining proper usage, potential side effects, and adherence strategies to promote optimal therapeutic outcomes and patient safety.
- iii. **Interdisciplinary Collaboration:** Collaborates effectively with physicians, nurses, and other healthcare professionals to optimize medication therapy, resolve medication related issues, and improve patient care outcomes.
- iv. **Effective Communication:** Communicates clearly and effectively with patients, healthcare teams, and pharmaceutical suppliers, ensuring accurate transmission of medication information and promoting patient understanding and compliance.
- v. **High Ethical Practice:** Upholds strong ethical standards in pharmacy practice, maintaining patient confidentiality, respecting autonomy, and adhering to legal and regulatory requirements in medication dispensing and counseling.

Duties and Responsibilities

- i. Screening prescriptions for legal validity, drug contraindications, drug interactions, appropriateness of dose, frequency and duration of dosing and patients convenience;
- ii. Preparation and dispensing of medicines according to Good Dispensing Practices and educating patients on use of medicines;
- iii. Making of extemporaneous preparations; ordering, receiving, storage and issuing of pharmaceuticals;
- iv. Making entries into the relevant inventory management records;
- v. Participating in ward rounds to identify and advise on medicinal use, gaps and challenges;
- vi. Filing and safe custody of patients prescription records;
- vii. Responding to requests on medicine information from the general public and health workers;
- viii. Adhere to ethical and legal standards in patient care, documentation, and communication;
- ix. Monitoring, documenting, and reporting of medication errors; and
- x. Preparing and disseminating drug availability lists to various specialist clinics.

**JOB TITLE: LIBRARIAN AND RECORDS MANAGEMENT OFFICER- KTRH 8
(1 position)**

Job Purpose: The Librarian and Records Management Officer will establish a medical library and implement efficient record-keeping systems, ensuring staff and authorized users have the information they need for optimal patient care and hospital operations.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- i. Bachelor's degree in Library and Information Science from a recognized /accredited university or relevant field;
- ii. 5 years' experience as Librarian or its equivalent;
- iii. Must be a member of a relevant professional body where applicable;
- iv. Experience of working in a fast-paced and busy environment with competing demands on time and resources;
- v. Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya, 2010.
- vi. Demonstrated professional Competencies and administrative capability.

Competencies and Skills

- i. Ability to conduct effective searches in medical databases and other information resources;
- ii. Knowledge of library classification systems and cataloging principles for organizing and managing library resources;
- iii. Excellent communication and interpersonal skills

Duties and Responsibilities

- i. Develop and implement a standardized system for classifying and organizing hospital records (physical and digital) based on best practices;
- ii. Ensure efficient retrieval and access to hospital administrative documents, and other hospital non-medical records;
- iii. Oversee the secure storage and archiving of inactive records;
- iv. Manage subscriptions to online medical databases and journals;
- v. Contribute to the development of hospital policies and procedures related to information access and record-keeping.
- vi. Collaborate with ICT department on the integration of library resources with hospital IT systems.
- vii. Indexing and abstracting information resources; and Conducting searches and information retrieval.

JOB TITLE: INTERNAL AUDITOR- KTRH 8 (1 position)

Job Purpose: This position is responsible for leading and managing the internal audit function, evaluating the effectiveness of internal controls, and providing recommendations to enhance organizational efficiency, compliance, and risk management.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Commerce degree (Accounting/Finance option) or its equivalent qualification from a recognized institution.
- b) A minimum of ten (10) years relevant work experience, six (6) years of which should have been at a senior management position.
- c) Certified Public Accountants (CPA- K) qualification or its equivalent qualification from a recognized institution.
- d) Registration by the Institute of Internal Auditors or Institute of Certified Public Accountants of Kenya (ICPAK).
- e) Management course lasting not less than four (4) weeks from a recognized institution;
- f) In-depth knowledge of auditing standards, procedures, and techniques.
- g) Registration with relevant Professional/ Regulatory Body.
- h) Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya, 2010.
- i) Certified Internal Auditor (CIA), Certified Information Systems Auditor (CISA); or Certified Fraud Examiner (CFE) certifications will be an added advantage.

Competencies and Skills

- i. Ability to analyze complex data sets and identify key insights to inform decision-making.
- ii. Demonstrable problem identification and solving skills
- iii. Proficiency in the use of auditing software and data analytics tools
- iv. High level of integrity and ethical conduct
- v. Leadership and team management abilities
- vi. Attention to detail and accuracy

Duties and Responsibilities

- i. Develop and execute an annual audit plan that covers all critical areas of the hospital's operations.
- ii. Conduct risk assessments to identify potential areas of concern and develop strategies to mitigate risks.
- iii. Perform financial, operational, and compliance audits to assess the accuracy and reliability of financial and operational information.
- iv. Evaluate the effectiveness of internal controls and make recommendations for improvements.
- v. Review and analyze financial statements, budgets, and financial performance to identify anomalies or irregularities.
- vi. Investigate and report on suspected fraud or unethical conduct within the organization.
- vii. Ensure compliance with relevant laws, regulations, and industry standards.
- viii. Lead and mentor the internal audit team, providing guidance and support to enhance their skills and performance.

- ix. Prepare comprehensive audit reports with findings, recommendations, and action plans for management and the board.
- x. Monitor the implementation of audit recommendations and follow up on corrective actions.
- xi. Provide regular updates and reports to the Audit Committee and senior management.
- xii. Collaborate with external auditors and regulatory bodies as necessary.
- xiii. Stay current with industry best practices and changes in regulations that may impact the organization.

