



The Health Services Authority is responsible for the provision and administration of primary and secondary levels of healthcare services and public health functions for residents of the three Cayman Islands through a 136-bed hospital on Grand Cayman, a 18-bed hospital in Cayman Brac, satellite outpatient clinic in Little Cayman and four District Health Centers on Grand Cayman offering the most comprehensive range of inpatient and outpatient services in a single health system in the Cayman Islands.

We invite applications for the following position:

PAEDIATRICIAN

Salary range: CI\$163,164 – CI\$189,204/+ On call Allowance per annum

Job Summary: The successful candidate will provide comprehensive paediatric and neonatal healthcare services across inpatient, outpatient, emergency, and neonatal intensive care settings. The role includes managing paediatric admissions, conducting outpatient clinics, participating in an on-call rotation, supporting strategic healthcare planning, and collaborating with multidisciplinary teams to deliver high-quality, evidence-based care to children and newborns throughout the Cayman Islands.

Qualifications and Experience: The successful candidate must possess a postgraduate qualification in Paediatrics, such as a DM, MRCPCH, or an equivalent qualification recognized in the Cayman Islands. Applicants must have a minimum of seven (7) years of postgraduate experience, including significant experience in newborn resuscitation and the management of patients in a Level II Neonatal Intensive Care Unit. Strong clinical, communication, and collaborative skills are essential, together with the ability to provide high-quality patient-centred care within a multidisciplinary environment.

A remuneration and benefits package, commensurate with experience and qualifications will be offered to the successful candidate.

NOTE: Incomplete applications will not be considered. All applicants must complete and submit an HSA Application Form via e-mail to hsa.jobs@hsa.ky using pdf format. Log on to our website at www.hsa.ky to access Application Form and Job Description.

Application Deadline: June 28, 2026

Committed to Caring for You



Job Description

Job title	Paediatrician	Job Holder	
Reports to	Medical Director Via Clinical Head of Dept.	Section	Department of Paediatrics

Background Information

The HSA is a full-service 24-hour provider of health care in the Cayman Islands, working across multiple sites. The post-holder will provide paediatric services to patients referred to for treatment to the organization in line with international best practice and the post-holder's registered qualifications.

Job purpose

To provide paediatric and neonatal healthcare services and help formulate preventive child health policies for the population of the Cayman Islands (circa 60,000)

Work is generated by patients referred by consultants/SHO's in other departments at the HSA, mainly the Accident and Emergency Department, General Practice Clinics. There are sometimes referrals from private practitioners, Department of Children and Family Services. Many clinic appointments are made by the patient's parent/guardian.

Post-holder is expected to refer patients to other disciplines within the government health service, or to a tertiary center or specialist locally or overseas when this is indicated by the clinical needs of the patients.

Post-holder is expected to liaise closely with colleagues in other clinical disciplines.

Dimensions

The principal paediatric services are provided by the Cayman Islands Health Authority. Those requiring tertiary referral are generally referred to Miami or Jamaica. An Air Ambulance service is available for urgent transfers.

Together with the other paediatrician the post-holder is responsible for the clinical care of newborns, paediatric admissions and outpatient consultations. There are some 650 deliveries per year, with a 40% caesarian section rate. Half of the newborns are managed by private paediatricians. There are on average a total of 50 paediatric admissions per month, 75% of which are under

government service. A proportion of these are surgical cases. There are roughly 2000 out-patient consultations per year.

There are 13 beds (of which 2 are high dependency) on the paediatric ward.

There are at least 13 neonatal cots on the Maternity Ward.

There is an intensive care neonatal unit (level 2) with a capacity of 6 sick/preterm newborns. There are 2 resuscitaires and 4 incubators/cots. Two ventilators and 2 CPAP machines are available.

Duties and responsibilities

To conduct regular paediatric outpatient clinics (at hospital, district clinics) on an agreed basis.

To conduct daily ward rounds on NICU, maternity ward and paediatric ward.

To provide neonatal care and neonatal intensive care.

To provide a 24-hour paediatric service in conjunction with the other paediatricians on a rotation basis.

To provide clinical support for the accident and emergency medical staff.

To take part in the regular clinical audit and CME meetings.

To involve colleagues in other disciplines, where this is indicated by clinical need, and work in close cooperation with them in the management of patients.

To conduct paediatric outpatient clinics at Faith Hospital, on Cayman Brac our sister island, on an agreed basis.

To be available in times of national disaster.

To participate in strategic healthcare planning of medical services.

To establish, with colleagues, an ongoing education program for nursing and other staff within the department.

Postholder may be involved in the supervision and training of returning Caymanian Doctors who are employed in the Department.

Ensuring adequate exposure of medical interns to general paediatric cases and how to deliver evidence base care.

Postholder guides the nursing staff in the care of the paediatric patients.

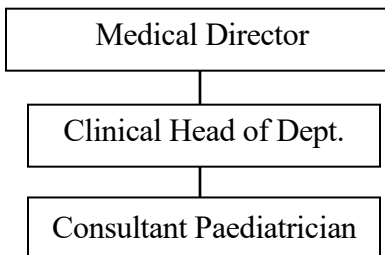
The postholder has no budgetary responsibilities.

Qualifications, Experience & Skills Requirement

Must have a post graduate qualification in paediatrics e.g. a DM or MRCPCH in child health or equivalent recognized in the Cayman Islands.

At least 7 years postgraduate experience, including significant experience in newborn resuscitation and in management of patients in level 2 neonatal intensive care.

Reporting Relationship



Direct reports

Postholder reports to the Clinical Head of Department.

Other Working Relationships

The postholder is expected to refer patients to other disciplines within the government health service, or to a tertiary centre or specialist, where this is indicated by the clinical needs of the patients

To liaise closely with colleagues in other clinical disciplines.

Decision Making Authority and Controls

Postholder makes decisions on the management of his/her patients.

Working conditions

On call may be stressful at times.

Work plan is unpredictable.

Work often requires long hours of engagement in patient care.

Physical requirements

May involve protracted periods of standing and/or walking for extended periods of time, do repetitive tasks with few breaks.

Requires lengthy periods of typing at the computer.

Problem/Key Features

Constant research is needed to achieve a high-quality patient centered service based on sound scientific evidence of good clinical practice

Must meet the demands of a changing and developing service

Share on call with other paediatricians

Evaluation Metrics

Maintaining professional performance
Providing quality medical care
Knowledge and experience to practice
Documentation; clear, accurate and legible
Adhering to clinical standards
Assuring safety and quality
Protect patients and others from risks posed by own health
Communicating with patients and others
Working constructively with healthcare colleagues and professionals
Establishing and maintaining partnerships with patients
Maintaining trust
Acting with honesty and integrity

Approved by:	<i>Dr. Delroy Jefferson Medical Director</i>
Date approved:	<i>30 November 2025</i>
Reviewed:	<i>30 November 2026</i>
Next Review	<i>30 November 2027</i>