



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 127-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:

UROLOGIST

Salary range: CI\$163,164 – CI\$189,204 per annum

On call Allowance of CI\$23,050 per annum

The Urologist provides quality patient centered urology service at the Cayman Islands Hospital shared with other Consultant Surgeons, Registrars and Clinical Interns rotating throughout the H.S.A.

Primary Responsibilities: The successful candidate will provide comprehensive 24-hour urology services, including one weekend per month in collaboration with private urology providers. Responsibilities include conducting regular general urology outpatient clinics, ward rounds, and providing support to Accident and Emergency staff, as well as managing patients in the Critical Care Unit when appropriate. The role also involves monthly outpatient clinics and operating room procedures at Faith Hospital (Cayman Brac). Working closely with colleagues across disciplines, the successful candidate will contribute to the development of evidence-based clinical guidelines and care pathways for urology services. Additional duties include participation in continuing professional development, clinical audit, and quality improvement initiatives; involvement in strategic surgical service planning; and the establishment of educational programs for nursing and allied health staff. The successful candidate will also collaborate with health agencies to promote disease prevention and health awareness and will actively participate as a member of the Medical Staff Committee, Clinical Quality Committee, and Pharmacy and Therapeutics Committee.

Qualification & Experience: The successful candidate must possess a primary medical qualification. A minimum of four (4) years of accredited training in general surgery is required, together with a recognized postgraduate qualification such as FRCS, MD, Board Certification in Urology. Candidates should also possess at least seven (7) years of postgraduate experience in urology or a related specialty relevant to the services provided. The candidate must also hold a valid license from either of the seven (7) jurisdictions; Jamaica, Canada, USA, United Kingdom, New Zealand, South Africa, Australia as specified in the Health Practice Law, Cayman Islands. The ability to work well within a multidisciplinary team is essential.

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.

Deadline for post: March 1, 2026

Committed to *Caring* for You

Job Description

Job title	Urologist	Job Holder	
Reports to	Medical Director through the Head of Department	Section	Department of Surgery

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 127-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 centers, 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

To provide a quality patient centered urology service at the Cayman Islands Hospital, Grand Cayman, shared with other Consultant Surgeons, Registrars and Clinical Interns rotating throughout the H.S.A.

Work is generated by patients referred by other consultants and the Accident and Emergency Departments. Patients transferred from General Practice Clinics. Patients referred from private practitioners.

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

Liaise closely with colleagues in other clinical disciplines.

Dimensions

The principal specialties are provided by the C.I. Health Service Authority. Those requiring tertiary referral to Miami include neurosurgery, specialist pediatric surgery, thoracic and vascular surgery, with some requiring air ambulance transfer. The 8 CCU beds, enable more critically ill patients to be retained on the island.

As the only Urologist on island, clinical competence and experience in both acute and chronic non-emergency urology is a necessity.

The postholder is responsible for the clinical care of urology admissions, specialist clinic and operating room.

Postholder has no budgetary responsibilities

Duties and responsibilities

To provide a 24-hour urology service with assistance from private Urology one weekend per month.

To provide regular general urology outpatient clinics and ward rounds.

To provide back up for the accident and emergency medical staff.

To manage patients in the Critical Care Unit where appropriate, and working closely with, colleagues in other disciplines.

To run outpatient clinics and perform OR procedures at Faith Hospital (on our sister island Cayman Brac) monthly.

To develop, along with colleagues in the Cayman Islands Hospital, evidence-based guidelines, and care pathways relevant to the urology service.

To take part in continuing professional development, clinical audit, and quality monitoring. There is an entitlement of 10 days paid study leave per 2-year contract.

To participate in strategic healthcare planning of surgical services. The post holder will be a member of the Medical Staff Committee, Clinical Quality Committee, and Pharmacy and Therapeutics Committee.

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

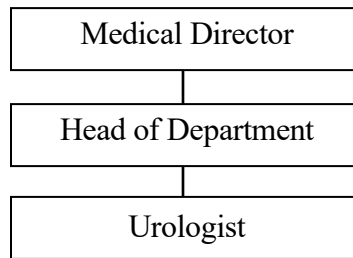
To liaise with other statutory and non-statutory agencies to develop health promotion and disease prevention strategies.

Qualifications, Experience & Skills Requirement

Must possess a primary medical qualification. A minimum of four (4) years of accredited training in general surgery is required, together with a recognized postgraduate qualification such as FRCS, MD, Board Certification in Urology.

Candidates should also possess at least seven (7) years of postgraduate experience in urology or a related specialty relevant to the services provided. The candidate must also hold a valid license from either of the seven (7) jurisdictions; Jamaica, Canada, USA, United Kingdom, New Zealand, South Africa, Australia as specified in the Health Practice Law, Cayman Islands. The ability to work well within a multidisciplinary team is essential.

Reporting Relationship



Direct reports

Reports to the Clinical Head of Department.

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

Ensuring adequate exposure to general surgical cases and how to deliver evidence base care for interns who rotate through the department.

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

Other Working Relationships

The postholder is expected to refer patients to other disciplines within the government health service, tertiary centre, 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 make decisions on the management of his 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.

Long hours in the operating room.

Requires lengthy periods of typing on 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.
Being the only Urologist on staff can be a problem.

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 their 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

I _____ agree to the duties outlined in this job description.

Approved by:	<i>Dr. Delroy Jefferson, Medical Director</i>
Date approved:	<i>30 November 2025</i>
Reviewed:	<i>30 January 2026</i>
Next Review:	
Job Holder Signature/ Date:	
Manager Signature/ Date:	