JOB TITLE: HUMAN RESOURCE OFFICER- KTRH 8 (3 positions)

Job Purpose: The Human Resource Officer’s job is to support all HR processes, systems, and policies.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- i. Bachelor’s degree in any of the following Social Sciences: Human Resource Management, Commerce, Business Administration, Business Management, or a related qualification from a recognized institution.
- ii. Postgraduate Diploma in Human Resource Management, Certified Human Resource Professional (CHRP) Certificate or its equivalent qualification from a recognized institution.
- iii. A minimum of nine (5) years relevant work experience with at least five (2) years’ experience in senior management position.
- iv. Membership with the Institute of Human Resource Management (IHRM) demonstrable with a Valid Practicing License.
- v. Demonstrated a high degree of professional Key Competencies and administrative capability.
- vi. Proficiency in computer applications.
- vii. Fulfilled requirements of Chapter Six (6) of the Constitution of Kenya, 2010.

Competencies and Skills

- i. Effective communication skills.
- ii. High standards of professional ethics.
- iii. Team player.
- iv. Excellent interpersonal skills.
- v. Client service support and public relations skills.

Duties and Responsibilities

- i. Interpret and implement human resource management policies, procedures and guidelines.
- ii. Coordinating human resource management & development programmes.
- iii. Develop and implement human resource management & development plans.
- iv. Develop and coordinate staff performance management systems and programmes.

- v. Foster innovation and technology transfer in the management of human resources.
- vi. To develop and inculcate a positive and productive organizational culture by setting standards for ethical behaviour and enforcing the standards.
- vii. Planning and budgeting for Human Resource & Development activities and programmes.
- viii. Administer staff benefits and compensation programmes.
- ix. Capacity building and knowledge management for staff.
- x. Training, mentoring, guiding and Counselling staff.
- xi. Ensure management of industrial relations.

**JOB TITLE: Partnerships and Resource Mobilization Officer- KTRH 8
(1 position)**

Job Purpose: The Officer is responsible for development and execution of strategies to secure external funding, manage grant programs, and ensure compliance with grant requirements. This role aims to enhance the hospital's financial sustainability, support research and healthcare projects, and strengthen partnerships with donors and funding agencies.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) A bachelor's degree in a relevant field, such as business administration, public administration, finance, or a related discipline.
- b) Previous experience in resource mobilization, grant management, and grant proposal development is typically required. Experience in the healthcare or research sector is a plus.
- c) Proficiency in computer applications.
- d) Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya, 2010.

Competencies and Skills

- i. Strong attention to detail in grant proposal writing, budgeting, and compliance.
- ii. Effective organizational and project management skills to handle multiple grants and deadlines simultaneously.
- iii. Excellent written and verbal communication skills to convey grant-related information clearly and persuasively.
- iv. Analytical skills to assess grant outcomes and make data-driven decisions.
- v. Ability to identify and address challenges in grant management and proposal development.
- vi. Collaboration with internal and external stakeholders to achieve grant-related goals.
- vii. The capability to seek out and secure funding opportunities.
- viii. Flexibility to adapt to changing grant requirements and priorities.

- ix. Adherence to ethical standards and integrity in grant management and reporting

Duties and Responsibilities

- i. Develop and implement resource mobilization strategies to diversify funding streams.
- ii. Lead the development of grant proposals, including researching funding opportunities, and collaborating with relevant departments to write proposals for funding.
- iii. Oversee the administration of awarded grants, including compliance with grant agreements, regulations, and reporting requirements.
- iv. Maintain organized records of grant-related documents, budgets, and reports.
- v. Cultivate and maintain positive relationships with grant-making organizations, donors, and funding agencies.
- vi. Communicate regularly with program officers and other stakeholders, providing updates on grant progress and outcomes.
- vii. Prepare and submit timely and accurate grant reports to funding agencies and stakeholders. Ensure compliance with grant-related regulations, policies, and reporting deadlines.

JOB TITLE: BUSINESS DEVELOPMENT, MARKETING AND PUBLIC RELATIONS OFFICER- KTRH 8 (1 position)

Job Purpose: The Business Development, Marketing & Public Relations Officer drives the hospital's growth, reputation, and community engagement through strategic marketing, effective communication, and cultivating key partnerships.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor's degree in any of the following disciplines: Journalism, Mass Communication, International Relations, Communication Studies, Public Relations, Graphic Design, or any other equivalent qualifications from a recognized Institution;

OR

- b) Bachelor's degree in any of the following: Commerce (Marketing Option), Business Administration (Marketing Option), Education, Arts AND Diploma/Post Graduate Diploma in any of the following: Mass Communications, Communication Studies, Public Relations, Journalism, International Relations, Graphic Design, or any other equivalent qualifications from a recognized institution.

- c) Membership to Professional body such as Public Relations Society of Kenya (PRSK), Media Council of Kenya (MCK) or Kenya Union of Journalists (KUJ); Marketing Society of Kenya (MSK) where applicable;
- d) At least eight (8) years relevant work experience
- e) Demonstrated a high degree of professional Key Competencies and administrative capability.
- f) Fulfilled requirements of Chapter Six (6) of the Constitution of Kenya, 2010.
- g) Supervisory course lasting not less than two (2) weeks from a recognized institution;
- h) Proficiency in computer applications.

