

## 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 3: Chief Nurse

#### Job Purpose:

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.

#### Accountabilities:

| Description                                                                                                                                                                                                                                                                                                 | Key Result Areas                                                                                                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Comprehensively plan, deliver, and evaluate patient care within the specialist area. Oversee the provision of care for patients with various conditions, including complex cases, ensuring adherence to holistic principles, and incorporating research-based best practices to achieve treatment goals. | <ul style="list-style-type: none"> <li>• Develop and implement comprehensive plans for patient care.</li> <li>• Evaluate patient care outcomes and adjust strategies as needed.</li> <li>• Ensure adherence to holistic care principles and research-based best practices.</li> </ul> |
| 2. Lead and facilitate collaboration within the multidisciplinary team. Work as a member of treatment decisions, report patient information, and influence colleagues appropriately to meet identified short and medium-term patient needs.                                                                 | <ul style="list-style-type: none"> <li>• Demonstrate effective leadership within the team</li> <li>• Collaborate with team members to make informed treatment decisions.</li> <li>• Influence colleagues positively to meet patient needs.</li> </ul>                                 |
| 3. Provide expert advice and support to patients, relatives, and members of the multidisciplinary team within the specialist area. Address complex questions and concerns, referring them appropriately, and resolving others to meet identified needs for information and guidance.                        | <ul style="list-style-type: none"> <li>• Address complex queries and concerns effectively.</li> <li>• Resolve other issues to meet information and guidance needs.</li> </ul>                                                                                                         |
| 4. Lead formal and informal teaching, training, coaching, and assessment of junior staff within the specialist area. Ensure that new staff meet required standards and actively promote the dissemination of best practices in nursing care.                                                                | <ul style="list-style-type: none"> <li>• Lead effective educational programs for junior staff.</li> <li>• Assess and ensure new staff meet required standards.</li> <li>• Promote the dissemination of best practices in nursing care.</li> </ul>                                     |
| 5. Provide appropriate support and guidance to junior 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.                                                                                        | <ul style="list-style-type: none"> <li>• Offer effective support and guidance to team members and stakeholders.</li> <li>• Assist in understanding and accepting issues and events.</li> </ul>                                                                                        |

**PASTEUR NETWORK**

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| 6. Identify and pursue opportunities to consolidate knowledge and experience in nursing practice within the specialist area. Develop proficiency in key clinical areas and basic managerial skills.                                                                            | <ul style="list-style-type: none"> <li>• Actively seek opportunities for knowledge consolidation.</li> <li>• Demonstrate proficiency in key clinical areas and basic managerial skills.</li> </ul>                                                       |
| 7. Contribute to standard setting, policy making, and the development of approaches to improve the quality of care. Engage in research and promote best practices in holistic care within the clinical area.                                                                   | <ul style="list-style-type: none"> <li>• Actively contribute to standard setting and policy making.</li> <li>• Engage in research activities to improve the quality of care.</li> <li>• Promote best practices in holistic care.</li> </ul>              |
| 8. Ensure accurate and appropriate recording of patient information, including audit data, in accordance with organizational and best practice standards. Maintain compliance with relevant regulatory standards and contribute to continuous quality improvement initiatives. | <ul style="list-style-type: none"> <li>• Maintain accurate patient records and audit data.</li> <li>• Ensure compliance with organizational and best practice standards.</li> <li>• Contribute to continuous quality improvement initiatives.</li> </ul> |

**Qualifications & Experience:**

- Bachelor's degree in Nursing or related field
- 7-9 years of relevant nursing experience

**Technical Competencies:**

- Develop and implement strong initiatives within the nursing department to align with the overall goals of the research institute.
- Provide visionary leadership for the nursing team and contribute to the institute's broader healthcare objectives.
- Oversee quality assurance processes, fostering a culture of continuous improvement and adherence to high standards of care.
- Contribute to the development and implementation of organizational policies and procedures within the nursing department.
- Drive initiatives for the professional development and growth of nursing staff.
- Play a leadership role in the integration of research initiatives into daily healthcare operations within the nursing department.
- Collaborate with researchers and senior staff to advance medical knowledge and enhance patient care.
- Engage with internal and external stakeholders, fostering collaboration and partnerships for the nursing department.
- Represent the nursing department in institutional decision-making and planning, ensuring alignment with overall organizational goals.
- Provide leadership in engaging with patients and the public, ensuring clear communication and understanding of research initiatives.

- Ensure ethical standards are maintained in patient interactions and informed consent processes.
- Oversee the management of nursing staff, providing guidance, mentorship, and support for professional growth.
- Foster a collaborative and positive work environment within the nursing department.

#### **Behavioural Competencies:**

- **Patient-Centric Care:** Provides visionary leadership to establish and maintain order and quality in patient care across the nursing department. Implements organisational strategies to ensure the highest standards of quality and order in healthcare delivery.
- **Collaboration and Teamwork:** Engages in leadership to promote teamwork and cooperation within the nursing department and beyond. Actively seeks input from team members and collaborates with other departments to achieve shared goals.
- **Performance & Results:** Drives results at both the departmental and organisational levels, setting and achieving business objectives. Encourages a performance-driven culture within the nursing department and contributes to the institute's overall success.
- **Professional Development:** Facilitates knowledge-sharing and professional development opportunities to maintain and enhance nursing expertise. Takes a leadership role in ensuring the highest level of expertise within the nursing department.
- **Applied Thinking:** Applies conceptual thinking at an organizational level, recognising trends and providing clarity in healthcare. Supports decision-making processes for the entire research institute by applying theoretical knowledge and leadership insights.

#### **Representative Jobs:**

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