FLORENCE NIGHTINGALE HOSPITAL-APAC
P.O, BOX 20 APAC (U)
Tel: +256 782 411 450. E-Mail: infofnhapac17@gmail.com

JOB ADVERTISEMENT

POSITION: NURSING OFFICER (PRINCIPAL NURSING OFFICER)

Florence Nightingale Hospital, Apac, invites applications from suitably qualified, experienced and highly motivated nursing professionals to fill the position of **Nursing Officer**, who will serve as the **Principal Nursing Officer (PNO)** and provide leadership and oversight of the hospital's nursing and midwifery services.

Key Roles and Responsibilities

The successful candidate will be responsible for:

1. Providing strategic and operational leadership, supervision and coordination of all nursing and midwifery services within the hospital.
2. Developing and implementing duty rosters, staff schedules and appropriate deployment of nursing personnel across departments.
3. Ensuring adherence to professional standards, clinical protocols, infection prevention and control measures, and patient safety practices.
4. Coordinating nursing ward rounds, clinical handovers, continuous medical education (CMEs) and other professional development activities.
5. Monitoring nursing documentation, patient care standards and compliance with Ministry of Health guidelines and hospital policies.
6. Working closely with the Medical Superintendent and hospital management to address operational challenges and improve healthcare delivery.
7. Coordinating nursing-related reporting, departmental meetings, performance appraisals and quality improvement initiatives.
8. Overseeing nursing supplies and equipment management and ensuring their appropriate utilisation.

Minimum Qualifications and Requirements

- Bachelor's Degree in Nursing from a recognised institution.
- Registration with the Uganda Nurses and Midwives Council (UNMC) and a valid practising licence.
- At least one year of relevant clinical experience, with demonstrated experience in nursing supervision or leadership being an added advantage.
- Proven leadership, organisational, interpersonal and team-management skills.
- Good clinical judgement, communication and problem-solving abilities.

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Personal Attributes

The ideal candidate should be proactive, organised, approachable and capable of providing effective leadership while maintaining high standards of professional nursing practice. The candidate should demonstrate the ability to motivate staff, resolve workplace challenges and foster a culture of teamwork and continuous improvement.

Application Procedure

Interested and qualified candidates should submit an application letter, an updated Curriculum Vitae (CV), copies of academic and professional documents, and a valid practising licence addressed to:

The Hospital Administrator,
Florence Nightingale Hospital
Apac District, Uganda.

E-Mail; infofnhapac17@gmail.com

Application deadline: 16th November, 2026

Applications may be submitted physically at the hospital or electronically via infofnhapac17@gmail.com

Only shortlisted candidates will be contacted.

Florence Nightingale Hospital is an equal opportunity employer committed to providing quality healthcare services.