Competencies and Skills

- i. Excellent verbal, written, and editorial skills.
- ii. Demonstrable Knowledge of desktop publishing software and graphic design skills
- iii. Skilled in building and maintaining strong interpersonal and professional relationships.
- iv. Negotiation and networking skills
- v. Excellent marketing skills

Duties and Responsibilities

- i. Coordinate development of the public relations and communication strategy for KTRH;
- ii. Manage development of the hospital's Corporate brand identity;
- iii. Coordinate development and management of a media strategy (offline and online) for the to enhance communication and awareness on the hospital's activities and programs;
- iv. Guide development of a comprehensive stakeholder relations strategy for employees,
- v. relevant government departments, partner organizations and the general public;
- vi. Steer development of policies on public relations/communication;
- vii. Guides roll out of programs for building and promoting internal and external image;
- viii. Maintain strategic linkages with media to highlight the hospital's roles in the health sector;
- ix. Monitor print, electronic, and social media news pertaining to the organization, identifying areas that need the Board's attention and alerting the Management for appropriate action;
- x. Review developed and submitted regular departmental reports and make recommendations;
- xi. Review prepared board papers and presenting them to the relevant board committee.

JOB TITLE: BIOMEDICAL ENGINEER - KTRH 8 (1 position)

Job Purpose: The overall purpose of this role is to provide leadership and management oversight for the engineering department in order to ensure the hospital's plant and facilities are in good working condition in line with established quality and safety standards.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Degree or Higher Diploma in Biomedical Engineering Technology from a recognized institution;
- b) Minimum of 8 years' experience in a hospital setup, 3 years of which must be at a supervisory level.
- c) Experience with internal audits, Safecare Inspections, or ISO inspections or JCIA inspections will be an added advantage.
- d) Registration with Association of Medical Engineers of Kenya.
- e) Proficiency in computer applications.
- f) Fulfilled the requirements of Chapter Six (6) of the Constitution Kenya, 2010.

Competencies and Skills

- i. Good technology skills and a familiarity with industry-specific software and modeling programmes.
- ii. Excellent numeracy skills.
- iii. Ability to lead, influence and drive change initiatives in support of business strategies within the department/unit.
- iv. Strong leadership and skills to foster teamwork; develop and motivate staff, resolve conflicts as well as ability to provide direction, guidance, momentum, and vision in order to achieve organizational objectives

Duties and Responsibilities

- i. Conduct routine maintenance in line with manufacturers' recommendations and prepare the related compliance and calibration reports.
- ii. Diagnose problems when machinery breaks down, decide the best repair methods, and ensure repairs are carried out in a timely manner
- iii. Service and replace faulty biomedical equipment
- iv. Ensure timely response to the job requests from the various departments
- v. Recommend outsourcing of works that are beyond the scope of internal resources and supervise outsourced contractors on site
- vi. Maintain up to date records of maintenance costs, incidents and procedures
- vii. Ensure adherence to the PPM schedule and health and safety standards
- viii. Prepare Biomedical Reports monthly
- ix. Train other staff on how to maintain and use machinery.

JOB TITLE: CLINICAL OFFICER (DERMATOLOGY) - KTRH 8 (1 position)

Job Purpose: The Clinical Officer's job exists to supervise and coordinate the day-to-day patient care activities of the hospital.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Diploma in Clinical Medicine and Surgery or a Bachelor Degree in Clinical Medicine from a recognized institution.
- b) Must be a Registered Officer with the Clinical Officer Council.
- c) Higher Diploma in Dermatology Specialization from a recognized institution.
- d) Valid Practice License.
- e) Basic life support and Advanced Cardiac life support certification.
- f) Proficiency in computer applications.
- g) At least two years of working experience as a Clinical Officer in a busy hospital.

Competencies and Skills

- i. Organizational skills
- ii. Communication skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate

Duties and Responsibilities

- i. Provide consultations for patients and their families to make sure they understand medical condition and options for treatment.
- ii. Participates in program development and in development and implementation of operating policy and procedure of the hospital.
- iii. Oversees and provides clinical evaluation and/or other related care and consultation to patients as required.
- iv. Coordinates services with other patient care units as required.
- v. Maintains communication with allied services and maintains community liaison as appropriate.
- vi. Ensures proper care in the use and maintenance of equipment and supplies; promotes continuous improvement of workplace safety and environmental practices.
- vii. Providing direct patient care and consultation.
- viii. Ensures adherence established clinical policies, protocols, regulations, and standards.
- ix. Coordinates services with other patient care units, as appropriate, and provides direct patient evaluation and consultation.

JOB TITLE: CLINICAL OFFICER (ENT) - KTRH 8 (2 positions)

Job Purpose: The Clinical Officer's job exists to supervise and coordinate the day-to-day patient care activities of the hospital.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Diploma in Clinical Medicine and Surgery or a Bachelor Degree in Clinical Medicine from a recognized institution.
- b) Must be a Registered Officer with the Clinical Officer Council.
- c) Higher Diploma in ENT Specialization from a recognized institution.
- d) Valid Practice License.
- e) Basic life support and Advanced Cardiac life support certification.
- f) Proficiency in computer applications.
- g) At least two years of working experience as a Clinical Officer in a busy hospital.

