JOB OBJECTIVE: ICU Medical Officer | C-CARE (Uganda)

Job Details

Job Grade Level:		Employee Category:	**Professional**
Department:	**Clinical Services**	Sub-Department:	**Intensive Care Unit (ICU)**
Clinical/Non-Clinical:	**Clinical**	Patient Facing (Y/N):	**Y**
Direct Reports (Y/N):	**N**	Direct Report Job Grade:	**N/A**

Reporting Relationships

Reporting to (Functional): **Hospital Manager**
Reporting to (Administrative): **Hospital Manager**

Job Summary (Main Purpose)

Provides round-the-clock medical care to critically ill patients in the hospital's Intensive Care Unit, delivering timely assessment, resuscitation, organ support and monitoring under the clinical guidance of the ICU consultant/intensivist. Ensures care is safe, evidence-based and protocol-driven, supports efficient admission, transfer and discharge flow, and contributes to quality improvement, infection prevention and ICU team training in line with C-Care clinical governance standards.

Main Duties/Responsibilities

Clinical Care

- Assessing, admitting and stabilising critically ill patients from the Emergency Department, theatre, wards and referring facilities using approved ICU admission and triage criteria.
- Conducting structured daily ICU ward rounds with the consultant, documenting daily goals of care and applying ICU daily checklists.
- Managing organ support, including invasive and non-invasive ventilation, vasopressor/inotrope therapy, fluid and electrolyte balance, sedation, analgesia and nutrition.
- Assisting in ICU procedures within competence (airway management and intubation, central venous and arterial line insertion, point-of-care ultrasound) with documented informed consent.
- Leading or participating in resuscitation within the ICU and responding to hospital-wide rapid response and code blue calls.
- Interpreting arterial blood gases, laboratory results, imaging and ECGs, and adjusting management promptly.

Patient Safety & Quality

- Applying ICU care bundles (VAP, CLABSI, CAUTI, pressure injury and VTE prevention) and antimicrobial stewardship principles.
- Reporting incidents, near misses and adverse events, and participating in root cause analyses and mortality & morbidity reviews.
- Maintaining complete, accurate and timely medical records in the hospital information system, including ICU charts, consents and goals-of-care decisions.

Communication & Continuity of Care

- Giving structured (ISBAR) handovers at every shift change and escalating deteriorating patients to the consultant without delay.
- Updating patients' families daily on progress, prognosis and treatment plans, and supporting end-of-life care discussions.
- Coordinating step-down, discharge, referrals and inter-facility transfers to maintain ICU bed availability.

Operations & Professional Development

- Providing the clinical documentation required for insurance pre-authorisations, extensions and claims.
- Confirming daily readiness of critical equipment (ventilators, monitors, defibrillator, emergency trolley) with the nursing team and reporting faults.
- Participating in CMEs, simulation drills and orientation of new ICU staff, and maintaining personal clinical competencies.
- Complying with C-Care policies and SOPs, infection prevention and control, occupational safety, patient confidentiality and medical ethics.

Key Relationships

Internal – Clinical: ICU Consultant/Intensivist, Anaesthetists, ICU nursing team, Emergency, theatre and ward medical teams, visiting specialists, Pharmacy, Laboratory, Radiology, Physiotherapy and Nutrition.

Internal – Management & Support: Hospital Manager, Medical Superintendent, Nursing Manager, Quality & Patient Safety, IPC focal person, Biomedical Engineering, Insurance/Billing and Customer Care.

External: Patients and families, referring facilities and ambulance services, insurance providers (clinical queries), the Uganda Medical and Dental Practitioners Council and the Ministry of Health.

Committees: ICU/Critical Care Committee, Infection Prevention & Control, Patient Safety & Quality, Mortality & Morbidity, and Medicines & Therapeutics.

