

# JOINT CLINICAL RESEARCH CENTRE

## JOB ADVERT



The Joint Clinical Research Centre (JCRC) is an indigenous medical organization that was established in 1991 as a limited liability not-for-profit Joint-venture between the Uganda Ministry of Health (MoH), Ministry of Defense and Makerere University Medical School (now Makerere University College of Health Sciences). JCRC is located on plot 101 Lubowa Hill Off Entebbe Road P.O. Box 10005 Kampala.

Joint Clinical Research Centre seeks to recruit a dynamic, motivated and innovative candidate for the following position;

**Job Title:** Head Nurse

**Reports to:** Director Clinical Services

**Site:** JCRC- Lubowa.

**Supervises:** All Nursing Staff

### **Job Purpose;**

The Head nurse directs, supervises and coordinates all associates, functions and activities in all nursing care areas and other lines of responsibility. He/she provides leadership and direction to nurses, is responsible for planning and evaluating nursing activities and ensuring quality nursing care. In addition, he/she is a liaison between management and the nursing staff.

### **Specific duties and responsibilities;**

#### **1. Nursing Leadership and Management:**

- Oversee the nursing staff, including nurse managers, registered nurses, and support staff, ensuring that all patient care is delivered in accordance with the highest standards of practice.
- Assign and manage staff schedules, ensuring appropriate nurse-patient ratios, coverage, and workload distribution to maintain optimal patient care.
- Act as a role model and mentor for nursing staff, providing guidance, support, and professional development opportunities.
- Organise regular meetings for all nursing staff.
- Develop and manage nursing duty rotas in the various work sections

#### **2. Patient Care Oversight:**

- Ensure that nursing care for patients is delivered in a safe, compassionate, and evidence-based manner, adhering to established care protocols.
- Collaborate with physicians, pharmacists, and other members of the multidisciplinary care team to develop individualized care plans for patients.
- Supervise the administration of medicines and blood products, as well as other critical therapies, ensuring adherence to clinical guidelines.

- Communicate clearly, effectively, and with empathy with patients, their families, and caregivers regarding clinical conditions, treatment plans, and progress, ensuring understanding, trust, and compassionate care.
3. **Quality Improvement and Compliance:**
    - Conduct quality improvement initiatives to enhance patient outcomes, reduce complications, and improve overall care delivery.
    - Work closely with the Monitoring and Evaluation manager to track key performance indicators and address areas for improvement in nursing practices.
    - Ensure the completeness of all records and reports by the nurses in the unit
  4. **Staff Development and Education:**
    - Identify educational needs of the nursing staff and organize training programs to enhance their clinical skills.
    - Ensure staff competency by organizing routine and ongoing training programs related to general patient care, data management and infection control practices.
    - Promote continuing education and certification opportunities, encouraging nurses to pursue further relevant education that will benefit them and the institution.
    - Conduct regular performance evaluations for nursing staff, providing constructive feedback, setting goals, and identifying opportunities for professional growth.
    - Foster a culture of continuous learning and evidence-based practice within the nursing team.
  5. **Resource and Financial Management:**
    - Manage resources and monitor inventory, ensuring that staffing levels, medical supplies, and equipment are adequate to meet patient care needs.
    - Assist in the development and management of budgets, identifying opportunities for cost-effective care without compromising quality.
    - Supervise non-professional staff to ensure cleanliness and orderliness of the ward and other clinic areas as well as in the transportation of patients
  6. **Emergency Response and Crisis Management:**
    - Lead nursing staff in responding to emergencies or urgent situations, ensuring appropriate interventions and communication with the medical team.
    - Ensure that nurses are trained and prepared to handle high-acuity patients, including those requiring critical care or intensive monitoring
  7. Any other duties as may be assigned from time to time.

**Qualifications and skills required;**

- Bachelor's degree in nursing (BSN) required; master's degree in nursing (MSN) or healthcare administration preferred.
- Active Registered Nurse (RN) license.
- Minimum of 5 years of nursing experience, with at least 3 years of leadership or management experience in a busy clinical unit.
- Proven leadership skills with the ability to mentor and develop nursing staff.
- Excellent communication, organizational, and problem-solving skills.
- Demonstrated significant clinical experience in an intensive care unit (ICU)/ neonatal intensive care unit (NICU)/high dependency unit (HDU), or emergency department.

### **Work Environment:**

- Hospital-based role, with frequent interaction with other departments, including the ICU, BMT unit, and pharmacy.
- Full-time position, with occasional on-call or weekend responsibilities to address urgent or emergent clinical needs.
- Fast-paced, high-acuity environment requiring adherence to strict infection control and patient safety protocols.

### **Other Requirements:**

- Ability to perform physically demanding tasks, including patient assessments, responding to emergencies, and standing for extended periods during rounds or patient care.
- Exposure to infectious diseases, hazardous materials, and high-risk patient care environments, requiring strict adherence to safety protocols
- Possess the attitude to make patient care the primary concern.
- Maintaining professionalism at all times and serving as a role model to other staff.
- Flexible, adaptable and embraces change.

### **Application Procedure**

- All applications should be addressed to the Head Human Resources of Joint Clinical Research Centre via [jobs@jcrc.org.ug](mailto:jobs@jcrc.org.ug).
- Applicants are STRICTLY advised to apply with a cover letter and CV combined in one PDF document not exceeding six pages, quoting clearly the Position in the subject line e.g. Head Nurse- Joint Clinical Research Centre.
- Label the PDF document with your full name.
- Failure to follow the above application procedure will lead to automatic disqualification.

**Deadline:** Friday 6th March, 2026 at 5:00pm.

**Note: JCRC is an equal opportunity employer. Any attempts of influencing the recruitment process will lead to automatic disqualification.**