Competencies and Skills

- i. Organizational skills
- ii. Communication skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate

Duties and Responsibilities

- i. Provide consultations for patients and their families to make sure they understand medical condition and options for treatment.
- ii. Participates in program development and in development and implementation of operating policy and procedure of the hospital.
- iii. Oversees and provides clinical evaluation and/or other related care and consultation to patients as required.
- iv. Coordinates services with other patient care units as required.
- v. Maintains communication with allied services and maintains community liaison as appropriate.
- vi. Ensures proper care in the use and maintenance of equipment and supplies; promotes continuous improvement of workplace safety and environmental practices.
- vii. Providing direct patient care and consultation.
- viii. Ensures adherence established clinical policies, protocols, regulations, and standards.
- ix. Coordinates services with other patient care units, as appropriate, and provides direct patient evaluation and consultation.

JOB TITLE: CLINICAL OFFICER (CHEST MEDICINE) - KTRH 8 (1 position)

Job Purpose: The Clinical Officer's job exists to supervise and coordinate the day-to-day patient care activities of the hospital.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Diploma in Clinical Medicine and Surgery or a Bachelor Degree in Clinical Medicine from a recognized institution.
- b) Must be a Registered Officer with the Clinical Officer Council.
- c) Higher Diploma in Chest Medicine Specialization from a recognized institution.
- d) Valid Practice License.
- e) Basic life support and Advanced Cardiac life support certification.
- f) Proficiency in computer applications.
- g) At least two years of working experience as a Clinical Officer in a busy hospital

Competencies and Skills

- i. Organizational skills
- ii. Communication skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate

Duties and Responsibilities

- i. Provide consultations for patients and their families to make sure they understand medical condition and options for treatment.
- ii. Participates in program development and in development and implementation of operating policy and procedure of the hospital.
- iii. Oversees and provides clinical evaluation and/or other related care and consultation to patients as required.
- iv. Coordinates services with other patient care units as required.
- v. Maintains communication with allied services and maintains community liaison as appropriate.
- vi. Ensures proper care in the use and maintenance of equipment and supplies; promotes continuous improvement of workplace safety and environmental practices.
- vii. Providing direct patient care and consultation.
- viii. Ensures adherence established clinical policies, protocols, regulations, and standards.
- ix. Coordinates services with other patient care units, as appropriate, and provides direct patient evaluation and consultation.

JOB TITLE: CLINICAL OFFICER (ANESTHETIST) - KTRH 8 (5 positions)

Job Purpose: The Clinical Officer’s job exists to supervise and coordinate the day-to-day patient care activities of the hospital.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Diploma in Clinical Medicine and Surgery or a Bachelor Degree in Clinical Medicine from a recognized institution.
- b) Must be a Registered Officer with the Clinical Officer Council.
- c) Higher Diploma in Anesthesiology Specialization from a recognized institution.
- d) Valid Practice License.
- e) Basic life support and Advanced Cardiac life support certification.
- f) Proficiency in computer applications.
- g) At least two years of working experience as a Clinical Officer in a busy hospital.

Competencies and Skills

- i. Organizational skills
- ii. Communication skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate

Duties and Responsibilities

- i. Provide consultations for patients and their families to make sure they understand medical condition and options for treatment.
- ii. Participates in program development and in development and implementation of operating policy and procedure of the hospital.
- iii. Oversees and provides clinical evaluation and/or other related care and consultation to patients as required.
- iv. Coordinates services with other patient care units as required.
- v. Maintains communication with allied services and maintains community liaison as appropriate.
- vi. Ensures proper care in the use and maintenance of equipment and supplies; promotes continuous improvement of workplace safety and environmental practices.
- vii. Providing direct patient care and consultation.
- viii. Ensures adherence established clinical policies, protocols, regulations, and standards.
- ix. Coordinates services with other patient care units, as appropriate, and provides direct patient evaluation and consultation.

JOB TITLE: CLINICAL OFFICER (OPHTHALMOLOGY) - KTRH 8 (2 positions)

Job Purpose: The Clinical Officer Ophthalmologist's responsibility is to provide clinical services by assessing, treating patients with a variety of eye diseases and injuries. The clinical officer shall also participate in clinical research and training.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Diploma in Clinical Medicine and Surgery or a Bachelor Degree in Clinical Medicine from a recognized institution.
- b) Higher Diploma in Ophthalmology Specialization from a recognized institution.
- c) Must be a Registered Officer with the Clinical Officer Council.
- d) Valid Practice License.
- e) Basic life support and Advanced Cardiac life support certification.
- f) Proficiency in computer applications.
- g) At least two years working experience as an Ophthalmology Clinical Officer in a reputable health facility.

Competencies and Skills

- i. Organizational skills
- ii. Communication skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate

Duties and Responsibilities

- i. Transfer referred patients from the unit for further diagnosis or specialized treatment from other units of the hospital.
- ii. Create individualized care plans for patients under their supervision and care.
- iii. Give supportive resources on the patient and the families to promote positive outlook.
- iv. Administering medications such as chemotherapy to patients in the unit as prescribed by Consultants.
- v. Document all care rendered and response to treatment and medication treatments in the Hospital Management System.
- vi. Caring for patients diagnosed with eye conditions in both inpatient and outpatient.
- vii. Offering education and support to patients' families regarding treatment expectations.
- viii. Support Medical Specialists in attending to patients in the unit hospital.
- ix. Monitor patients' progress in the unit for side effects to treatment and reporting the same to the Medical Specialists in the hospital.
- x. Liaise with other healthcare staff in handling patients with multiple of complex medical conditions in the units in the hospital.
- xi. Supervise, guide and mentor junior nursing and clinical officers, interns and clinical students who are working in the eye unit department.
- xii. Participate in clinical services research and training to students at the eyes unit department.

