



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 clinics 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:

SENIOR NURSE LEADER

**Salary range: CI\$95,460 - CI\$128,388 per annum
USD\$113,642 – USD\$152,842 per annum**

Primary Responsibilities: The Senior Nurse Leader for Professional Development provides clinical leadership to advance nursing practice and specialty programs, ensuring safe, competent, and evidence-based care. The role oversees clinical education, competency development, and transition-to-practice initiatives, while supervising educators and aligning all training programs with organizational priorities, regulatory standards, and patient safety goals.

Qualification and Experience: The minimum qualifications for the role are a Master's Degree in Nursing with at least ten (10) years current nursing experience, three (3) of which must be in a leadership capacity. The applicant must be proficient in the use of Windows applications, use of monitoring equipment, respiratory support machines and other equipment utilized in the department. Exhibit a caring and compassionate attitude, respecting diversity of religion, race, culture, sexual orientation, and medical diagnosis. Have demonstrated ability to perform efficiently in high stress situations.

**A remuneration and benefit package, commensurate with experience and qualifications
will be offered to the successful candidates for this post.**

In addition to a **tax-free salary**, we provide full healthcare coverage at no cost to employees, pensions plan, paid holidays, annual leave, training leave, initial and annual licensing fees paid by HSA, malpractice coverage on hospital corporate plan. Relocation package includes air passage, and freight for employee and dependent (s) to the Cayman Islands.

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: April 19, 2026



Job Description

Job Title: Senior Nursing Leader -Professional Development	Job Holder:	
Reports To: Director of Nursing	Cost Centre:	Nursing Administration

BACKGROUND INFORMATION

The Cayman Islands Health Services Authority (“HSA”) provides and administers health care services and public health functions for residents of the Cayman Islands in accordance with the National Strategic Plan for Health.

Services are delivered primarily through the 136-beds at the Cayman Islands Hospital (the country’s principal health care facility), and the 18-beds at the Faith Hospital on Cayman Brac. Ancillary services are offered at district health centres, and clinics for dental and ophthalmologic care. Residents of Little Cayman can access care through the island’s clinic, which is a purpose-built facility.

JOB PURPOSE

The primary responsibility of the Senior Nurse Leader for Professional Development is to provide clinical leadership for professional nursing practice, create and support specialty program development. The role ensures safe, competent, and evidence-based care through structured transition-to-practice programs, development of nursing specialty programs, competency management systems, and continuing professional development initiatives. In addition to system-wide oversight of nursing standards, the role provides direct supervision of Clinical Educators and the Medical Response Clinical Educator, ensuring alignment of all clinical education and specialty training initiatives with organizational priorities, regulatory standards, and patient safety goals.

DIMENSIONS

- Participates in the development of the nursing training budget, including funding for specialty programs and advanced education initiatives.
 - Oversees nursing practice standards across patient services and specialty areas, intervening as required to ensure patient safety and quality outcomes.
 - Maintains accountability for the performance and outcomes of Clinical Educators, the Medical Clinical Trainer, and all nursing education and specialty programs.
 - Post holder participates in the development of the training budget for Nursing Administration
 - Oversees transition of 2 – 10 new graduates each year
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PRINCIPAL ACCOUNTABILITIES

