



Job pack: Neonatal Nurse Role



Country

Various countries: Uganda, Ethiopia, Tanzania

Duration

Minimum of 6 Months- Maximum 24 months.

Job purpose

The objective of the placement is to transfer skill and knowledge to paediatric and neonatal department staff specifically and hospital staff in general in order to improve health outcomes and increase the quality of services in local health facilities.

You will directly contribute to improved accessibility and availability of newborn health services and support clinical supervision and the management of newborn health services in the Neonatal Intensive Care Unit and where possible surrounding health facilities/units.

Disclaimer: These objectives are subject to improvement/modification after discussion with the project manager as well as the implementing partner.

*We are looking to strengthen our talent pool for Neonatal nurses to be able to respond to upcoming demand. Currently, we are looking to recruit volunteers to work as Neonatal nurses in **Ethiopia, Tanzania and Uganda**. However, more Neonatal volunteer jobs will be coming up later too.*

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1. Job Description

| Responsibilities | Key Performance Indicators | Competencies | Skills and Knowledge |
|---|---|---|---|
| <ul style="list-style-type: none"> Identify gaps in the neonatal/paediatric outpatient and inpatient department which contribute to poor quality care and treatment and develop action plan accordingly. Strengthen health workers at the Neonatal Unit in the delivery of specialised neonatal care through on-the-job training. Support the improvement of neonatal referral pathways by coaching health workers and community health workers in new-born care. Lead and support the implementation of the action plan with the objective to improve neonatal and paediatrics patient care and treatment to decrease institutional neonatal and child mortality. Conduct ongoing mentoring and coaching to Neonatal ward nurses on patient care and treatment. Organize trainings for health professional on newborn care. Conduct baseline assessment and develop proposal to | <ul style="list-style-type: none"> Hospital staffs coached , mentored and ensured that they improve in their skills and knowledge to give quality care Patients benefited from Improved quality of care NICUs/NBCs established/ Strengthened and functioning Improved quality of care provided to neonates and paediatric age children <p><i>Objectives will be confirmed in a three way discussion between the volunteer, employer and VSO in the first three months of the placement.</i></p> | <ul style="list-style-type: none"> Building and Sustaining working relationships The social skills to build and actively maintain working relationships that foster teamwork and collaboration with others for the benefit of a common goal. Open Minded and Respectful A non-judgemental approach that values other people and culture. Seeking and Sharing Knowledge Recognition that learning is a two-way and continuous process. Facilitating Positive Change The ability to analyse problems and develop lasting solutions in line with VSO approaches. Adaptability A flexible approach and the ability to adapt behaviour to different situations. Resilience The self-confidence to work with a variety of situations, diverse | <p>Professional skills/ competencies:</p> <p>Essential</p> <ul style="list-style-type: none"> Qualified Nurse specialised in Neonatal Nursing Registered Nurse with proof of a professional license. Fully accredited by the relevant professional body Current experience as registered nurse in a hospital setting for at least of 3-5 years. At least 2-3 years' experience working as a neonatal nurse/ Neonatology or working in Neonatal Intensive care unit (NICUs). Experience in mentoring/training of nurses, students at a neonatal/paediatric Department of any Hospital/in a clinic. Able to cope with stress and to organize and prioritise workload <p>Desirable</p> <ul style="list-style-type: none"> Masters of Science in Nursing Additional specialization in areas like Paediatric care Basic computer skill |

| Responsibilities | Key Performance Indicators | Competencies | Skills and Knowledge |
|---|----------------------------|------------------------------|--|
| <p>establish / strengthen neonatal intensive care unit in collaboration with the hospital management, when needed.</p> <ul style="list-style-type: none"> • Lead and support establishment/ Strengthening of neonatal intensive care units and newborn corners in the targeted hospitals and health centres. • Engage in the routine care and management of patients in the hospital • Introduce systems that enhance the efficiency and effectiveness of the in delivering quality service to patients • Team building with the different medical disciplines • Bedside teaching for staff and students in attachment • Prepare and submit activity report quarterly to VSO and partner health setting. • Train trainers and mentors in delivering Early Essential Newborn Care (EENC) training to Health Centers (HCs). • Provide advice to hospital management on policy matters on standards of care, improvement programmes and clinical facilitation of student health workers. • Provide guest lectures when needed and where possible in | | <p>people and ambiguity.</p> | <ul style="list-style-type: none"> • Experience in mentoring and teaching/Bedside teaching • Experience in working abroad in a similar setting/context (Africa/Asia) |

| Responsibilities | Key Performance Indicators | Competencies | Skills and Knowledge |
|--|---|--------------|----------------------|
| <p>School of Nursing and Midwifery.</p> <ul style="list-style-type: none"> • Provide on-the-job training to nurses, midwives, medical officers and interns in the Neonatal Intensive Care Unit (NICU) and surrounding units on the management of new-born health, including on fluid and electrolyte management, dangers signs, Newborn Individualized Care and Assessment program (nidcap). <p><i>Due to the nature of our volunteer placements and as this is a speculative role, it is possible that the responsibilities of this role listed above may differ in reality and therefore the post holder will need to be prepared to be flexible and adapt to their environment as necessary.</i></p> | | | |
| Responsible to: | To be communicated once the volunteer placement/job is confirmed. | | |

2. Personal considerations

Note: As this is a speculative job to prepare/build a pool for upcoming volunteer jobs, the details of any personal considerations specific to the placement (if any) will be communicated later.

In addition to the job description, the following information should be used when considering whether a placement is suitable for you.

Personal health considerations

If you have a significant current or past medical condition and/or you have general concerns about staying healthy as a volunteer, please use this information to assess whether this placement will be suitable for you. All volunteers require medical clearance from a VSO medical adviser before they are able to take up a placement with VSO. Occasionally, VSO may consider that this placement is too great a risk for you in terms of your personal health and you would be advised to consider a different placement. For further guidance about medical assessment and volunteering with a medical condition please see the [frequently asked questions on VSO website](#).

Access to medical care and support

The standard and quality of local medical care and support available at the placement will depend on its location within the country.

If you wish to discuss your personal circumstances or health concerns in confidence with VSO's medical team before you apply for this placement please contact medical@vsoint.org.

Accompanying partner or family: If you have a partner or children who are planning to accompany you to your placement, please use this section to assess whether this placement will be suitable for you.

Some placements allow for an accompanying partner. Details to be specified after the placement is confirmed.

Motorcycle requirements

Details to be specified after the placement is confirmed.

Security information

Details to be specified after the placement is confirmed.

3. Background and contextual information

Details to be specified after the placement is confirmed.

Further information on VSO's work in each of the countries we work in can be found on the [VSO website](#).