JOB TITLE: CLINICAL OFFICER (PSYCHIATRY) - KTRH 8 (2 positions)

Job Purpose: The Clinical Officer's job exists to supervise and coordinate the day-to-day patient care activities of the hospital.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Diploma in Clinical Medicine and Surgery or a Bachelor Degree in Clinical Medicine from a recognized institution.
- b) Must be a Registered Officer with the Clinical Officer Council.
- c) Higher Diploma in Psychiatry Specialization from a recognized institution.
- d) Valid Practice License.
- e) Basic life support and Advanced Cardiac life support certification.
- f) Proficiency in computer applications.
- g) At least two years of working experience as a Psychiatry Clinical Officer in a busy hospital.

Competencies and Skills

- i. Organizational skills
- ii. Communication skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate

Duties and Responsibilities

- i. Provide consultations for patients and their families to make sure they understand medical condition and options for treatment.
- ii. Participates in program development and in development and implementation of operating policy and procedure of the hospital.
- iii. Oversees and provides clinical evaluation and/or other related care and consultation to patients as required.
- iv. Coordinates services with other patient care units as required.
- v. Maintains communication with allied services and maintains community liaison as appropriate.
- vi. Ensures proper care in the use and maintenance of equipment and supplies; promotes continuous improvement of workplace safety and environmental practices.
- vii. Providing direct patient care and consultation.
- viii. Ensures adherence established clinical policies, protocols, regulations, and standards.
- ix. Coordinates services with other patient care units, as appropriate, and provides direct patient evaluation and consultation

JOB TITLE: CLINICAL OFFICER (NEPHROLOGY) - KTRH 8 (1 position)

Job Purpose: The Nephrologist Clinical Officer's job exists to supervise and coordinate the day-to-day patient care activities of the hospital.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Diploma in Clinical Medicine and Surgery or a Bachelor Degree in Clinical Medicine from a recognized institution.
- b) Must be a Registered Officer with the Clinical Officer Council.
- c) Higher Diploma in Nephrology Specialization from a recognized institution.
- d) Valid Practice License.
- e) Basic life support and Advanced Cardiac life support certification.
- f) Proficiency in computer applications.
- g) At least two years of working experience as a Nephrology Clinical Officer in a busy hospital.

Competencies and Skills

- i. Organizational skills
- ii. Communication skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate

Duties and Responsibilities

- i. Provide consultations for patients and their families to make sure they understand medical condition and options for treatment.
- ii. Participates in program development and in development and implementation of operating policy and procedure of the hospital.
- iii. Oversees and provides clinical evaluation and/or other related care and consultation to patients as required.
- iv. Coordinates services with other patient care units as required.
- v. Maintains communication with allied services and maintains community liaison as appropriate.
- vi. Ensures proper care in the use and maintenance of equipment and supplies; promotes continuous improvement of workplace safety and environmental practices.
- vii. Providing direct patient care and consultation.
- viii. Ensures adherence established clinical policies, protocols, regulations, and standards.
- ix. Coordinates services with other patient care units, as appropriate, and provides direct patient evaluation and consultation

JOB TITLE: ENT NURSE - KTRH 9 (3 positions)

Job Purpose: The ENT Nursing Officer provides advanced nursing services and patients care in the Ear,Nose and Throat Unit.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Higher Diploma in ENT Nursing from a recognized institution
- b) Bachelor of Science in Nursing will be an added advantage
- c) Must have a Certificate in a course in life-saving
- d) Demonstrable Knowledge of professional standards
- e) Registration Certificate issued by the Nursing Council of Kenya
- f) Valid practicing license from Nursing Council of Kenya
- g) Proficiency in computer applications.
- h) Fulfilled requirements of Chapter Six (6) of the Constitution of Kenya, 2010.

Competencies and Skills

- i. Communication and interpersonal skills
- ii. Observation skills
- iii. Analytical skills
- iv. Compassionate
- v. Teamplayer
- vi. Ability to work under pressure

Duties and Responsibilities

- i. Ensure that the ENT theatres are clean, tidy and orderly in order to provide the conducive environment required while performing surgical operations and other medical procedures in the unit if the hospital.
- ii. Prepare operating theatres for use by ensuring that they are in order, well-lit and well ventilated in order to provide the conducive environment for surgical operations and other medical procedures in the hospital.
- iii. Provide filed patient records, medical reports, test results, or examination information to diagnose medical condition of patient to surgeons before surgical operations and other medical procedures and provide the same to the recovering room staff in the hospital.
- iv. Ensure that all tools, equipment and medicines required in performing surgical operations are available, in place and sufficient to perform surgical operations in the hospital.
- v. Receive, register and record patients in the ENT section and prepare them for review and or surgical operations by surgeons.
- vi. Support the ENT surgeons to perform surgical operations and other medical procedures in the operating theatres of the hospital.
- vii. Follow medical procedures administered to patients and monitor their conditions and progress and inform medical specialists accordingly in the hospital.

- viii. Administer prescribed medication and other specialized nursing care and manage ENT patients.
- ix. Monitor patients' progress and recovery after surgical operations and other medical procedures in the operating theatres of the hospital.
- x. Move patient from the operating theatres to the recovering rooms for recovery from anesthesia and other post operation conditions in the hospital.
- xi. Provide nursing research and training to students in theatre and operating rooms of the hospital.
- xii. Mentor and guide junior nursing officers and students in the operating theatres of the hospital.