- Develops, implements, and evaluates the comprehensive Transition-to-Practice (TTP) program for newly graduated Registered Nurses, overseeing the progression and professional integration of 2–10 new graduates annually.
- Applies adult learning theory, competency-based education frameworks, and evidence-based instructional strategies to promote clinical judgment, professional confidence, and retention.
- Establishes structured clinical milestones, readiness-for-practice assessments, and independent practice validation.
- Investigate, designs, develops, and implements nursing specialty programs as needed based on organizational needs, patient acuity, and workforce planning.
- Establishes program objectives, eligibility criteria, competency requirements, evaluation metrics, and progression pathways for specialty practice.
- Ensures specialty programs are aligned with evidence-based practice, regulatory standards, and national specialty guidelines.
- Collaborates with Nurse Managers, Clinical Educators, Physicians, and interdisciplinary leaders to integrate specialty programs into clinical operations.
- Evaluates specialty program outcomes, including nurse competency, patient outcomes, staff engagement, and retention, and revises programs accordingly.
- Leads the development, implementation, and continuous refinement of a competency matrix in collaboration with Nurse Managers to ensure role-specific and unit-based competence, including specialty practice requirements.
- Determines nurse fitness for practice and readiness for specialty roles through direct observation, skills validation, chart audits, and performance review.
- Ensures competency frameworks support transition-to-practice, specialty practice, and ongoing professional advancement.
- Provides direct supervision to Clinical Educators and the Medical Response Clinical Educator, including performance management, workload prioritization, coaching, and professional development.
- Ensures consistency, quality, and regulatory compliance of all nursing education, specialty training, and interdisciplinary clinical programs.
- Aligns educators' activities with nursing standards, specialty program requirements, and patient safety priorities.
- Develops, communicates, and operationalizes standards of nursing practice in collaboration with Nurse Managers and Clinical Educators.
- Reviews, updates, in collaboration with the Nurse Managers and Interdisciplinary team clinical policies and procedures in accordance with current evidence and regulatory requirements.
- Ensures translation of standards and policies into daily practice through education, auditing, and competency validation.
- Monitors nursing practice through audits, skill fairs, direct observation, chart review, and outcome analysis.

- Conducts regular compliance audits and collaborates with Nurse Managers and Clinical Educators to implement corrective and preventive action plans.
- Reviews patient and staff complaints related to clinical practice and initiates appropriate interventions.
- Ensures education initiatives support quality metrics, risk reduction, workforce readiness, and succession planning.
- Train and coordinates preceptors to ensure a high-quality clinical learning environment.
- Identifies nursing service problems, practice gaps, and specialty care needs; conducts analysis and translates evidence into sustainable practice improvements.
- Promotes innovation, clinical inquiry, and continuous professional growth across nursing and clinical education teams.
- Any other related duties as assigned.

KNOWLEDGE, EXPERIENCE AND SKILLS

- Graduate of an approved school of nursing
- Master of Science in Nursing required; Education specialty preferred
- Doctorate level desirable.
- Current licensure with a Nursing Board/Council
- BLS certificate
- IV certification desirable.

Post holder must:

- Have at least ten (10) years current nursing experience, three (3) of which must be in a leadership capacity
- Have demonstrated ability to perform efficiently in high stress situations.
- Be proficient in use of Windows applications
- Be proficient and familiar in the use of monitoring equipment, and other equipment utilized in the clinical areas.
- Have demonstrated proficiency in the use of written and spoken language.
- Exhibit a caring and compassionate attitude, respecting diversity of religion, race, culture, gender, sexual orientation and medical diagnosis.

ASSIGNMENT AND PLANNING OF WORK

- Workload is generated by staff and patient demand
- Routine rounding with additional attention as the need arises

SUPERVISION OF OTHERS

Direct Supervision:

- Clinical Educators
- Medical Clinical Trainer

Indirect Oversight of Nursing Practice:

- Direct observation of clinical care
- Chart audits and documentation review
- Individual coaching and counselling
- Participation in performance appraisal processes

OTHER WORKING RELATIONSHIPS

- Physicians
- All nursing personnel
- Nurse Educators
- All other clinicians
- Quality, Risk and Safety staff

DECISION MAKING AUTHORITY AND CONTROL

Post holder makes decisions on:

- Nurse readiness for practice and specialty progression
- Design and implementation of nursing specialty programs
- Competency and assessment methodologies
- Educational, remediation, and intervention strategies
- Nurse fitness to practice in general and specialty skill domains

PROBLEM/KEY FEATURES

- Ensuring consistency of practice across diverse inpatient units
- Supporting high-risk workforce transitions
- Integrating new programs into operational environments:
- Responding to practice gaps and adverse trends

WORKING CONDITIONS

- Regular office hours with flexibility to respond to emerging clinical or educational needs.
- Private office environment with routine presence in the clinical areas for rounding, observation, and practice evaluation.

Approved by:	<i>Director of Nursing</i>
Date approved:	<i>March 3, 2026</i>
Reviewed:	
Next Review	
Employee Signature/Date:	
Manager Signature/Date:	

