



INTERNAL JOB OPPORTUNITY

The Aga Khan Health Service, Tanzania (AKHST); an institution of The Aga Khan Development Network, completed a major phase II expansion of the Aga Khan Hospital, Dar es Salaam in 2018.

This expansion aimed at improving the Hospital's quality of facilities and infrastructure to become an ultramodern 170 bed facility to increase its capacity as a provider of high-quality medical care leading to a tertiary care, referral, and teaching hospital.

The Phase II development focused on expanding key clinical services including a comprehensive cardiology programme, oncology services and neurosciences, as well as the expansion of Orthopaedics and Trauma, Diagnostic Imaging, Critical Care and Women and Child Health programmes.

The Hospital is JCI Accredited (achieved a level of quality and patient service that is equal to the best hospitals in the world) and the teaching site for The Aga Khan University, which offers Postgraduate Medical Education programs leading to Master of Medicine in Family Medicine, Internal Medicine, Surgery, Obstetrics and Gynecology and Paediatrics and Child Health.

It is also an accredited internship site. As part of the integrated health systems approach, AKHST plans to establish 35 outreach health facilities that are located across Tanzania. Currently, 19 such clinics have been established across the country and linked to the main hospital in Dar es Salaam.

AKHST is seeking enthusiastic, qualified, and experienced personnel as described below:

NURSING PRACTICE MANAGER – 1 POSITION

REPORTING TO THE HEAD OF NURSING SERVICES

POSITION SUMMARY

The Nursing Practice Manager is responsible for the orientation and basic certification of nursing staff, clinical capacity building of nursing staff through formal/informal educational programs, clinical mentorship and international collaboration. Providing capacity building and training for the Clinical Nurse Instructors and assisting in the implementation of quality improvement and patient safety activities.

ROLES AND RESPONSIBILITIES

- Liaising with the Human Resource Department to ensure that 100% of recruited nursing staff attends general orientation program.

- Define objectives for nursing orientation program in line with institutional needs and JCIA standards of staff qualification and education
- Conduct and coordinate orientation programs for newly hired nurses and nursing support staff.
- Evaluate performance of individual staff against structured learning objectives/ target defined in the orientation policy.
- Ensure certification and recertification of basic credentialing of all onboard and newly hired nursing staff.
- Provide assistance and mentorship to the individual staff in classroom sessions and clinical areas to fulfil identified objectives
- Provide feedback to individuals and keep the Clinical Nurse Instructors, Nurse Managers and Head of Nursing Services informed about their progress and learning needs upon completion of their nursing orientation program
- Complete the NES checklist and share feedback with the staff on identified strengths and areas of improvement.
- Ensures that Clinical Nurse Instructors follow the staff progress against unit based competency based orientation checklist.
- Ensures that probationary evaluation of the staff is completed upon completion of the initial six months after the hire date.
- Assist medical staff to cover exclusive care elements during orientation of Medical Interns, Residents and Medical Officers.
- Identifies specific and generic learning needs of the nursing staff in the units with the help of Clinical Nurse Instructors.
- Formulate annual and monthly educational plans according to the identified needs.
- Implements the plan according to the set planner through formal and informal educational programs.
- Coordinates/ conducts specialty related courses.
- Keep record of area specific training of individual staff.
- Liaise with Clinical Nurse Instructors to evaluate staff clinical progress and modify learning plans accordingly.
- Ensure translation of learning into clinical practice through clinical rounds.
- Ensure that staff is trained to operate all new equipment in the respective unit.
- In coordination with Clinical Nurse Instructors, conduct areas specific skills certification biannually.
- Liaise with Managers to reinforce policies, procedure and related compliance.
- Coordinate with voluntary associations like IHPA and TKN network to mobilize resources for staff development as per identified needs.
- Identifies specific and generic learning needs of Clinical Nurse Instructors.
- Implements the training plans according to the set planner through formal and informal educational program
- Makes rounds with Clinical Nurse Instructors to assure implementation of learnt concept.
- Utilizes audit reports and clinical incidences to modulate clinical practices.

- Takes initiative in preparing unit specific policies and procedures to guide nursing practice.
- Actively pursue institutional mandate of quality improvement and patient safety to bring positive change in nursing practice.
- Participate in disseminating knowledge on JCIA quality and safety standards and principles to the staff and nursing management.
- Liaise with maintenance department to assure educational programs and drill on fire safety and disaster management.
- Any other roles assigned by the Supervisor or Designee.

QUALIFICATIONS AND EXPERIENCE

- Minimum Bachelor's degree in Nursing from recognized Institution
- Current registration with the Tanzania Nursing and Midwifery Council (TNMC).
- Maintains a Valid Nursing License in the United Republic of Tanzania.
- Minimum of 5 years' experience in Nursing Administration

CLINICAL NURSE, ACCIDENT AND EMERGENCY – 1 POSITION

REPORTING TO THE NURSE MANAGER

POSITION SUMMARY

Clinical Nurse I provides safe and individualized nursing care to critical patients in the Accident & Emergency Unit and plans effective interventions in accordance with policies and procedures as well as quality improvement and patient safety norms.