JOB TITLE: ANESTHETIST NURSE - KTRH 9 (5 positions)

Job Purpose: The Anesthetist Nurse provides pain medication (anesthesia) care for patients before, during, and after surgery.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- i) Higher Diploma in Anesthesiology Nursing from a recognized institution
- j) Bachelor of Science in Nursing will be an added advantage
- k) Must have a Certificate in a course in life-saving
- l) Demonstrable Knowledge of professional standards
- m) Registration Certificate issued by the Nursing Council of Kenya
- n) Valid practicing license from Nursing Council of Kenya
- o) Proficiency in computer applications.
- p) Fulfilled requirements of Chapter Six (6) of the Constitution of Kenya, 2010.

Competencies and Skills

- vi. Organizational skills
- vii. Communication skills
- viii. Observation skills
- ix. Analytical skills
- x. Compassionate

Duties and Responsibilities

- x. Provide consultations for patients and their families to make sure they understand medical condition and options for treatment.
- xi. Preparing patients for anesthesia, including physical assessment and preoperative teaching
- xii. Participates in administering anesthesia to a patient and maintaining anesthesia during an operation
- xiii. Participated in development and implementation of operating policy and procedure of the hospital.
- xiv. Manages patient recovery from anesthesia

- xv. Coordinates services with other patient care units as required.
- xvi. Maintains communication with allied services and maintains community liaison as appropriate.
- xvii. Ensures proper care in the use and maintenance of equipment and supplies; promotes continuous improvement of workplace safety and environmental practices.
- xviii. Providing direct patient care and consultation.
- xix. Ensures adherence established clinical policies, protocols, regulations, and standards.
- xx. Coordinates services with other patient care units, as appropriate, and provides direct patient evaluation and consultation.

JOB TITLE: GENERAL NURSE (DEGREE) - KTRH 9 (10 positions)

Job Purpose: The Nurse administers medications, monitors patient conditions, assists doctors with procedures, and educates patients on their health, ensuring a positive healing journey.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Bachelor of Science in Nursing from a recognized institution
- b) Masters of Science in Nursing from a recognized institution will be an added advantage
- c) Must have a Certificate in a course in life-saving
- d) Registration with the Nursing Council of Kenya and Valid Practice License
- e) Proficiency in computer applications.
- f) At least three (3) years' work experience in a busy healthcare facility
- g) Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Competencies and Skills

- i. Communications kills
- ii. Leadership skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate
- vi. Organizational skills
- vii. Teambuilding skills

Duties and Responsibilities

- i. Receive, register, record and document patients' information and present the same to the Medical Officers at the unit of the.
- ii. Transfer referred patients from unit for further diagnosis or specialized treatment from other units of the hospital.
- iii. Provide general nursing services and care to patients in the hospital.

- iv. Ensure cleanliness and tidiness in the hospital.
- v. Support Medical Officers and Medical Specialists in attending to patients.
- vi. Administer medication to patients in the unit as prescribed by Medical Officers and Medical Specialists.
- vii. Administer patient care and nursing to outpatients in the hospital.
- viii. Monitor patients' progress in the unit, document the same for clear patient records and report the same to the Medical Officers and Medical Specialists in the hospital.
- ix. Liaise with other healthcare staff in handling patients with multiple of complex medical conditions in the units in the hospital.
- x. Supervise, guide and mentor junior nursing officers, interns, and nursing students, together with their work in the units of the hospital.
- xi. Provide nursing services research and training to students at the unit of the hospital.
- xii. Ensure that the nursing areas of the hospital are clean and tidy complying with sanitation standards of the hospital.

JOB TITLE: BIOMEDICAL ENGINEERING TECHNOLOGIST - KTRH 10 (3 positions)

Job Purpose: The Bio-medical Engineering Technologist is responsible for maintaining and repairing medical equipment and devices. This role exists to ensure the reliability and safety of medical technology used in patient care.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- i. Diploma in Biomedical Engineering or its equivalent from a recognized institution.
- ii. Registration with Association of Medical Engineers of Kenya.
- iii. Proficiency in computer applications.
- iv. Fulfilled the requirements of Chapter Six (6) of the Constitution Kenya, 2010.

Competencies and Skills

- i. Biomedical equipment maintenance skills to ensure the functionality of medical devices.
- ii. Technical troubleshooting abilities to diagnose and address equipment issues.
- iii. Ability to collaborate with healthcare teams to provide technical support.
- iv. Ability to educate and educate hospital staff on equipment operation and safety.
- v. Regulatory compliance knowledge to adhere to healthcare standards and regulations.

Duties and Responsibilities

- i. Inspect, troubleshoot, and repair medical equipment and devices.
- ii. Perform preventive maintenance on medical equipment.
- iii. Collaborate with healthcare teams to assess equipment needs.
- iv. Maintain equipment records and inventory.
- v. Ensure compliance with safety and regulatory standards.
- vi. Provide training to hospital staff on equipment use and safety.
- vii. Any other duty that may be assigned from time to time.

