

Nursing

Background Information: Institut Pasteur du Cambodge (IPC) is a Cambodian non-for-profit research institution established in 1953, IPC is today a scientific research establishment declared of public utility placed under the high patronage of the Ministry of Health of the Kingdom of Cambodia and under the responsibility of the Institute Pasteur on the scientific and technical levels. IPC is a member of the Pasteur Network, which brings together 33 institutes present on five continents. It shares the Pasteurian values and the ethical charter to which the Pasteur Institutes are bound. IPC has more than 250 employees, including about 30 expatriates of 10 nationalities and includes 5 research units. It carries out research activities in health biology, public health and service activities (Medical Biology Laboratory, vaccinations and water and food analyses) and training.

Job Family: Health Services

Sub-Job Family: Nursing

Overview: Roles within the nursing sub-job family at our research institute are essential components of our healthcare delivery system, with a particular focus on the dynamic environments of vaccination clinics and medical biology units. Nurses play a pivotal role in ensuring the effective implementation of healthcare protocols, the delivery of patient care, and the advancement of medical research.

Nursing roles in this sub-job family operate within well-defined healthcare procedures, emphasising the importance of regulatory compliance, ethical standards, and adherence to professional nursing practices. These professionals are differentiated by the complexity of tasks, supervisory responsibilities, and the specific skills and experience required for their roles.

Level	Profile	Purpose
1	Nurse	Job holders at this level work towards delivering comprehensive patient care services within the vaccination clinic or medical biology unit. They operate within established healthcare protocols, providing accurate, compassionate, and evidence-based care while ensuring compliance with regulatory standards and protocols. The focus on job holders at this level is on developing an understanding of IPC's healthcare workflow.
2	Senior Nurse	Job holders at this level are experienced healthcare professionals capable of operating with minimal supervision and working within healthcare protocols and guidelines. They ensure seamless delivery of patient care, fostering a collaborative team environment, and contributing towards the direction of healthcare initiatives within the research institute. Job holders may carry out technical tests and observations, given relevant training and proactively identify and report problems appropriately.
3	Chief Nurse	Job holders at this level provide leadership with nursing operations and oversee the entire nursing framework, shaping guidelines and protocols and ensuring the highest standards of patient care and medical research in alignment with IPC's mission. They oversee and guide nursing teams deployed in vaccination clinics and medical biology units and collaborate with interdisciplinary teams to integrate nursing services with ongoing research initiatives. Jobs at this level work towards resolving any potential conflicts and represent the department internally and externally.

Level 1: Nurse

Job Purpose:

Job holders at this level work towards delivering comprehensive patient care services within the vaccination clinic or medical biology unit. They operate within established healthcare protocols, providing accurate, compassionate, and evidence-based care while ensuring compliance with regulatory standards and protocols. The focus on job holders at this level is on developing an understanding of IPC's healthcare workflow.

Accountabilities:

Description	Key Result Areas
1. Observe and assess patients using a range of tools and techniques within specified parameters, reporting problems appropriately and recording information accurately.	<ul style="list-style-type: none"> • Utilise various assessment tools and techniques. • Report patient problems promptly. • Accurately record patient information.
2. Conduct a range of tasks to help patients with activities of daily living, identifying, and reporting problems appropriately and taking account of health and safety policies.	<ul style="list-style-type: none"> • Perform tasks to assist with daily living activities. • Identify and report problems promptly. • Adhere to health and safety policies.
3. Work as a member of the multidisciplinary team, providing information about patients as requested and supporting and assisting other members as required.	<ul style="list-style-type: none"> • Actively collaborate with the multidisciplinary team. • Provide requested patient information. • Support and assist team members as needed.
4. Carry out a range of administrative tasks, (e.g., making up patient files, ordering stock) as requested to support the smooth running of the team or area.	<ul style="list-style-type: none"> • Complete administrative tasks • Contribute to the smooth functioning of the team.
5. Conduct a range of activities with patients within a planned programme of care to promote health and independence.	<ul style="list-style-type: none"> • Execute planned care activities with patients. • Follow a structured program of care
6. Work with patients and relatives to gather information and identify problems and concerns, reporting issues appropriately and involving them in care programme	<ul style="list-style-type: none"> • Collaborate with patients and relatives to gather information. • Identify and report issues. • Involve patients in the care program.
7. Assist more senior colleagues in their tasks to carry out a range of tasks (e.g., stocking up, cleaning, drawing blood, administering vaccination) as required to support the smooth running of the team or area and the delivery of high-quality care to patients	<ul style="list-style-type: none"> • Support senior colleagues in various tasks. • Contribute to the efficient functioning of the team. • Assist in delivering high-quality patient care.

Qualifications & Experience:

- Bachelor's degree in Nursing or related field
- 1-3 years of relevant nursing experience

Technical Competencies:

- Basic understanding of medical and biological principles relevant to the vaccination clinic or medical biology unit.
- Basic proficiency in administering vaccinations and conducting clinical procedures.
- Adherence to hospital and departmental policies and procedures.
- Awareness of regulatory compliance specific to healthcare and research activities.
- Proficient in the use of specialized healthcare equipment and technology.
- Familiarity with software tools for patient management and medical data recording.
- Proficient in data management processes, ensuring accuracy and confidentiality in patient records and research data.
- Basic understanding of electronic health records (EHR) and other data management systems.
- Effective collaboration with other healthcare professionals, researchers, and laboratory personnel.
- Communication skills to bridge the gap between clinical practice and research objectives.

Behavioural Competencies:

- **Patient-Centric Care:** Demonstrates meticulous attention to detail in patient care, ensuring accuracy in procedures and documentation. Actively participates in quality improvement initiatives within the vaccination clinic or medical biology unit.
- **Collaboration and Teamwork:** Collaborates effectively with colleagues, valuing their opinions and fostering a cooperative work environment. Actively participates in team discussions to enhance overall patient care and outcomes.
- **Performance & Results:** Strives for continuous improvement in personal performance, actively seeking opportunities for professional growth. Drives results in patient care, ensuring a commitment to achieving positive outcomes.
- **Professional Development:** Takes personal initiative to stay informed about the latest medical advancements and technological tools. Applies current expertise to enhance the quality of patient care within the vaccination clinic or medical biology unit.

Representative Jobs:

- Nurse