Planning & Organising Duties

Planning Cycle	Activity To Be Planned
Monthly	▪ Confirming ICU duty roster cover and handover schedules ▪ Reviewing ICU indicators: admissions, length of stay, mortality, ventilator days and 48-hour readmissions ▪ Presenting cases at mortality & morbidity meetings and reviewing VAP/CLABSI surveillance with IPC
Quarterly	▪ Participating in clinical audits (care-bundle compliance, documentation, antimicrobial use) ▪ Reviewing and updating ICU clinical protocols with the consultant ▪ Running mock code and simulation drills with the ICU team
Annual	▪ Completing CPD requirements and renewing the UMDPC practising licence ▪ Renewing BLS/ACLS certification ▪ Providing input into the ICU equipment, consumables and training-needs plan
Long-Term Planning	▪ Contributing to the expansion of critical care services (e.g., HDU, additional ICU beds) ▪ Supporting ICU outcome benchmarking across C-Care hospitals ▪ Pursuing a personal development path towards anaesthesia, critical care or internal medicine specialisation

Decision Making Remit*

Areas	Decisions in Scope
Geographic Scope & Size *e.g. BU specific, Country, Group/Region*	Uganda – BU ☑ <1,000 EE ☐ 1,000-2,500 EE ☐ >2,500 EE
Budget & Expenditures (UGX) *e.g., value of budgets under responsibility, authorised expenditures*	☑ None/Negligible ☐ 0 – 500K ☐ 500K – 5M ☐ 5M – 20M ☐ 20M – 45M ☐ > 45M
Staffing Decisions	☐ Full Staffing Decisions

e.g., recruitment, salary increases, transfers, training, promotions, disciplinary actions	☐ Partial Staffing Decisions ☑ No Staffing Decisions
Policy/SOP Decisions *e.g., freedom to change with way tasks are performed / the methods used*	☐ Approves policies (final level of decision) ☑ Recommends and provides inputs for policies ☐ No Decision-Making

** What type of decision can be made by the Incumbent without a Supervisor / Manager's resolution or approval*

Key Skills and Competencies

Qualifications *Formal education required for competence in the job*	▪ Bachelor of Medicine and Bachelor of Surgery (MBChB) or equivalent from a recognised university ▪ Full registration and valid practising licence with the Uganda Medical and Dental Practitioners Council (UMDPC) ▪ Valid BLS and ACLS certification (mandatory); ATLS, PALS or a recognised critical care course (e.g., FCCS) is an added advantage
Experience	▪ Successful completion of a one-year medical internship ▪ **Minimum of 1 year** post-internship experience working in an Intensive Care Unit ▪ Hands-on experience managing ventilated patients and performing core ICU procedures ▪ Emergency medicine or anaesthesia experience is an added advantage
Knowledge & Technical Competencies *Registrations, Affiliations, Professional Certifications*	▪ Sound knowledge of critical care physiology, ventilation modes, haemodynamic monitoring and sepsis management ▪ Competence in advanced airway management and vascular access; point-of-care ultrasound is desirable ▪ Knowledge of IPC standards, ICU care bundles and antimicrobial stewardship ▪ Computer literacy and working knowledge of electronic medical records
Behavioural Competencies	▪ Calm, sound clinical judgement under pressure ▪ Strong teamwork and clear, empathetic communication with patients and families ▪ Integrity, accountability and respect for confidentiality ▪ Willingness to work shifts, including nights, weekends and public holidays ▪ Commitment to continuous learning

Please note that your Job / Service Objectives is not an exhaustive list of tasks and duties, but serves as a guideline for daily duties, which may evolve from time to time according to the business requirements.

Approval	**HRBP:** ---------- Date ----------	**Supervisor:** ---------- Date ----------
Employee Acceptance	*I hereby acknowledge receipt of my JD. I wish to confirm that I have read & understood the Job contents & expectation and therefore am willing to offer my services under the terms and conditions given hereto.* *Employee Signature: …….. Date: ----------*	