JOB TITLE: CUSTOMER RELATIONS OFFICER - KTRH 10 (1 position)

Job Purpose: The Customer Relations Officer serves as a front-line contact for patients and the public, providing information and assistance. This role exists to ensure prompt and courteous communication, appointment scheduling, and support for hospital services.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Diploma in any of the following disciplines; Mass Communication Studies, Journalism, International Relations, Commerce (Marketing Option), Business Administration (Marketing Option), Communication Studies or Public Relations or its equivalent qualification from a recognized institution.
- b) Proficiency in computer applications
- c) Registration with the relevant professional body
- d) Fulfilled the requirements of Chapter Six (6) of the Constitution of Kenya, 2010

Competencies and Skills

- i. Customer service and communication skills to interact effectively with patients and callers.
- ii. Appointment scheduling and coordination abilities to manage patient appointments.
- iii. Professionalism and empathy in addressing caller inquiries and concerns.
- iv. Record-keeping and data management proficiency to maintain accurate call logs and records.

Duties and Responsibilities

- i. Handle incoming calls and inquiries from patients and the public.
- ii. Provide information about hospital services, appointments, and procedures.
- iii. Ensure excellent customer service and professionalism in all interactions.
- iv. Maintain accurate call logs and records.
- v. Collaborate with hospital departments to resolve queries from callers.
- vi. Any other duty that may be assigned from time to time.

JOB TITLE: PLUMBER - KTRH 12 (2 positions)

Job Purpose: The Plumber shall carryout the installation of pipes and plumbing fixtures associated with water reticulation system for the hospital, heating, cooling, and sanitation systems in existing building infrastructure.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Certificate in Plumbing (Grade III)
- b) At least 2 years' experience
- c) Certificate in Building Construction is an added advantage.
- d) In-depth knowledge of maintenance and repairs of plumbing systems
- e) Understanding of the current regulations within the field
- f) Excellent interpersonal communication skills on a technical level
- g) Able to work both independently and as part of a team

Competencies and Skills

- i. Excellent understanding plumbing systems, components, and their functions for accurate installation, repair, and troubleshooting.
- ii. Ability to assess and fix problems effectively
- iii. A high focus on safety protocols

Duties and Responsibilities

- i. Review building plans and specifications to determine the construction layout and related materials
- ii. for plumbing works in the hospital.
- iii. Ensure all installation, repairs and maintenance meet the requirements of the appropriate codes and
- iv. environmental protection requirements in the hospital.
- v. Implement all plumbing construction, modification, repair, and maintenance assignments by the Mechanical Engineer on buildings and structure in the hospital.
- vi. Change, repair, and modify hospital buildings' water, sanitation, heating and cooling storage and piping systems, fittings, and appliances to suit end user interests in the hospital.
- vii. Identify and requisition the required tools, equipment and materials needed for use in plumbing works in the hospital.
- viii. Locate, identify, and mark all points, positions for repairs, reinforcement, connections, modifications and fixtures in the fluid's storage and transmissions in the hospital.
- ix. Perform scheduled general repairs and maintenance service on fluids storage and transmission systems and fixtures in the hospital.
- x. Ensure that all installation, maintenance, and user requirements as specified by the manufacturer of systems and fixtures are met in the hospital.

JOB TITLE: LAUNDRY ATTENDANT - KTRH 11 (3 positions)

Job Purpose: A hospital laundry attendant ensures a clean and sanitized environment by processing soiled linens, uniforms, and other textiles according to infection control protocols. Their work directly supports patient care and infection prevention.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Kenya Certificate of Secondary Education (KCSE) mean grade D+ (plus) or its equivalent qualification.
- b) Certificate in any of the following disciplines: Laundry, Housekeeping, Tailoring, Dress Making, Textile Technology from a recognized institution.
- c) Proficiency in computer applications.
- d) Must fulfill the requirements of Chapter Six (6) of the Constitution of Kenya, 2010.

Competencies and Skills

- i. Effective communication skills.
- ii. Ability to work under minimal supervision.
- iii. Good time management.
- iv. Team player.
- v. Excellent interpersonal skills.

Duties and Responsibilities

- i. Cleaning Laundry room;
- ii. Inspecting and sorting linen before washing;
- iii. Washing linen and press linen;
- iv. Ironing and arranging linen;
- v. Issuing cleaned linen;
- vi. Any other duty as assigned.

JOB TITLE: REGISTERED CLINICAL OFFICER - KTRH 11 (15 positions)

Job Purpose: A Registered Clinical Officer (RCO) bridges the gap between doctors and patients. They provide primary care, diagnose, and treat common illnesses, perform minor surgeries, and educate patients on preventative healthcare.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Diploma in Clinical Medicine and Surgery from a recognized institution
- b) Must have a Certificate in a course in lifesaving
- c) Must be a Registered Officer with the Clinical Officer Council with a valid practicing license.

- d) Knowledge of professional standards Knowledge of professional standards.
- e) Proficiency in computer applications.
- f) At least two years of working experience as a Registered Clinical Officer in a busy hospital.

Competencies and Skills

- i. Organizational skills
- ii. Communication skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate

Duties and Responsibilities

- i. Provide consultations for patients and their families to make sure they understand medical condition and options for treatment
- ii. Participates in program development and in development and implementation of operating policy and procedure of the Clinic.
- iii. Oversees and provides clinical evaluation and/or other related care and consultation to patients as required.
- iv. Coordinates services with other patient care units as required;
- v. Maintains communication with allied services and maintains community liaison as appropriate.
- vi. Ensures proper care in the use and maintenance of equipment and supplies; promotes continuous improvement of workplace safety and environmental practices providing direct patient care and consultation
- vii. Ensures adherence established clinical policies, protocols, regulations, and standards.
- viii. Coordinates services with other patient care units, as appropriate, and provides direct patient evaluation and consultation.

