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CAREERS

Vacancies: Clinical Nurses, Doha (Qatar) with Brightstar Careers/Hamad Medical Corporation

Level: Clinical Nurses – All Levels
Employer: Hamad Medical Corporation
Region: Doha, Qatar
Contract type: Permanent (initial 3 years at start)
Hours per week: Fulltime
Application deadline: Ongoing
Start date: ASAP

Vacancy: Clinical Nurse, Doha, Qatar
Hospitals in Qatar urgently looking for trained and experienced Clinical Nurses.

The organisation:

Hamad is Qatar's leading medical services organisation. It offers the applicant an exciting opportunity to work abroad and be part of a dedicated and enthusiastic team of healthcare professionals consisting of 70 different nationalities working together for the single purpose of improving the quality of human life. Hamad is committed to developing your career in Qatar.

Job description: Clinical Nurse, Doha, Qatar:

The candidate will have the opportunity to team up with the brightest professionals in healthcare and to provide world-class patient care service for the population of Qatar. The candidate will work with the very latest equipment and have opportunities to develop their career in a professionally stimulating environment.

As a Clinical Nurse you will assist in the process which ensures that patient care is delivered in accordance with established corporate wide policies, procedures and nursing standards, and the hospitals' code of ethics. The clinical nurse passes on his/her theoretical and clinical expertise to the nursing staff. The Clinical Nurse will be accountable to ensure clinical resource and continuity of patient care during her/his duty hours.

Tasks:

Clinical Nurses are answerable to a Charge Nurse and Head Nurse, and will provide quality patient care according to hospital standards. In order to fulfil his/her responsibilities the Clinical Nurse, in collaboration with other nursing staff will carry out the following:

- Provides direct patient care
- Provides guidance for and supervision of personnel accountable to the Clinical Nurse
- Coordinates nursing services with the services of other health care disciplines
- Assumes responsibility for staffing and scheduling
- Must foster a climate conducive to learning
- Evaluates the quality and appropriateness of care
- Accepts organisational accountability for services provided to recipients

Necessary Qualifications: Clinical Nurses

- Valid Nursing License from the Country of Origin

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- A minimum five years' post-registration experience
- Language skills: English is essential

Salary:

This hospital offers a tax free salary from QAR 12,800, depending on the individual's experience. (From EUR 3,100 at the prevailing rate of exchange).

Benefits:

- Subsidised healthcare
- End of Service Award
- Round-trip annual leave ticket per year to your point of hire
- Free accommodation provided
- Monthly transport allowance of QAR 1,250
- 35–50 paid vacation days per year plus 5 Eid holidays (right after the end of Ramadan month) and 5 more Eid holidays (approximately 9 weeks after the Ramadan Eid holidays);
- Relocation support
- Country orientation
- Language skills support
- Paid annual leave

Living & Working in Qatar:

Qatar is a land of fascinating contrasts. Endless stretches of desert flank modern towns; sleek four-wheel-drive Land Cruisers share the desert roads with lumbering camels; and sophisticated malls exist side-by-side with the traditional souks (traditional Arab open-air marketplaces). Surrounded by clear, shallow waters on three coasts, Qatar has, as neighbours, Saudi Arabia to the west and the United Arab Emirates to the southeast. Although Qatar is one of the smallest Arab states in the Gulf region, it has a big heart, huge ambitions and significant reputation.

Brightstar Careers:

Brightstar's dynamic and professional team will assist you in the following:

- Brightstar briefing on Hamad, Qatar & job
- Brightstar interview
- Hamad interview preparation
- Hamad liaison
- Visa application
- Booking flight and meet & greet at the airport

Next Steps:

Submit the following information & documents to the following email address:

- CV in English
- Current employer details
- Experience
- Qualifications/copies of certificates
- Short letter outlining your reasons for wanting to work in Qatar (in English)

Contact:

By email in the first instance: serbia@brightstar.careers

JOB SUMMARY:

Job Title: Clinical Nurse – Grade 113

Reports to: Assistant Executive Director of Nursing

Professionally accountable to: Executive Director of Nursing

Direct reports:**Key Interactions**

The nursing community, physicians, allied health professionals, administrators and all other members of the multi-disciplinary team

For the purposes of Proctoring & Privileging:

Chair of relevant Medical Department

Senior Consultant assigned to proctor

Medical staff involved in collaborative extended practice field

Nursing staff, administration staff

Responsibilities:

Clinical Nurse Specialists (CNS) provide expert advice related to specific conditions or treatment pathways. They focus on improving patient care and developing services. A CNS plays a unique role in the delivery of high quality care. These clinicians are experts in evidence-based practice in specialty areas, such as oncology, paediatrics, geriatrics, psychiatric/mental health and community health among others. In addition to providing direct patient care, CNSs may engage in teaching, mentoring, consulting, research, management and systems improvement. They are able to adapt their practice to work across settings, and influence outcomes by providing expert consultation to all care providers and by implementing improvements in health care delivery systems.

Common Responsibilities:

This job description should be read in conjunction with the HMC Clinical Nurse Specialist Scope of Practice, HMC Code of Leadership Behaviours and the HMC Code of Professional Behaviour and Ethics for Nurses and Midwives.