ROLES AND RESPONSIBILITIES

- Measures adult and pediatric patient's vital signs, such as blood pressure, breathing and heart rate, and initiates corrective action whenever the patient displays adverse symptomatology.
- Conducts thorough head to toe assessment and reassessment of each assigned pediatric and adult patients at the time of admission, at shift change, after critical procedure/ surgery and upon change in critical condition as per timelines defined in the policy. Elements of assessment include presented complaints and related details, systemic review, pain assessment, fall assessment, etc.
- Incorporates clinical knowledge into practice while handling patients of different acuity levels ranging from level I to V.
- Perform resuscitative skills in specific assigned roles in management of patients with various medical and surgical emergencies in both adult and pediatric patients.
- Assist in inter and intra hospital transfer of patients following safety principles.
- Initiate cardiopulmonary resuscitation in case of cardiac arrest.
- Manage patients with trans venous and trans cutaneous pacing.
- Identify and manage patients with arrhythmias.

- Prepares and administers and records prescribed medications using age-appropriate guidelines and reports adverse reactions and near miss to medications or treatments.
- Demonstrates knowledge and skills in Pain assessment and management in both children and adults.
- Provides education, information and support to the patients and patients' family.
- Records all care information concisely, accurately and completely, in a timely manner, in the appropriate format and in the appropriate forms.
- Assist physicians during examinations, treatment and procedures.
- Plans and prioritizes nursing interventions based on clinical condition and acuity level of patient.
- Plan break timings for her/his shift staff to ensure that patient care is not interrupted.
- Adheres to policies, procedures, quality improvement and patient safety norms while managing patient care.
- Delivers planned care (Total patient care) to all assigned patients under supervision within the scope of assigned nursing unit unless signed off by clinical instructors.
- Safely administers routine and high alert medications within defined timeline following medication administration protocol and seek assistance whenever needed. Documents medication administration on POE sheet and reports adverse and clinical incidences related to medication administration promptly.
- Practices safe Intravenous therapy and monitors patients' responses and takes action accordingly.
- Safely manage all nursing specific psychomotor skills in patients' care following its basic principles under supervision unless certified by clinical nurse instructor.
- Manage high risk patient and high-risk services as per defined protocols like blood transfusion, restraint application, administration of life saving medication, care of infected and immune compromised patients under close or remote supervision.
- Performs routine unit specific procedures and techniques as per set norms under supervision.
- Demonstrate accountability of special assignments like crash cart, stock medication, narcotics, and refrigerator, equipment and CSSD stock etc.
- Gives and takes patients hand overs and special assignments at the time of shift change.
- Demonstrates safe handling and proper use of equipment used in patient care.
- Participates actively in patient /family & staff education as per identified needs.
- Provides a safe environment for the patients and him/ herself by following infection control policies.
- Attends doctors' round, discusses patient care plans and carried out physician orders in time.
- Follows admission and discharge process as per institutional policies.
- Ensures timely, comprehensive and complete nursing documentation on unit specific forms as per standard.
- Participate in quality improvement and patient safety activities like incident reporting, identification of issues, execution of interventions, departmental meetings etc.
- Participate in continuous nursing education trainings.
- Any other roles assigned by the Supervisor or his/her Designee.

QUALIFICATIONS AND EXPERIENCE

- Minimum Diploma in Nursing from recognized Collage or School of Nursing.
- Current registration with the Tanzania Nursing and Midwifery Council (TNMC).
- Maintains a Valid Nursing License in the United Republic of Tanzania.
- Minimum of 1 year of experience in nursing practice.

CLINICAL NURSE, MATERNITY WARD – 1 POSITION

REPORTING TO THE NURSE MANAGER

POSITION SUMMARY

The clinical Nurse provides safe and individualized nursing care to patients with basic care needs in the maternity unit and in accordance with policies and procedures and quality improvement and patient safety

ROLES AND RESPONSIBILITIES

- Recognize obstetric and neonatal emergencies and involve multidisciplinary team as appropriate
- Carry out and interpret Cardiotocography (CTG) and Non stress test (NST) and act on findings
- Assesses patient environment for safety, cleanliness, and proper functioning of equipments used in direct patient care and promptly report both clinical and non-clinical unusual findings/incidences
- Participate in unit-based nursing education, quality improvement (QI) projects, audits, spot checks and skill checks.
- Safely administer routine and high alert medications within defined timeline following medication administration protocol.
- Complete initial assessment and re-assessment of obstetric mothers and newborn babies to identify their care needs
- Develops and implements pre-partum, intrapartum and post-partum and newborn care plan.
- Identify mothers at risk using history, hemodynamic monitoring, labor progression, lab and radiological evaluation, and implements appropriate actions
- Management of labour, delivery and third stage
- Perform and repair episiotomy and repair first and second-degree tears.
- Document medication administration on POE sheet and reports adverse and clinical incidences related to medication administer promptly.
- Recognize a patient in a pre- arrest or arrest states, and to initiate Basic Life Support
- Evaluates the results of nursing interventions on assigned patients and modifies nursing care accordingly.
- Evaluates the level of patients' satisfaction and takes appropriate measures in case of discontent.
- Any other roles assigned by the Supervisor or designee.

