

**SAVE THE CHILDREN
INTERNATIONAL PROGRAMS
ROLE PROFILE**



The following provides guidance on development of role profiles. This guidance should be used when completing the template. (Please use font Gill Sans MT size 11)

TITLE: Registered Nurse	
TEAM/PROGRAMME: Health and Nutrition	LOCATION: Mahama 2 M Health Center
GRADE: 4	CONTRACT LENGTH: open end
<p>CHILD SAFEGUARDING:</p> <p>Level 3: the post holder will have contact with children and/or young people <i>either</i> frequently (e.g. once a week or more) <i>or</i> intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff.</p> <p>Anti-Fraud and Integrity Commitment: The organization maintains a zero-tolerance policy toward fraud, corruption, and unethical behavior. All staff are expected to uphold the highest standards of integrity and accountability, comply with internal policies and procedures, and report any suspected misconduct through the appropriate channels. Please note: The organization does not charge any fees at any stage of the recruitment process (application, interview, offer, or onboarding). Any request for payment should be reported immediately.</p>	
<p>ROLE PURPOSE: The Nurse will work to contribute through the provision of quality primary health care(Curative, Promotive and Preventive Health Care) at Mahama 2 Health center.</p>	
<p>SCOPE OF ROLE: Reports Directly to: Head of Nurse Reports indirectly to: Clinical lead and one clinical medical officer Staff reporting to this post: None Budget responsibility: N/A – Responsibility of equipment utilised in healthcare services delivery.</p>	
<p>KEY AREAS OF ACCOUNTABILITY</p> <p>I. Management of patient/client, health and illness</p> <ul style="list-style-type: none"> • Assist clinicians, Midwives, lab, vaccination and pharmacy in running of general duties as define per each department as per MOH/WHO guidelines. • Manage triage, taking vital signs and organize patients for consultation. • Conduct vaccination for children and pregnant women. • Undertake dressing, Suturing of deep wounds etc. • Conduct Nursing care of patients as per Doctors guidelines & Instructions • Ensure compliance to MoH/WHO guidelines of rational drug use • In collaboration with the consulting staff (MD, Midwife & Fellow Nurses) provide treatment as per MOH/WHO treatment guidelines and protocols • Follow disease surveillance and trends through review of weekly and monthly morbidity data generated from the clinic • Work with other Medical Team and PHC Nurses to operationalize emergency preparedness to be able to respond to any potential outbreaks 	

- Collect laboratory specimens and prepare them for test
 - Monitor medical consumptions and re-supply based on the data collected at the service delivery to minimize stock out of medicines.
 - Provide pre referral and referral nursing care and ensure nursing care process is respected during referrals to secondary and tertiary level hospital.
 - Promote health and well-being through the use of health promotion, health education, screening and therapeutic communication skills
 - Clearly communicate the health status of the patient using appropriate terminology, technology and format.
 - Provide safe, evidence-based, cost-effective, individualized patient care.
 - Set, practise and maintain infection prevention control measures within his/her working environment.
 - Maintain accurate and contemporaneous records, utilizing computer or tablets systems where appropriate.
- 2. Professional role**
- Promote personal development and clinical excellence.
 - Drug dispensing
 - Reporting (HMIS, monthly or quarterly drug consumption , Monthly inventory report), and complete all tools of drug or medical equipment management.
 - Work with the nursing team and others in developing new roles, responding to changing healthcare needs.
 - Facilitate and participate in multi-disciplinary education like continuous medical education and clinical supervision/mentorship.
 - Maintain own professional development in line with the Nursing and Midwifery Council Regulations.
 - Promote evidence-based practice with the latest research-based guidelines.
 - Monitor the effectiveness of the clinical practice through the quality assurance strategies such as the use of audit and peer review.
 - Participate in continuing professional development opportunities such as CME to ensure that up-to-date evidence-based knowledge and competence in all aspects of the role is maintained.
 - Pro-actively promote the role of the nursing professional within the practice, and externally to key stakeholders and other agencies.
 - assessing, planning, implementing nursing interventions and evaluating patient's outcomes
- 3. Team role**
- Support other healthcare team members and accept referrals from other team members.
 - Participate as a key member of the multi-professional team through the development of collaborative and innovative practice.
- 4. Organizational role**

- Complete records, audits, and reports and respond to appropriate questions and requests.
- Support effective communication channels between the whole team and attend meetings as requested.
- Ensure that common patient complaints might also be the catalyst for change within practice procedures.
- In addition to the above listed responsibilities, the Nurse will also be responsible for any other duty deemed necessary by the Line Manager.

5. Nutrition support

- Ensure all children, pregnant and lactating women are identified, admitted and discharged from emergency nutrition programs as per national nutritional protocol and guidelines.
- Establish a referral mechanisms of both moderately and severely malnourished children and women.
- Conduct health and nutrition education sessions, screening children for malnutrition, systematic treatment, supplementary and therapeutic food distribution.

BEHAVIOURS (Values in Practice)

Accountability:

- holds self accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values
- holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.

Ambition:

- sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same
- widely shares their personal vision for Save the Children, engages and motivates others
- future orientated, thinks strategically and on a global scale.

Collaboration:

- builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters
- values diversity, sees it as a source of competitive strength
- approachable, good listener, easy to talk to.

Creativity:

- develops and encourages new and innovative solutions
- willing to take disciplined risks.

Integrity:

- honest, encourages openness and transparency; demonstrates highest levels of integrity

QUALIFICATIONS

- Advanced diploma(AI) or Bachelor's degree(Ao) in General Nursing registered by from National Council of Nurses and Midwives (with VALID license)
- Significant nursing experience working in public or private health facilities.
- Experience of working in humanitarian settings is an asset.
- Having training in hygiene and tropical medicine is an asset.

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EXPERIENCE AND SKILLS

Essential

- Comprehensive knowledge and skills in nursing care processes
- Excellent liaison abilities and good communication skills (French, Kirundi and English preferred).
- Excellent knowledge of patients rights and health professional rights
- Knowledge of aseptic and sterilisation methods;
- Strong capacity of nosocomial infection prevention
- Organisation and hygiene skills, knowledge and behaviour.
- Computer knowledge (Microsoft office, M.S Word, MS Excel)

Desireable

- Language skills in Kinyarwanda, Kirundi, English, and French
- Experience of working in remote health centers preferably in Refugees settings;
- Excellent knowledge of patients rights and health professional rights.

Additional job responsibilities

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Equal Opportunities

The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures.

Child Safeguarding:

We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

Health and Safety

The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.

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Date: 09 January 2024

Updated By: Dr UWIMANA Yassin

Date: 23 January 2024

JD agreed by: Mbituyimana Aimable

Date:

Evaluated:

Date: