



A Ministry of Africa Gospel Church

VACANCIES

GROW YOUR CAREER WITH US

Established in 1937 and located at Bomet County, Tenwek Hospital is a Ministry of the Africa Gospel Church Kenya. It's a 400-bed capacity Teaching and Referral Hospital serving the vast Southwest Region of Kenya including but not limited to Bomet, Narok, Kisii, Kericho and Kisumu Counties. Over the years, the Hospital has grown to become one of the top healthcare institutions in the Country offering a wide variety of healthcare services.

Tenwek Hospital is a Christian Community committed to excellence in provision of Compassionate Healthcare, Spiritual Ministry and Training for Service to the Glory of God.

The Hospital is seeking to recruit highly motivated, ministry minded, born again Christians with good standing, demonstrating spiritual maturity, integrity and a calling to serve to fill the following positions:

1. CARDIOTHORACIC MEDICAL OFFICER

Role Summary:

Reporting to the cardiothoracic surgery program director, the Medical Officer's job exists to provide general medical services to patients in the hospital; ensure the provision of quality and timely medical services, quality patient care and medical counselling at Tenwek Hospital

The right candidate will be required to:

- a. Be responsible for conducting a comprehensive pre-operative assessment of the patient's medical history, physical exam, and diagnostic tests, and ruling out any underlying conditions that may impact the surgery and post-operative outcomes in consultation with cardiothoracic surgery fellows and consultants.
- b. Provide Surgical assistance/procedures under appropriate supervision and also work alongside the cardiothoracic surgeon, and cardiothoracic fellow assisting with surgical procedures such as opening the chest, placing drains, and suturing.
- c. Be responsible for monitoring the patient's recovery and progress, hemodynamic monitoring, inotrope titration, bedside echocardiographic assessment, fluid management, initiation and conducting of CPR, managing pain and medications, and addressing any complications that may arise.
- d. Educate patients and their families about their condition, treatment options, treatment adherence, and post-operative care instructions and follow-up.
- e. Collaborate with other healthcare professionals including nurses, anesthesiologists, physiotherapists, colleagues from other departments, and respiratory therapists, to ensure the best possible care for our patients.

- f. Maintain accurate and up-to-date medical records, documenting the cardiothoracic surgery patient's progress, and communicating with other healthcare professionals involved in the patient's care.
- g. Be involved in ongoing research and professional development activities, on-job training, lectures, and CMEs to stay current with new medical advancements and techniques in cardiothoracic surgery
- h. Part of Outreach activities that is being undertaken by the department.
- i. Response during emergency and mass casualty while within the hospital at all times when needed.
- j. Any other assigned duty that may be given from time to time.

Qualifications and Skills:

- a) Bachelor of Medicine and Bachelor of Surgery from a recognized institution
- b) Must have a Certificate in basic life support and Advanced Cardiac life support
- c) Registration with the Kenya Medical Practitioners and Dentists Council
- d) Valid Practice License.
- e) At least one year working experience in medical practice in a busy health facility.

2. CONSULTANT OPHTHALMOLOGIST (RE-ADVERTISEMENT)

The Consultant Ophthalmologist will be responsible for the diagnosis, treatment and help prevent diseases and injuries of the eyes and related structures.

Key roles and Responsibilities

- a. Manage Ophthalmic conditions by making accurate diagnosis and taking into account both the medical and psychological aspects of patient care.
- b. Demonstrate ophthalmic surgical competency.
- c. Work as part of multidisciplinary team that includes optometrist, orthoptists and nurses, as well as other specialties.
- d. Model efficient and effective clinical services and act as a mentor for both eye clinic staff and ophthalmic mid-level staff.
- e. Support and ensure the effective planning and implementation of clinical and outreach services.
- f. Work with ophthalmic officers and other relevant local staff to develop and maintain effective identification, treatment and referral systems for eye care services.
- g. Provide both clinical training and surgical training for surgeons, ophthalmic clinical officers and other relevant cadres of eye care providers as required.

Qualifications and Skills

- a. Bachelor's degree in Bachelor in Medicine and Surgery (MBChB)
- b. Master of Medicine in Ophthalmology from a recognized institution
- c. Registration with the Kenya Medical Practitioners and Dentist Council (KMPDC)
- d. Minimum 3 years' experience in a similar role (Post specialization)
- e. Must be God- fearing
- f. Excellent computer skills, including proficiency in MS Office and Microsoft Outlook
- g. Strong communication skills.

3. OPHTHALMIC CLINICAL OFFICER

Job Description

- a. Provide consultations at the eye clinic.