JOB TITLE: REGISTERED NURSE - KTRH 11 (60 positions)

Job Purpose: The Nurse administers medications, monitors patient conditions, assists doctors with procedures, and educates patients on their health, ensuring a positive healing journey.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Diploma in Nursing from a recognized institution
- b) Must have a Certificate in a course in lifesaving
- c) Registration with the Nursing Council of Kenya and Valid Practice License
- d) Proficiency in computer applications.

- e) At least three (3) years' work experience in a busy healthcare facility
- f) Fulfilled the requirement of Chapter Six (6) of the Constitution of Kenya, 2010.

Competencies and Skills

- i. Communications skills
- ii. Leadership skills
- iii. Observation skills
- iv. Analytical skills
- v. Compassionate
- vi. Organizational skills
- vii. Teambuilding skills

Duties and Responsibilities

- i. Receive, register, record and document patients' information and present the same to the Medical Officers at the unit of the.
- ii. Transfer referred patients from unit for further diagnosis or specialized treatment from other units of the hospital.
- iii. Provide general nursing services and care to patients in the hospital.
- iv. Ensure cleanliness and tidiness in the hospital.
- v. Support Medical Officers and Medical Specialists in attending to patients.
- vi. Administer medication to patients in the unit as prescribed by Medical Officers and Medical Specialists.
- vii. Administer patient care and nursing to outpatients in the hospital.
- viii. Monitor patients' progress in the unit, document the same for clear patient records and report the same to the Medical Officers and Medical Specialists in the hospital.
- ix. Liaise with other healthcare staff in handling patients with multiple of complex medical conditions in the units in the hospital.
- x. Supervise, guide and mentor junior nursing officers, interns, and nursing students, together with their work in the units of the hospital.
- xi. Provide nursing services research and training to students at the unit of the hospital. Ensure that the nursing areas of the hospital are clean and tidy complying with sanitation standards of the hospital.

JOB TITLE: ELECTRICIAN - KTRH 11 (3 positions)

Job Purpose: The Electrician shall be responsible for fixing electrical works in the hospital's facilities.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Certificate in Electrical Engineering or Electronics (Grade III)
- b) At least 2 years' experience
- c) Diploma in Electrical and Electronics Engineering is an added advantage.

- d) In-depth knowledge of maintenance and repairs of electrical systems
- e) Understanding of the current regulations within the field
- f) Excellent interpersonal communication skills on a technical level
- g) Able to work both independently and as part of a team

Competencies and Skills

- i. Excellent understanding electrical systems, components, and their functions for accurate installation, repair, and troubleshooting.
- ii. Ability to assess and fix problems effectively
- iii. A high focus on safety protocols

Duties and Responsibilities

- i. Review building plans and specifications to determine the construction layout and related materials for electrical works in the hospital.
- ii. Ensure all installation, repairs and maintenance meet the requirements of the appropriate codes and environmental protection requirements in the hospital.
- iii. Implement all electrical modifications, repair and maintenance assignments
- iv. Change, repair and modify hospital buildings' electricals, fittings and appliances to suit end user interests in the hospital.
- v. Identify and requisition the required tools, equipment and materials needed for use in electrical works in the hospital.
- vi. Ensure that all installation, maintenance and user requirements as specified by the manufacturer of systems and fixtures are met in the hospital.

JOB TITLE: MEDICAL LABORATORY TECHNOLOGIST - KTRH 11 (6 positions)

Job Purpose: To provide general medical laboratory services to patients in the hospital.

For Appointment to this position, the applicant must have:

Qualifications and Professional Requirements:

- a) Diploma in Medical Laboratory Science from a recognized institution
- b) Registration with the Kenya Medical Laboratory Technologists and Technicians Council
- c) Valid practicing license
- d) Knowledge of relevant legislations
- e) Knowledge of professional standards
- f) Proficiency in computer applications.
- g) Fulfilled requirements of Chapter Six (6) of the Constitution of Kenya, 2010.

Competencies and Skills

- i. Communication skills
- ii. Analytical skills
- iii. Observation skills
- iv. Team player
- v. Compassionate

Duties and Responsibilities

- i. Ensure that the laboratory is clean and in the required condition in order to provide conducive working environment for quality laboratory service delivery in the hospital.
- ii. Review laboratory safety policies and procedures in collaboration with the pathologists and sensitize the same to other laboratory staff, interns and students in the hospital.
- iii. Implement the required laboratory safety standards enshrined in Laboratory Standard Operating Procedures in the hospital.
- iv. Perform advanced medical tests and other diagnostic procedures in order to diagnose complex medical conditions in the laboratory of the hospital.
- v. Conduct confirmatory tests and other diagnostic procedures in order to confirm the finding of junior laboratory staff in the laboratory of the hospital.
- vi. Perform occasional chemical tests, laboratory machines and equipment test, and that any necessary adjustments are effected for evaluation and quality control purposes and release of products in the hospital.
- vii. Ensure proper handling, storage and management of laboratory equipment, materials, and records in the laboratory of the hospital.
- viii. Implement and maintain laboratory operating systems for implementing laboratory programmes, projects, and activities in the laboratory of the hospital.
- ix. Implement continuing training and development of laboratory staff in the hospital for continuous quality and timely services delivery to patients in the hospital.
- x. Guide and mentor junior laboratory staff, interns, and student, together with their work in the laboratory of hospital.
- xi. Provide clinical research and training in Medical Laboratory Sciences and technology to students in the laboratory unit of the hospital.