MS22100P
CLINICAL SUPPORT NURSE

Level 8

Reports to (Hierarchical)
Head Nurse

Reports to (Functional)
Head Nurse and Nursing Care Referent

Job Family
Paramedical

Main Purpose
Plan, organize, and evaluate the nursing team and nursing activities with the knowledge, skills, resources, and materials to deliver evidence-based, person/family/community-centered quality nursing care according to adapted and updated nursing knowledge, MSF protocols, values and universal hygiene standards to improve the patient's health conditions.

Analyse operational needs for nursing quality of care including but not limited to spatial environment, equipment and supplies and human resources.

To develop/update/continue in the project defined Nursing Learning and Development Strategy using validated quality improvement tools and mixed methodologies, identifying needs, setting objectives and implementing realistic objectives.

Accountabilities
- Supervises and collaborates with nurse supervisors/manager and actively identifies the nurses' learning and development needs, updating learning and development strategy regularly and before end of contract.
  - Supporting in the daily monitoring of nurses, implementation of logbooks and annual individual review of nurses.
  - Provides documentation for all CPD(Continued Professional Development) given
- Improve the global quality of nursing care within all departments/facilities:
  - Ensure safe clinical nursing care is provided in an age-appropriate manner to every patient
  - Ensure applicable MSF nursing resources are available in each department (ex: SOP manual, medication handbooks)
  - Ensure all new nurses are onboarded and provided with competency-based support
- Technically supervise the nursing team in the nursing process within their scope of practice (routine nursing care, assessments, treatments and procedures) according to the patient needs and medical prescriptions including:

    - Knowing, promoting, implementing and following-up nursing procedures
- Implement and/or ensure the continuity of MSF nursing standards and nursing indicators.
- Accompany the nursing team in evaluating nursing indicators and defining/adapting their quality improvement strategy
- Together with the head nurse/nursing manager, develop the capacity of nursing team supervisors and strengthen their leadership:
    - Assisting supervisors for designing, scheduling and providing bedside trainings and follow-up
    - Assessing with them nursing care, using tools such as NCAT, documentation audits, setting priorities and objectives
- Coach, guides and supports nursing communication through nursing documentation (patient file), handover, patient transfers between departments and rounds.
- Participates in regular nursing meeting and hospital meetings/committees where gaps in nursing care may be identified
- Provide a monthly report detailing CPD delivered and plans for next month, including section in the project’s sitrep

Education
- Essential: recognized nurse degree/diploma
- Desirable: Bachelor in Science of Nursing

Experience
- Desirable 2 years of previous experience in hospital setting as nurse and previous experience in other NGOs is a plus
- Hands-on technical nursing care within the last 5 years, based on the project needs (example: pediatrics, neonates, nutrition, wound care)
- Experience +/- additional qualification in designing and implemented a learning and development strategy (example: delivering trainings and curriculums)
- Experience in mentoring and technically supervising nursing teams

Languages
Written and spoken working language of the project

Competencies
- Results and Quality Orientation
- Teamwork and Cooperation
- Behavioural Flexibility
- Commitment to MSF Principles
- Stress Management

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