



The Cayman Islands Health Services Authority, is the principal healthcare service provider in the Cayman Islands, offering the most comprehensive range of inpatient, outpatient and public health services through a 127-bed hospital and four District Health Centres on Grand Cayman, an 18-bed hospital in Cayman Brac and a satellite outpatient clinic in Little Cayman.

We invite applications for the following position:

UROLOGIST

Salary range: USD\$194,242 – USD\$225,242 per annum

On call Allowance of USD\$28,812 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 would be required to provide a 24-hour urology service with assistance from private Urology one weekend per month, provide regular general urology outpatient clinics and ward rounds, provide back-up for the accident and emergency medical staff. In addition, manage patients in the Critical Care Unit where appropriate, and work closely with colleagues in other disciplines. The successful candidate will run outpatient clinics and perform OR procedures at Faith Hospital (Cayman Brac) monthly.

Qualification & Experience: The successful candidate must have a primary medical qualification registered in either Canada, the U.S.A., the United Kingdom, or Jamaica, and a minimum of four (4) years training in general surgery as well as a recognized post-graduate qualification e.g., FRCS, MD, Board Certification or equivalent. In addition, at least 7 years postgraduate experience in the specialty relevant to the services provided.

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.

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: February 23, 2025



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 124-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.

The 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.

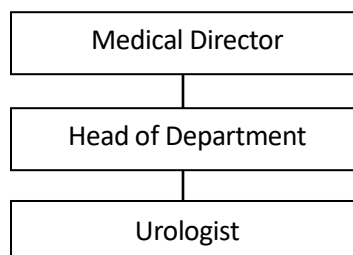
To liaise with other statutory and non-statutory agencies to develop health promotion and disease prevention strategies.

Qualifications, Experience & Skills Requirement

Must have a primary medical qualification registered in either Canada, the U.S.A., the United Kingdom, or Jamaica, and a minimum of four years training in general surgery as well as a recognized post-graduate qualification e.g., FRCS, MD, Board Certification or equivalent.

At least 7 years postgraduate experience in the specialty relevant to the services provided.

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

Approved by:	<i>Dr. Delroy Jefferson Medical Director</i>
Date approved:	<i>30 November 2017</i>
Reviewed:	<i>30 November 2020</i>
Next Review	<i>30 November 2023</i>
Employee Sign/Date:	
Manager's Sig/Date:	