- b. Diagnose and initiate treatment/appropriate management of eye conditions, including refractive errors (blinding and potentially blinding conditions)
- c. Increase community eye health awareness to participation in eye care especially identification and referral of eye conditions by conducting primary eye care training
- d. Perform cataract surgeries and refer complicated cases appropriately
- e. Take part in planning and participating in eye camps/outreaches
- f. Ensure that all assessments and treatments provided are properly documented on the hospital EMR.
- g. Maintain equipment in good condition and submit regular inventory reports of the same
- h. Compile and submit inventory return/ requisition of all drugs and supplies
- i. Impact primary eye health education on health promotion and prevention of blindness.
- j. Perform patient counseling

Qualifications and Skills:

- a) Diploma in Clinical Medicine and Higher Diploma in Ophthalmology from a recognized Institution
- b) Registered with the Clinical Officer's Council- Kenya
- c) Must expect clinical and surgical evaluation after 3 months in order to continue employment beyond the probationary period.
- d) Must be God-fearing

4. CLINICAL OFFICER IN-CHARGE

Job Purpose:

Reporting to the Head of Clinical Services, The Clinical Officer In-Charge will be responsible for planning, organizing and implement all clinical activities in line with Hospital objectives.

Duties and Responsibility:

- a. Providing superior interventional and preventative clinical care based on approved guidelines and hospital policy.
- b. Ensure that all patients are appropriately examined, diagnosed and treated by adhering to the MOH guidelines. Also ensuring that all patients are adequately reviewed in OPD and referring or admitting where appropriate to a specialist or the wards
- c. Ensure all in patients are reviewed manage out sourced consultations as required.
- d. Attend to all emergencies in the unit and work with the Chief Clinical Officer for appropriate management and referral or admission
- e. Review patient files to ensure documentation (clear history taking, physical examination findings, investigations and management) to ensure quality of services rendered and adherence to SOPs.
- f. Lead in management of relationships with corporate clients and patients' families to ensure adequate communication and inclusive management of patients.
- g. Assist the Head of Clinical Services in preparing medical reports on patients as required while ensuring that the company interests are covered.
- h. Ensure that all COs maintain good work ethics/good customer relations are upheld when dealing with patients, relatives and employees
- i. Ensure the medical costs per patient per visit are within agreed averages.
- j. Fostering inter-professional dialogue, team work and consultation on health care matters amongst all cadres to ensure the best standards are maintained within the hospital.
- k. Lead in planning and organizing for continuous medical education and training of all clinical staff.

- l. Ensure all patients that need additional follow up are reviewed and booked for further management in the specialized outpatient clinics.
- m. Preparing monthly work schedules (ROTA) and ensuring adequate coverage while supervising clinical officers in the unit.
- n. Ensure all Clinical Officers arrive on time and adequate coverage of the OP departments for the day and night. Ensure that all CO leave schedules are prepared on time and taken appropriately
- o. Actively monitor and ensure the team meets the required performance standards.
- p. Ensuring all planned departmental activities are geared towards meeting growth and quality objectives
- q. Ensure that all clinical officers are appraised on time and meet the required appraisal objectives
- r. Contributing and participating in development of standards and best practices
- s. Be on call on rotational basis with other medical staff and ensure coverage of the hospital as required.
- t. In Charge of all clinical officers both specialized and non-specialised.
- u. Any other duty as assigned by the supervisor in line with the job description

Qualifications, Knowledge and Skills

- a. Minimum of at least 4- 5 years working experience and one (1) year in leadership position.
- b. Minimum of Diploma in Clinical Medicine and Surgery or its equivalent qualification from a recognized institution, Higher National diploma/Degree will be an added advantage.
- c. Certificate of Registration from the Clinical Officers' Council
- d. Valid Professional Practice License from the Clinical Officers' Council
- e. Certificate in computer applications; and
- f. Shown merit and ability as reflected in work performance and result.

HOW TO APPLY

If you are interested in any of these challenging opportunities, send your application letter with a detailed CV and **Statement of Faith*** addressed to:

The Human Resources & Administration Director
 Tenwek Hospital
 P.O. Box 39 – 20400
BOMET

Applications should be sent directly through recruit@tenwekhosp.org by **6th April 2023** with the position being applied for as subject line.

Only shortlisted applicants will be contacted. We do not charge any fee for receiving your CV or for interviewing and all communications will be done through official line and email.

NOTE: Hard Copy applications **will not be accepted**. Any form of canvassing will lead to **automatic disqualification**.

***What is a statement of faith?**

A statement of faith should describe your Christian faith and how you see it as relevant to your involvement with Tenwek Hospital. The statement can either be incorporated into the cover letter or submitted as a separate document and should include, at a minimum, a description of your spiritual disciplines (prayer, study, etc.) and your current fellowship or place of worship.