JOB OBJECTIVE: ICU Nurse | C-CARE (Uganda)

Job Details

Job Grade Level:		Employee Category:	**Professional**
Department:	**Nursing 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)

Delivers continuous, high-quality nursing care to critically ill patients in the hospital's Intensive Care Unit, providing close monitoring, organ-support nursing and timely escalation of deterioration. Works within the multidisciplinary ICU team to ensure care is safe, evidence-based and compassionate, and meets C-Care nursing, infection prevention and patient safety standards.

Main Duties/Responsibilities

Patient Care

- Receiving and admitting patients, completing a comprehensive nursing assessment and developing individualised nursing care plans.
- Monitoring vital signs, haemodynamic parameters, neurological status, fluid balance and early warning scores, and charting at least hourly.
- Caring for patients on mechanical ventilation and NIV, including airway, endotracheal tube and tracheostomy care, closed suctioning and prompt response to ventilator alarms.
- Administering medications, infusions, blood products and vasoactive drugs safely using infusion and syringe pumps, with independent double-checks for high-alert medicines.
- Assisting with ICU procedures (intubation, central and arterial lines, chest drains) and collecting specimens, including arterial blood gases.
- Providing fundamental care: two-hourly repositioning, pressure injury prevention, oral and eye care, enteral feeding, hygiene, comfort and sedation scoring.
- Initiating BLS in emergencies and participating in resuscitation as part of the code team.

Safety, Quality & Infection Prevention

- Implementing ICU care bundles and IPC practices: hand hygiene, aseptic technique, line and catheter care, isolation precautions and waste segregation.
- Applying patient safety goals (correct patient identification, falls prevention, safe medication use) and reporting incidents and near misses.
- Maintaining accurate nursing records and intake/output charts, and giving structured (ISBAR) handovers every shift.

Equipment & Stock

- Checking, cleaning and preparing ICU equipment at the start of each shift (ventilators, monitors, pumps, suction, oxygen, emergency trolley and defibrillator) and reporting faults to Biomedical Engineering.
- Managing ICU stock and controlled-drug registers per policy, requisitioning on time to prevent stock-outs and capturing all chargeable items for billing.

Family Support & Professional Development

- Providing information and emotional support to patients and families within scope, and facilitating visits per policy.
- Participating in CNEs, orientation and mentorship of new nurses and students, and maintaining personal competencies.
- Complying with C-Care policies and SOPs, the UNMC Code of Professional Conduct and patient confidentiality.

Key Relationships

Internal – Clinical: ICU Medical Officers and Consultant/Intensivist, fellow ICU nurses, theatre, Emergency and ward nursing teams, Pharmacy, Laboratory, Radiology, Physiotherapy and Nutrition.

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

External: Patients and families, referring facilities and ambulance teams, equipment suppliers' technical teams and the Uganda Nurses and Midwives Council.

Committees: Infection Prevention & Control, Patient Safety & Quality, and Nursing Practice/CNE Committee.

Planning & Organising Duties

Planning Cycle	Activity To Be Planned
Monthly	▪ Following the shift roster and handover schedule ▪ Conducting stock counts and submitting ICU requisitions ▪ Reviewing nursing indicators: pressure injuries, falls, medication errors and hand hygiene compliance
Quarterly	▪ Participating in nursing documentation and care-bundle audits ▪ Supporting IPC audits and environmental cleaning checks ▪ Taking part in mock code drills and CNE sessions
Annual	▪ Completing CPD requirements and renewing the UNMC practising licence ▪ Renewing BLS (and ACLS where held) certification ▪ Agreeing a personal development plan through the annual appraisal
Long-Term Planning	▪ Pursuing specialisation in critical care nursing ▪ Contributing to ICU nursing protocols and safe nurse-to-patient ratios (1:1 ventilated, 1:2 non-ventilated) ▪ Supporting the mentorship pipeline for future ICU nurses

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 *e.g., recruitment, salary increases, transfers, training, promotions, disciplinary actions*	☐ Full Staffing Decisions ☐ 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 Science in Nursing from a recognised institution ▪ Valid registration and practising licence with the Uganda Nurses and Midwives Council (UNMC) ▪ Valid BLS certification (mandatory); ACLS or PALS is an added advantage ▪ Certificate or Postgraduate Diploma in Critical Care Nursing is an added advantage
Experience	▪ **Minimum of 1 year** nursing experience in an Intensive Care Unit (adult, paediatric or mixed) ▪ Demonstrated experience caring for ventilated patients and using ICU monitoring equipment ▪ Emergency, theatre/recovery or HDU nursing experience is an added advantage
Knowledge & Technical Competencies *Registrations, Affiliations, Professional Certifications*	▪ Ventilator care, haemodynamic monitoring, basic ABG interpretation and ECG rhythm recognition ▪ Safe administration of high-alert medicines and accurate infusion calculations ▪ IPC standards, ICU care bundles, early warning scores and pressure injury prevention ▪ Computer literacy and electronic nursing documentation
Behavioural Competencies	▪ Vigilance and attention to detail ▪ Calm, decisive response in emergencies ▪ Compassion and clear communication with patients and families ▪ Strong teamwork and respect for confidentiality ▪ Willingness to work shifts, including nights, weekends and public holidays

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: ----------*	