To fulfil the responsibilities above, the Clinical Nurse Specialist, in collaboration with nursing personnel and members of other disciplines, engages in the following activities:

- Provides skilled safe, holistic, culturally competent, person-centred nursing care to patients, families, community and society, in collaboration with the multidisciplinary team irrespective of healthcare settings
- Provides direct patient care

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- Demonstrates leadership according to their skills and experience
- Accepts organisational accountability for services provided to recipients
- Accepts accountability for own actions and decision-making and for the related outcome
- Delivers nursing care and practices embedding the HMC Clinical Nurse Specialist Scope of Practice as the ethical and professional framework alongside consideration of the socio-cultural needs of patients, families, communities and society
- Functions at all times in accordance with legislative, regulatory and policy guidelines relevant to registered nursing practice
- Provides skilled safe, holistic, culturally competent, person-centred nursing care to patients, families, community and society, in collaboration with the multidisciplinary team irrespective of healthcare settings
- Maintains and demonstrates clinical competence in all aspects of care provided to patients on specific unit
- Attends to emergency / crisis situations calmly and effectively
- Develops, implements, evaluates, revises and provides input to the patients' plan of care and provides care according to the plan of care
- Administers medications and therapies in a safe, timely and effective manner in accordance with HMC policy
- Uses communication skills to ensure that other members of the health care team, the patient and their family are and remain fully informed
- Exhibits leadership qualities and manages nursing care safely, efficiently and ethically
- Ensures nursing practice meets organisational quality and safety standards and guidelines and participates in continuous quality improvement
- Maintains and promotes customer satisfaction through effective customer service
- Delegates and provides supervision to team members according to their competence and scope of practice
- Demonstrates commitment to the development of other members in the healthcare team, as well as patients, families, community and society
- Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement
- Enables and provides information on maintaining and optimising health and maximising self-care
- Integrates evidence and research findings into practice
- Uses data systems to enhance the quality and delivery of patient care
- Uses research, evaluation, service improvement and audit findings to enhance the quality of patient care and protect the rights of those participating

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Job Requirements:

Educational Qualifications & Certificates:

Essential Education:

Masters in Nursing or Midwifery (or field of health practice e.g. Mental Health) or equivalent postgraduate education leading to, or in addition to, a valid nursing license that meets the requirements for licensing in the State of Qatar.

Preferred Education:

As above

Required certification/licensure:

- Valid nursing license from the country of origin AND be eligible for license in the Supreme Council for Health State of Qatar
- Relevant life support/resuscitation certificates preferred, but there will opportunity to undertake as part of orientation
- Valid driver's license (HHCS only)

Experience:

Essential Experience:

- A minimum of 5 years' post nursing registration experience
- Including a minimum of 3 years' experience in specialty area of focus
- Including a minimum of 1 year as an Clinical Nurse Specialist or having successfully completed the CNS Intern programme in related field

Preferred Experience:

As above

Skills

Language Skills:

English – reading, writing, spoken – proficient (essential)

Computer Skills:

Competent IT skills that enable online literature searching, and presentation of feedback/learning to peers using PowerPoint and/or Word programmes

Competencies:

Common Leadership and Professional Competencies:

The professional and behavioural expectations of all nurses are outlined in the HMC Code of Leadership Behaviours and the HMC Code of Professional Behaviour and Ethics for Nurses and Midwives. These documents should be read in conjunction with the Job Description.

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They outline the importance of putting the patient first, taking professional responsibility, being committed to advance and inspire colleagues and integrating with the multiprofessional team for the benefit of patients.

Specific/Technical/Functional Competencies:

Managerial/Leadership:

- Works to create and maintain healthy work environments
- Promotes the advancement of the profession
- Contributes to the development and continuous improvement of organisational systems
- Assures that resource allocations are based on identified needs and valid nursing workload measures
- Serves as an expert for peers
- Supports the integration of clinical human and financial resources to enhance and complete the decision making process across a division
- Demonstrates collaborative multidisciplinary partnership towards achievement of optimum patient outcomes

Clinical Practice:

- Knowledge and skill of complex nursing practice issues
- Ability to work with diversity, navigate complex situations and advocate for patients and families
- Ability to act as a change agent, problem solver, critical thinker, team and consensus builder
- Evidence of innovation and visionary leadership to advance nursing practice and patient safety
- Assures that resource allocations are based on identified needs and valid nursing workload measures
- Use patient quality safety and risk issues to drive improvements in care
- Evaluates the practice environment and the quality of nursing care in relation to existing evidence
- Ensures that patient outcomes are monitored and action plans developed accordingly
- Role models behaviours and ensure that nursing has a voice
- Utilises effective and appropriate communication tools
- Works collaboratively with the multidisciplinary team for the benefit of patients
- Experience of formulating differential diagnoses through the integration of the patient/family health information and evidence-informed practice
- Experience of making referrals to other members of the health care team based on assessment and referral guidelines
- Experience of developing long term nursing and interdisciplinary care plans in collaboration with the patient/family and the health care team
- Experience of delivering direct, specialised, comprehensive care, emphasizing health promotion, disease prevention and collaborative management strategies to positively affect health outcomes
- Working knowledge of performance improvement process and international standards

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Research & Evidence based practice:

- Creates a supportive environment with sufficient resources for nursing research, scholarly inquiry and the generation of knowledge
- Uses analytical models and problem solving tools
- Synthesises available data, information and knowledge relevant to the situation to identify patterns and variances

Education, Learning and Development:

- Undertakes continuing education at a minimum compliant with the Supreme Council of Health requirements for relicensure
- Participates in the orientation of new staff nurses/students/interns/graduate nurses
- Evaluates and updates specialty educational plan in conjunction with the Nursing and Midwifery Education and Research Department
- Promotes and supports professional development through individualised career planning
- Competent in using hospital IT systems
- Actively participates in teaching programmes

Note: The Job Description is not intended to be all-inclusive. The employee may perform other related duties to meet the ongoing organisational needs.