QUALIFICATIONS AND EXPERIENCE

- Minimum Diploma in Nursing from recognized Collage or School of Nursing.
- Current registration with the Tanzania Nursing and Midwifery Council (TNMC).
- Maintains a Valid Nursing License in the United Republic of Tanzania.
- Minimum of 1 year of experience in nursing practice.

CLINICAL NURSE, INTENSIVE CARE UNIT (ICU) – 1 POSITION

REPORTING TO THE NURSE MANAGER

POSITION SUMMARY

The Clinical Nurse provides safe and individualized nursing care to Intensive Care Unit (ICU) patients who are critically ill and have complex needs. He/she plans effective interventions in accordance with policies and procedures as well as quality improvement and patient safety norms.

ROLES AND RESPONSIBILITIES

- He / She manages ICU patients with complex pathology, multi-organ dysfunction and complicated diseases that need close monitoring.
- Manage patients in ICU who have difficulty in either oxygenation or ventilation issues and needs invasive or non-invasive mechanical ventilation.
- Responsible for caring for ICU patients with invasive monitoring lines like central venous pressure (CVP), arterial pressure, intracranial pressure (ICP), etc.
- Critically analyze the alarming signs and directly act on them to find out how to intervene towards specific problems.
- Safely administers routine and high alert medications according to the policy within defined timeline following medication administration protocol.
- Responsible for documenting medication administration on POE sheet and reports adverse and clinical incidences related to medication administration promptly.
- Demonstrate accountability of special assignments like crash cart, stock medication, narcotics, and refrigerator, equipment, CSSD stock, etc.
- Required to prepare and manage ICU patients with trans venous and trans cutaneous pacing.
- Administer and titrate lifesaving drugs and monitor hemodynamics.
- Implement evidence-based interventions to prevent hospital associated infections in ventilated patients and patients with invasive lines.
- Identify and manage patients with arrhythmias and conduction abnormality.
- Manages pediatric and neonatal patients with or without mechanical ventilation support.
- Able to perform the techniques of cardiopulmonary resuscitation accurately and effectively.
- Keeps abreast of changing techniques in critical care nursing and maintains a high level of expertise in critical care.

- Provides education and support to family members faced with critical decisions such as discontinuing life support and deciding how to care for people with brain injuries.
- Initiate cardiac monitoring both room and central, be able to interpret monitor trends and communicate critical changes to the physician and Nurse Manager
- Carry out other hemodynamic monitoring to include CVP, ICP, neurological and fluid status; lab, radiological and ABG evaluations.
- Prepare for and assist the physician in emergency procedures necessary for prompt control of patient's condition e.g. intubation, insertion of invasive lines and drains.
- Initiates mechanical ventilation (invasive and non-invasive) based on physician orders, assesses patient's readiness for weaning and implement the weaning and extubating protocols.
- Maintain adequate airway management to include oxygen therapy, nebulization and airway suctioning enteral feeds as prescribed, assess absorption and elimination and give feedback as appropriate.
- Be able to recognize a patient in a pre- arrest or arrest states, and to activate the Emergency Response Team and actively participate in the resuscitation of the patient.
- Attends and supports In-service Education Programs and serves as resource to other nursing units.
- Serves in Nursing Committee when requested.
- Maintains regular checks on patients' documentation to ensure completion as per set standard for initial assessment and reassessment forms, PFE form, POE sheet, nursing notes, intake & output and other unit specific forms.
- Attend doctors rounds, discuss patient care plans and carry out physician orders in time.
- Evaluates the results of nursing interventions on assigned patients and modifies nursing care accordingly.
- Providing care to patients with infectious diseases.
- Any other roles assigned by the Supervisor or designee.

QUALIFICATIONS AND EXPERIENCE

- Minimum Diploma in Nursing from recognized Collage or School of Nursing.
- Current registration with the Tanzania Nursing and Midwifery Council (TNMC).
- Maintains a Valid Nursing License in the United Republic of Tanzania.
- Minimum of 1 year of experience in nursing practice.

PLEASE NOTE: ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED FOR INTERVIEWS. APPLICATION LETTER, CV AND EDUCATION CERTIFICATES SHOULD BE SUBMITTED ELECTRONICALLY TO: hr@akhst.org WITH THE SUBJECT LINE OF THE POSITION.

CLOSING DATE FOR SUBMISSION OF APPLICATIONS IS END OF BUSINESS DAY ON SUNDAY, 22nd JUNE 2025

“AKHS is concerned about the climate and environmental crises we face and is doing everything possible to reduce our own impact, encouraging others to do the same, and advancing understanding in this field. AKHS has set itself the task of getting as close to net-zero carbon operations as possible by 2030. We expect all staff to contribute to achieving these aims in the context of their roles. We encourage applicants with previous experience or an interest in this field to apply”.