

1. PERFUSIONIST

Job Purpose

The Perfusionist is responsible for operating extracorporeal circulation equipment during medical procedures requiring cardiopulmonary bypass, such as open-heart surgeries. The role ensures safe, effective, and continuous support of the patient's cardiac and respiratory functions during surgery and in critical care settings. The Perfusionist also supports quality improvement, education, and inventory management initiatives related to perfusion services.

Key Responsibilities

- Assemble, operate, and monitor heart-lung machines and extracorporeal circuits during cardiothoracic surgeries.
- Monitor vital parameters and manage blood pressure, blood flow, oxygenation, and fluid balance throughout procedures.
- Administer medications, blood products, and cardioplegia solutions during surgeries.
- Perform point-of-care testing, including blood gas and coagulation monitoring during bypass procedures.
- Calibrate and maintain perfusion-related equipment including heater-coolers, NIRS, and intra-aortic balloon pumps.
- Conduct pre-operative equipment checks and participate in patient evaluations for cardiac surgery.
- Maintain accurate and complete intraoperative perfusion records and documentation.
- Perform ultrafiltration and other techniques for volume management during and after bypass.
- Collaborate with the surgical and anaesthesia teams using clear and structured communication (e.g., SBAR).
- Manage perfusion-related inventory, including disposable circuits, cannulae, and essential components.
- Provide clinical instruction and mentorship to perfusion students and trainees.
- Participate in continuous quality improvement (CQI), theatre audits, and transfusion committees.
- Ensure compliance with hospital policies, clinical protocols, and applicable regulatory requirements.
- Support emergency cardiac surgery and call rotations as scheduled.
- Advocate for patient safety and the availability of perfusion-related supplies and equipment.

Job Dimensions

- **Operational Oversight:** Supports perfusion operations across cardiac surgery cases.
- **Educational Support:** Instructs and mentors students on attachment, including perfusion and critical care learners.
- **Resource Management:** Ensures equipment readiness and supply chain integrity for perfusion-related resources.

Qualifications & Experience

Academic Qualifications:

- Diploma in Clinical Medicine and Surgery or equivalent from a recognized institution.

Professional Qualifications:

- Higher Diploma in Cardiovascular Perfusion or Anaesthesia from a recognized institution.

Licensing:

- Must be registered with KMPDC or KCOA and hold a valid practicing license.

Experience:

- Minimum of 5 years' experience in anaesthesia and cardiovascular perfusion, with at least 2 years in a clinical leadership or supervisory role.

Key Competencies

Technical Skills:

- Proficiency in operating heart-lung machines and associated technologies.
- Sound understanding of cardiac physiology and extracorporeal circulation techniques.
- Knowledge of blood conservation strategies and emergency perfusion protocols.

Behavioral Attributes:

- Strong ethical commitment to patient safety and clinical excellence.
- Servant leadership with Christian values and a heart for community impact.
- High level of discretion, professionalism, and emotional intelligence.

Communication & Teamwork:

- Excellent communication skills with ability to work effectively in a multidisciplinary surgical team.
- Ability to train and mentor junior staff and students in clinical and simulation settings.

Computer Literacy:

- Proficient in MS Office Suite (Word, Excel, PowerPoint, Outlook) and electronic health records systems.

Other Desirable Attributes

- Self-driven with the ability to work under pressure and minimal supervision.
- Strong planning, problem-solving, and organizational skills.
- Positive attitude, adaptable, and committed to ongoing professional development.

How to apply:

Interested candidates who meet the above criteria should send their applications to recruit@tenwekhosp.org on or before **8th August, 2025** enclosing:

Resume, Cover Letter & *Statement of Faith

***What is a statement of faith?**

A statement of faith should describe your Christian faith and how you see it as relevant to your involvement with Tenwek Hospital. The statement can either be incorporated into the cover letter or submitted as a separate document and should include, at a minimum, a description of your spiritual disciplines (prayer, study, etc.) and your current fellowship or place of worship.