

## 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 2: Senior Nurse

### Job Purpose:

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.

### Accountabilities:

Description	Key Result Areas
1. Plan, deliver, and evaluate nursing care for patients with various conditions. Consider holistic needs, physical and psychological constraints, and research-based best practices to meet treatment goals.	<ul style="list-style-type: none"> <li>• Effective planning and delivery of nursing care.</li> <li>• Adherence to holistic and research-based practices.</li> </ul>
2. Provide advice and support to patients, relatives, and the multidisciplinary team within your area of knowledge and experience. Refer questions and concerns appropriately to meet identified needs for information and guidance.	<ul style="list-style-type: none"> <li>• Effective advisory role and support provided.</li> <li>• Appropriate referral of questions and concerns.</li> </ul>
3. Deliver teaching and training to junior staff, promoting the dissemination of best practices in nursing care within your level of knowledge and experience.	<ul style="list-style-type: none"> <li>• Dissemination of best practices in nursing care.</li> </ul>
4. Work as a member of the multidisciplinary team, reporting and referring patient information appropriately. Involve colleagues in meeting a range of identified patient needs.	<ul style="list-style-type: none"> <li>• Effective collaboration within the multidisciplinary team.</li> <li>• Timely reporting and referral of patient information.</li> </ul>
5. Identify and seek opportunities to consolidate knowledge and experience in general nursing practice. Develop proficiency in key areas to enhance overall nursing capabilities.	<ul style="list-style-type: none"> <li>• Actively seek opportunities for knowledge consolidation.</li> <li>• Demonstrate proficiency in key areas of nursing practice.</li> </ul>
6. Maintain awareness of best practice in relevant areas and contribute to its development under direction. Stay informed about advancements and contribute to the improvement of nursing practices.	<ul style="list-style-type: none"> <li>• Up-to-date awareness of best practices.</li> <li>• Meaningful contributions to the development of nursing practices.</li> </ul>
7. Record a range of patient information accurately and appropriately. Ensure compliance with hospital and best practice standards for comprehensive and reliable patient records.	<ul style="list-style-type: none"> <li>• Maintain accurate and comprehensive patient records.</li> <li>• Adherence to hospital and best practice standards.</li> </ul>

8. Provide appropriate support to other members of the nursing team, as well as patients, relatives, and carers. Assist them in understanding and accepting issues and events related to patient care.

- Data and documentation completeness and accuracy.

### Qualifications & Experience:

- Bachelor's degree in Nursing or a related field
- 4-7 years of relevant nursing experience

### Technical Competencies:

- Strong understanding of medical and biological principles relevant to the vaccination clinic or medical biology unit.
- Strong proficiency in administering vaccinations and conducting clinical procedures.
- Adherence to hospital and departmental policies and procedures.
- Ability to lead and manage nursing staff within the vaccination clinic or medical biology unit.
- Oversight of clinical processes, ensuring adherence to protocols and standards.
- Implementation and oversight of quality assurance processes in healthcare and research.
- Participation in quality improvement initiatives within the clinic or medical biology unit.
- Active involvement in research initiatives, contributing to the integration of research into daily healthcare operations.
- Collaboration with researchers and senior staff for the advancement of medical knowledge.
- Leadership in engaging with patients and the public, ensuring clear communication and understanding of research initiatives.
- Ensuring informed consent processes align with ethical standards.

### Behavioural Competencies:

- Patient-Centric Care: Develops and implements strategies to enhance order and quality within the nursing team, promoting a culture of excellence. Monitors and evaluates existing processes, initiating improvements to maintain high standards of care.
- Collaboration and Teamwork: Fosters a positive and collaborative culture within the nursing team, promoting teamwork and cooperation. Seeks and values the expertise of colleagues, ensuring a collective approach to problem-solving.
- Performance & Results: Sets high standards for the nursing team, encouraging a culture of achievement and continuous improvement. Drives initiatives to achieve departmental goals and enhance overall performance.
- Professional Development: Takes the lead in maintaining and enhancing the expertise of the nursing team. Shares expertise with nursing staff and actively contributes to staff development.
- Applied Thinking: Applies conceptual thinking to guide the nursing team, recognizing trends and providing clarity. Supports further analysis and decision-making by applying theoretical knowledge within the nursing department.

<b>Representative Jobs:</b>
<ul style="list-style-type: none"><li>• Senior Nurse</li></ul>