



## **Title: Renal Nurse – Renal Dialysis Unit:**

**Company:** Puntland Ministry of Health

**Job Category:** Health

**Contract Type:** 8 months

**Travel Required:** 0-25%

### **JOB SUMMARY.**

The Renal Nurse will be responsible for overseeing dialysis treatments for patients suffering from acute or chronic kidney failure. Responsibilities include checking and recording patients' vitals, ensuring that dialysis machines and equipment are set up correctly and in good working order, referring patients to dietitians, social workers, or vascular access centers as required, evaluating patients' lab results, and answering patients' questions regarding dialysis treatments. He/she will also train and supervise local staff, help in unit set up and assess supplies needs.

To perform this job successfully, an individual must be able to perform each essential function with or without reasonable accommodation.

### **MAIN TASKS AND RESPONSIBILITIES.**

- Conduct patient admission and discharge assessments.
- Manage inventory of medicines and disposables, ensuring adequate stock levels.
- Follow instructions from dialysis doctors regarding patient care.
- Recommend changes in treatment based on current patient needs.
- Facilitate communication between patients, their families, and the treating team.
- Oversee and direct dialysis technicians in their duties.
- Participate in continuous quality improvement activities.
- Check and record patients' vitals before, during, and after dialysis treatment.
- Ensure that both hemodialysis and peritoneal dialysis treatments are administered correctly.
- Monitor patients during dialysis to identify and respond to any adverse reactions.
- Prepare and update nursing care plans.
- Promptly notify appropriate medical practitioners of any issues during dialysis treatments.
- Work with dialysis technicians to ensure correct setup of dialysis machines and equipment.
- Educate patients and family members on how to operate home dialysis machines if applicable.
- Provide education on dialysis treatment options, kidney disease management, nutrition, and suitable exercise regimens.
- Organize necessary referrals as required.
- Protect patients' rights and privacy.
- Train and mentor local staff, enhancing local healthcare capabilities.
- Ensure proper documentation and reporting of activities and services at the facility.
- Participate in regular staff meetings at the facility.
- Contribute to the quantification and assessment of supply needs, particularly medical commodities.
- In collaboration with the facility supervisor, ensure equitable and rational use of resources.
- Undertake any other tasks assigned by the supervisor.

### **MINIMUM QUALIFICATIONS.**



- Degree or Diploma in Nursing from an accredited university with specialty in renal nurse.
- Registration by the Nursing Association or equivalent regulatory body in the country of practice, with a valid license.
- Over 3 years' experience as a Renal Nurse working in a Kidney Dialysis Center.
- Knowledge of operating, troubleshooting, and maintaining dialysis machines.
- Excellent organizational, problem-solving, and interpersonal skills.
- Commitment to Humanitarian Principles and patient-centered care.
- Flexibility, accountability, and cultural sensitivity in a diverse and dynamic work environment.

### **Code of Conduct**

As applicable to this position, an individual must promote and encourage a culture of compliance and ethics throughout the organization and maintain a clear understanding of International Medical Corps' and donor compliance and ethics standards and adheres to those standards. Staff are also responsible for preventing violations to our Code of Conduct and Ethics, which may involve Conflicts of Interest, Fraud, Corruption or Harassment. If you see, hear or are made aware of any violations to the Code of Conduct and Ethics or Safeguarding Policy, you have an obligation to report.

If this is a supervisory position, one must set an example of ethical behavior through one's own conduct and oversight of the work of others; ensure that those who report to you have sufficient knowledge and resources to follow the standards outlined in the Code of Conduct & Ethics; monitor compliance of the people you supervise; enforce the Code of Conduct & Ethics and International Medical Corps' policies, including the Safeguarding Policy and the Protection from Harassment, Bullying and Sexual Misconduct in the Workplace Policy, consistently and fairly; support employees who in good faith raise questions or concerns.

### **Safeguarding**

It is all staff shared responsibility and obligation to safeguard and protect populations with whom we work, including adults who may be particularly vulnerable and children. This includes safeguarding from the following conduct by our staff or partners: sexual exploitation and abuse; exploitation, neglect, or abuse of children, adults at risk and any form of trafficking in persons.

### **Equal Opportunities**

International Medical Corps is proud to provide equal employment opportunities to all employees and qualified applicants without regard to race, color, religion, sex, national or ethnic origin, age, disability or status as a veteran.

Interested and qualified individuals should please submit a two-page CV and a one-page cover letter detailing how you qualify for the role to: [hr@garowegeneralhospital.com](mailto:hr@garowegeneralhospital.com), latest by May 19th, 2025

I have reviewed the contents of this document and acknowledge receipt of this job description.

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**Staff Full Name**

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**Signature**

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**Date**

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**Supervisor Full Name.**

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**Signature**

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**Date**